

# AMESBURY TOWN HALL



# FY24 ANNUAL REPORT

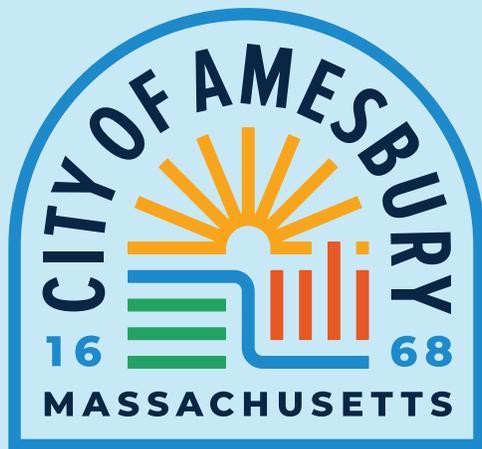
July 1, 2023 - June 30, 2024

MAKE HISTORY HERE

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**MAKE HISTORY HERE**

# SCENES FROM THE CITY



FY24



# STAY IN TOUCH



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



<https://x.com/cityofamesbury>



<https://bitly.com/AmesburyYouTube>



Sign Up For Newsletters

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



Emergency Voice / Text Messages

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

# FROM THE MAYOR'S DESK

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

As your Mayor, it is my privilege to present the Fiscal Year 2024 Annual Report for the city of Amesbury. Reflecting on the past year's accomplishments and identifying areas for growth, my team and I are excited to share our progress and future goals with all of you—our valued community partners. This report highlights our dedication to responsible budgeting and the successful completion of numerous initiatives, all guided by data-informed decision-making.

On October 2, 2023, Free Cash was certified at \$5,594,096. By the end of FY 2024, the balance was \$4,062,898.10. This Free Cash balance provides the City with greater financial flexibility and ensures compliance with both City financial policies and the Massachusetts Department of Local Services (DLS) guidelines, which recommend reserves of 5-10% of the operating budget. Throughout the year, we made several appropriations from Free Cash, including an administrative transfer of opioid settlement funds and funding for school-related expenses. Additionally, \$1 million was allocated to balance the FY 2025 budget.

In FY 2024, we established a new interdepartmental group to help forecast growth and identify opportunities to ease the tax burden on residents and businesses. This group, consisting of the Mayor's Office, Administration & Finance, the Assessor's Office, the Office of Community & Economic Development, and Inspectional Services, has been instrumental in helping us plan effectively. Together with our City Council partners, we are also enacting important zoning amendments to encourage new growth, particularly focused on addressing the critical need for a variety of housing options.

In the November 2023 election, Amesbury voters overwhelmingly adopted the Community Preservation Act (CPA), a marked change from 2016 when the measure was previously rejected. By joining over 196 other Massachusetts communities, Amesbury now has access to additional funds—generated through a small local property tax surcharge and matching contributions from the statewide Community Preservation Trust Fund. These funds will be available for appropriation in FY26 and can be used to build and rehabilitate parks, playgrounds, and recreational fields, protect open space, support affordable housing development, and preserve historic buildings and resources.

As you review this report, I encourage you to explore the “Highlights” in each section. These key initiatives and accomplishments showcase how our boards, committees, commissions, and departments are responding to a changing economy and the evolving needs of our community. They also demonstrate our commitment to modernizing local government and effectively deploying resources.

I am incredibly proud of what we have achieved together this past fiscal year and look forward to even more success in the years to come.

All my best,



Kassandra Gove  
Mayor





# MAYOR

# OFFICE OF THE MAYOR

## MAYOR KASSANDRA GOVE

62 FRIEND STREET, SECOND FLOOR

(978) 388-8121

MAYORSOFFICE@AMESBURYMA.GOV



This year, Mayor Gove and the team focused on enhancing staffing and professional development opportunities for City staff, while also conducting a comprehensive evaluation of our Boards, Commissions, and Committees working alongside the Boards, Commissions, and Committees Review Committee. This team is in the final stages of summarizing their findings and making recommendations regarding onboarding, training, record-keeping, and the overall structure of our committees.

A key priority was supporting city-wide staff development and training. We engaged consultants and partnered with the Massachusetts Municipal Association to provide training in leadership, management, and emotional intelligence. Importantly, this training extended beyond department heads to include staff at all levels, promoting growth throughout the organization.

In addition, we conducted extensive research to select a new Customer Relationship Management (CRM) software aimed at improving communication both within and between departments. This software will streamline the coordination of constituent requests and volunteer terms and expirations. The adoption and implementation of this system are planned for our FY25 goals.

In FY24, the Mayor's Office successfully managed the organization of 76 board and commission appointments and reappointments. As member terms expire, we continually seek new volunteers to fill these vital roles. If you're interested in getting involved and contributing your expertise to the community, we encourage you to learn more.

To view open positions and learn how to get involved, visit:

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

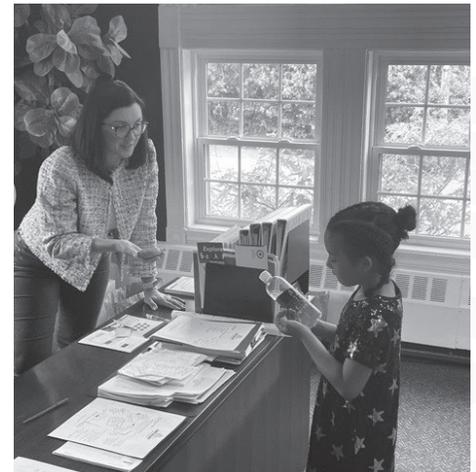
# FY24

## HIGHLIGHTS

- Fiscal Year 2024 began with a successful implementation of new automated trash pickup agreement. The Mayor's Office staff was highly involved in the transition and has observed the change to benefit residents and businesses throughout the city.
- In August 2023, Governor Maura T. Healey, Lieutenant Governor Kim Driscoll, and Massachusetts Department of Transportation (MassDOT) Secretary Gina Fiandaca visited Amesbury for a Chapter 90 bill signing event, authorizing \$375 million in funding to reimburse municipalities for bridge and road maintenance and funding for transportation-related infrastructure grants.
- Ryan Connelly joined us as the Mayor's Executive Assistant in September 2023.

## F Y 2 4 H I G H L I G H T S - C o n t i n u e d

- Michael Keleher, Esq. joined us as the city's Human Resources Director in October 2023.
- For the 3<sup>rd</sup> year since 2021, Amesbury was featured in Business View Magazine. The April 2024 article is entitled Amesbury, Massachusetts: A Thriving Community on a Journey Towards Continued Vibrancy and Innovation
- In May 2024, the Massachusetts Department of Public Utilities approved Amesbury's Municipal Aggregation Plan, allowing the city to go out into the competitive marketplace to solicit electricity pricing for its residents and businesses.



# FY25

## G O A L S

- Implement new CRM software to improve intra- and inter-departmental communications ensuring continuity among and between departments supporting clear and consistent messaging to be conveyed to the public.
- Complete migration of special event permitting to the city's online permitting portal OpenGov to improve efficiency for city staff by streamlining the approval process with automated workflows, improved record-keeping, and access to data. Migration will also improve the applicant's experience by providing a user-friendly platform for submitting, tracking, and paying for licenses and permits.
- Elevate Human Resources and the recruitment and retention initiatives of that department including the completion of a compensation study for non-union city employees and integration of its results.
- Support all department heads in making informed budget decisions through updated capital planning and an interdisciplinary revenue forecasting group.

# I AMESBURY 2030

## TASK FORCE

Mary Chatigny, Co-Chair

Brittany Steingesser, Co-Chair

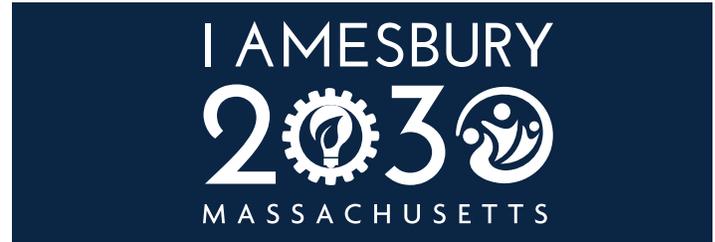
Peter Frey

Peggy Green

Ann McKay

Jonathan Miller

Michael Woo



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://shorturl.at/SWVv9>

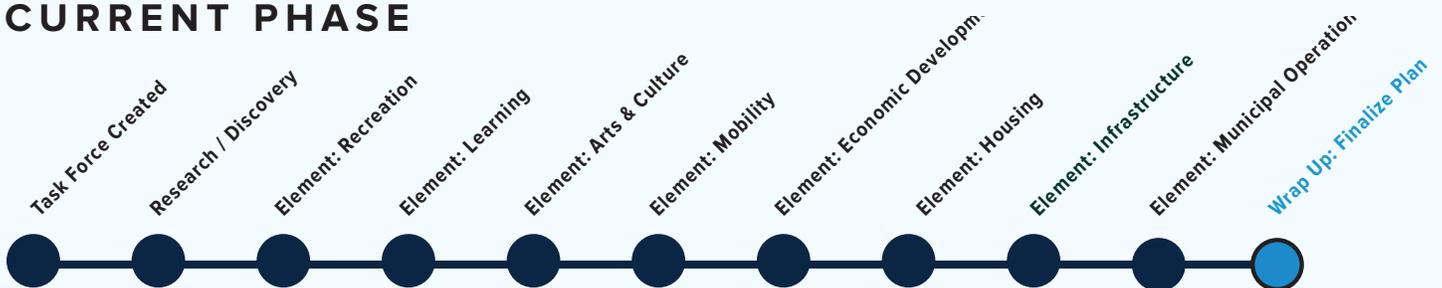
# FY24

## HIGHLIGHTS

- In April of 2024, the I AMesbury 2030 Task Force completed the production of the Master Plan and submitted it to the Planning Board for review. Revisions were suggested with the plan scheduled for a vote of approval in Fall of 2024.



## 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 FY24, in compliance with state law, the Liquor License Commission was granted the authority by the Massachusetts Alcoholic Beverage Control Commission (ABCC) to extend the outdoor dining ordinance which allowed restaurants to ensure they were able to operate safely for their staff and customers.

**35**

**ANNUAL LIQUOR  
LICENSES  
PROCESSED**

**50**

**ONE-DAY  
LIQUOR LICENCES  
ISSUED**

**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

**Ann Johnson, Co-chair**

**Sally Nutt, Co-chair**

**Amy Vander Els, Treasurer**

**Laura Kozlowski, Secretary**

**Margaret Leahy**

**Madison Barnes**

**Bryan Riley**

**Rachel Wallace**

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.



# FY24

## HIGHLIGHTS

- The 27<sup>th</sup> Amesbury Open Studios showcased more than 100 artists, brought 2,000+ weekend visitors to Amesbury, and raised over \$14,000 that will be used in turn to support future ACC projects.
- The Art@City Hall committee continued to curate and install quarterly art exhibits, each time showcasing work of some 30 artists of all backgrounds, levels, and mediums.
- Amesbury's new Poet Laureate, Lisa Usani Phillips, carried on as host of monthly poetry readings at the Greenleaf Whittier Home as well as at new venues around Amesbury.
- Three free Artist Mixers at BareWolf Brewing brought together creatives from in and around Amesbury, continuing to build the "Art of Community."

# SCHOOL BUILDING COMMITTEE

## COMMITTEE MEMBERS

**Mayor Cassandra Gove,**  
School Committee Chair

**Jim McCarthy,**  
Facilities Director, Amesbury Public Schools

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

**Peter Hoyt, Community 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,**  
Chief Financial Officer

**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. Jordan Shay Memorial Lower Elementary School is complete and opened its doors to students PK-2 in the Fall of 2023. This project was completed in accordance with the Massachusetts School Building Authority's (MSBA) 963 CMR 2: School Building Grant Program regulations. The Committee continues to meet as needed to wrapup and process remaining invoices.

# FY24

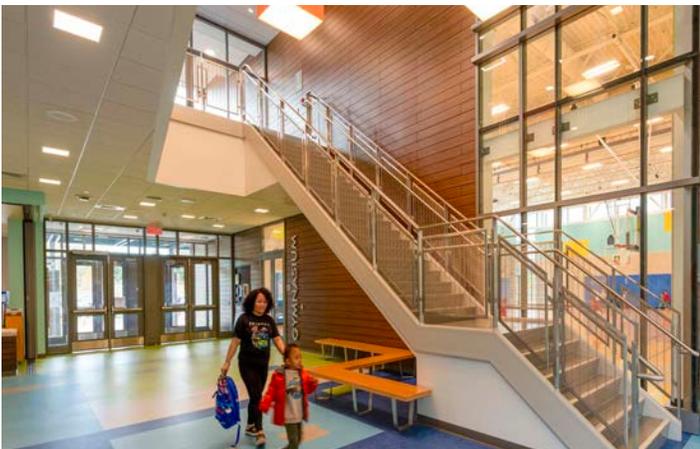
## HIGHLIGHTS

- An open house and ribbon cutting took place on August 24, 2023.



# AMESBURY ELEMENTARY SCHOOL BUILDING COMMITTEE

## NEW SGT. JORDAN SHAY MEMORIAL LOWER ELEMENTARY SCHOOL



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

<https://shorturl.at/lx2RG>



# CITY CLERK

# OFFICE OF THE CITY CLERK

JENNIFER SMITH,  
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.

## FY24

### HIGHLIGHTS

- The City Clerk's Office was exceptionally fortunate to receive a high-speed scanner from the State Election Division for the March Presidential Primary. This advanced technology enabled the Clerk's Office to process early vote-by-mail ballots at a rate of 10 ballots per second, a significant improvement over the previous rate of 10 ballots per minute with our tabulators.

Business Licenses Approved	
Automatic Amusements	3
Pool/Bowling	2
Sunday Jukebox	3
Inn Holder	2
Dine, Dance, Entertainment	7
Junk Dealer	6
Auto	10
Common Victualler	59
Hawker & Peddler	8
DBA	97
Raffles	9
Storage	17
<b>Total</b>	<b>223</b>

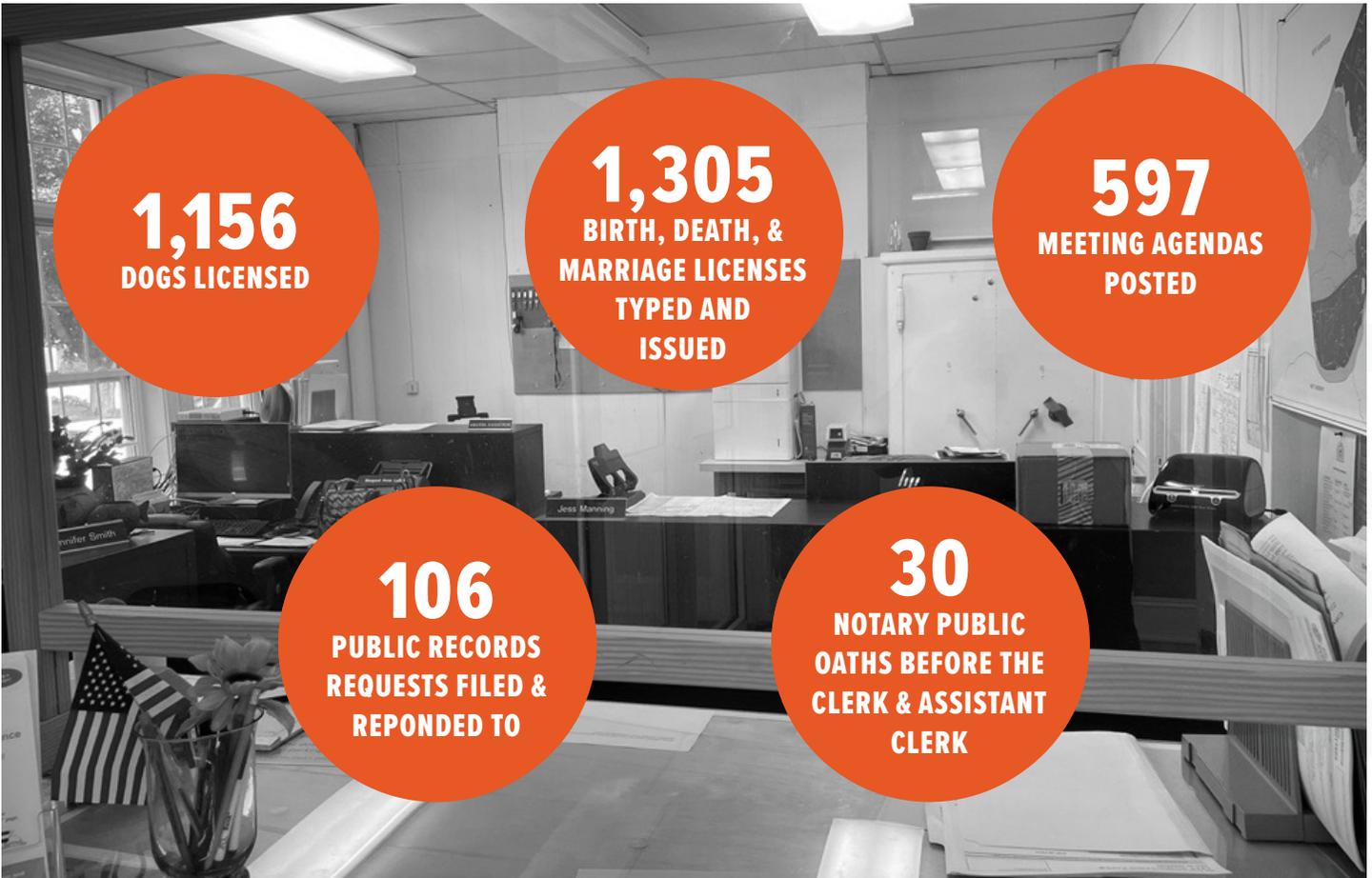
**NOVEMBER WAS THE MONTH THAT SAW MOST BABIES BORN AND SEPTEMBER WAS THE MOST POPULAR MONTH FOR MARRIAGES IN FY24.**

**149**  
BIRTHS

**103**  
MARRIAGES

**178**  
DEATHS

**LEVI AND OLIVIA WERE THE MOST POPULAR FIRST NAMES FOR BABIES BORN IN FY24**



FY24 was a challenging year for the City Clerk’s Office. The Clerk’s Office experienced a turnover in the positions of City Clerk and Administrative Assistant, and a vacancy in the Assistant City Clerk’s position. Despite being short staffed, the Clerk’s office successfully conducted four (4) elections over the course of 6 months, continued to prepare for City Council business and continued to serve the residents of Amesbury.

# FY25

GOALS

- Focus on filling the vacant full-time administrative position and building an effective team through onboarding and training.
- Incorporate new advanced processing devices and technology into training plans for all office and seasonal staff to ensure smooth transition in protocols and efficient logistics for elections maximizing our investment in the system.

# BOARD OF REGISTRARS

## REGISTRARS

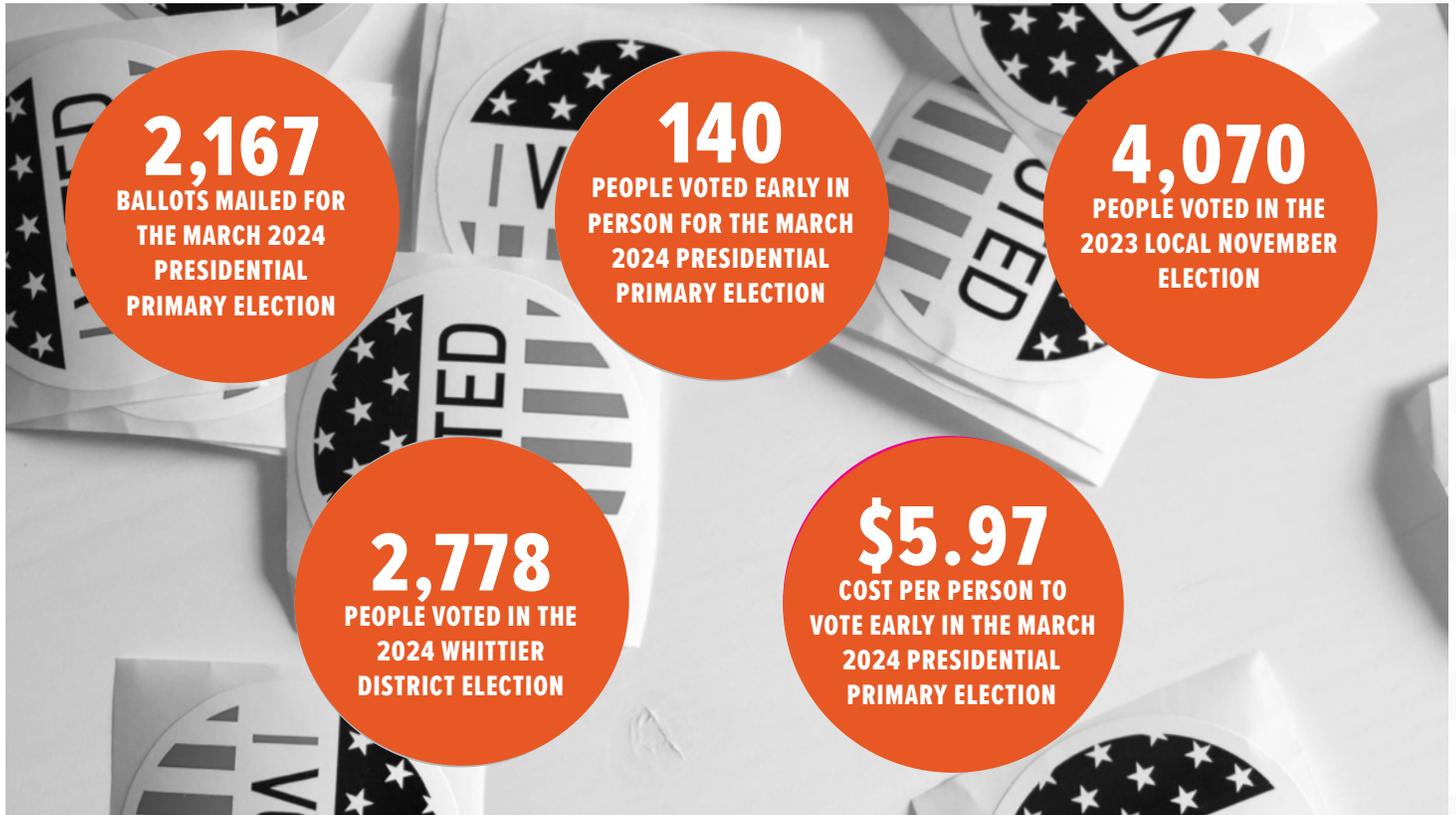
Jacqueline Brisebois

Patricia Harry

Normand W. Pare

Jennifer E. Smith

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.



# FY24

## HIGHLIGHTS

- 56 election workers were appointed.
- In-person early voting continued to be the least popular method of voting in FY24, with day of the election voting being the most popular.
- There was a 29% voter turnout for the November 2023 Election (4,070 voters)
- There was a 12% voter turnout for the September 2023 Election (1728 voters)
- There was a 19% voter turnout for the January 2024 Whittier District Election (2778 voters)
- There was a 27% voter turnout for the March Presidential Primary Election (3812 voters)

# CITY COUNCIL

## COUNCIL MEMBERS

**Scott Mandeville, President, Councilor at Large**

**Pamela Gilday, Vice President, District 1**

**Anthony Rinaldi, District 2**

**Owen Corcoran, District 3**

**Nicholas Wheeler, District 4**

**Jessica Redfern, District 5**

**Michael Hogg, District 6**

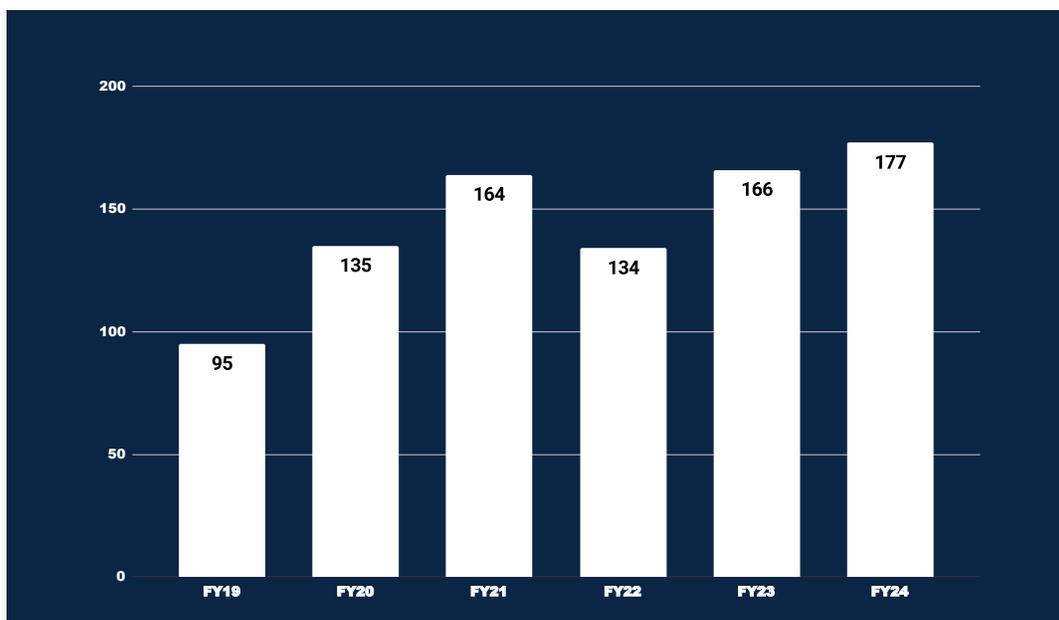
**Claudiel Frederique, Councilor at Large**

**Steve Stanganelli, Councilor 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



**177**  
BILLS READ  
IN FY24

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 and 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 31 MEETINGS IN FY24



**“As elected representatives of our community, we have worked to further the common goals we share and do the hard job of balancing priorities with resources. While we may not always agree, we are grateful to be part of the process, working in good faith for our fellow neighbors.”**

**- Councilor Steven Stanganelli**

# **ORDINANCE & ADMINISTRATION SUBCOMMITTEE**

## COMMITTEE MEMBERS

**Pamela Gilday, District 1, Chair**

**Anthony Rinaldi, District 2**

**Nicholas Wheeler, District 4**

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

**Steven Stanganelli, Councilor at Large, Chair**

**Claudiel Frederique, Councilor at Large**

**Jessica Redfern, District 5**

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

**Owen Corcoran, District 3, Chair**

**Scott Mandeville, Councilor at Large**

**Michael Hogg, District 6**

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.

## FY24

### HIGHLIGHTS

In fiscal year 2024, the administration & finance office:

- Submitted timely 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 10/2/2023 in the amount of \$5,594,096. At the end of fiscal year 2024, the Free Cash balance was \$4,062,898.10.
- Prepared/assisted with the Tax Rate Recapitulation submission and tax rate was approved on 12/05/2023 at \$15.64.
- Prepared and submitted the Schedule A report; approved on 11/29/2023.
- Prepared and submitted the Annual SLFRF Compliance Report.
- Fiscal year 2023 financial statements audit was completed by Marcum LLP with an unmodified opinion (this opinion is issued once auditors obtain sufficient and appropriate audit evidence of the financial statements due to their testing).
- Revised and implemented accounts payable processes.
- Assisted in developing a water/sewer abatement policy.
- Continued to review and reconcile general ledger funds as part of the "cleaning up" project.

**531**

**FULL-TIME &  
PART-TIME  
EMPLOYEES  
(CITY & SCHOOLS)**

**16,127**

**PAYCHECKS  
PROCESSED**

**7,710**

**ACCOUNTS PAYABLE  
CHECKS ISSUED**



## **DID YOU KNOW?**

The Chief Financial Officer oversees the activities of the Assessor and Treasurer/Collector. In recent years it has also included Human Resources (HR) and Information Technology (IT). In Spring 2024, HR and IT were elevated to report directly to the Mayor.

# **FY25**

## **G O A L S**

- **Provide procurement training to all department heads and administrative support staff to streamline the procurement processes and reduce inefficiencies.**
- **Enhance interoffice communication and process integration with the Human Resources department focused on the compensation study, payroll processing enhancements, and accrual tracking.**
- **Establish best practices and internal policies for managing the newly adopted CPA funds in partnership with numerous other offices and the new committee.**

# RETIREMENT BOARD

## BOARD MEMBERS

**Donna M. Cornoni, Chair**

**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 64.85% funded and is expected to be fully funded by 2035.



# HEALTHCARE TRUST COMMISSION

## COMMISSION MEMBERS

**Anne Bryant**

**Anne Ferguson**

**Joan MacPherson**

**Deborah Smith**

**\$20,745.22** in expenditures went to help paying residents medical bills and general office supplies in FY24.

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

## CARRIAGES TO AUTOMOBILES

In a forty-year span between the Victorian and Industrial eras, local craftsmen were technology leaders in the transition from carriage to automobile. This relief shows what the transportation revolution rolled on, from wheels to pneumatic tires, all produced in Amesbury.

1938  
KAPPA PNEUMATIC  
TIRE COMPANY  
PNEUMATIC  
TIRE

1911  
KAPPA PNEUMATIC  
TIRE COMPANY  
PNEUMATIC  
TIRE

1908  
KAPPA PNEUMATIC  
TIRE COMPANY  
PNEUMATIC  
TIRE

1906  
KAPPA PNEUMATIC  
TIRE COMPANY  
PNEUMATIC  
TIRE

1890  
KAPPA PNEUMATIC  
TIRE COMPANY  
PNEUMATIC  
TIRE

Jeffrey A. Briggs  
Sculptor  
Supported by the Amesbury Cultural Council

# OFFICE OF THE ASSESSOR

## DIANA CASWELL, CHIEF ASSESSOR

62 FRIEND STREET, FIRST FLOOR

(978) 388-8102

ASSESSOR@AMESBURYMA.GOV

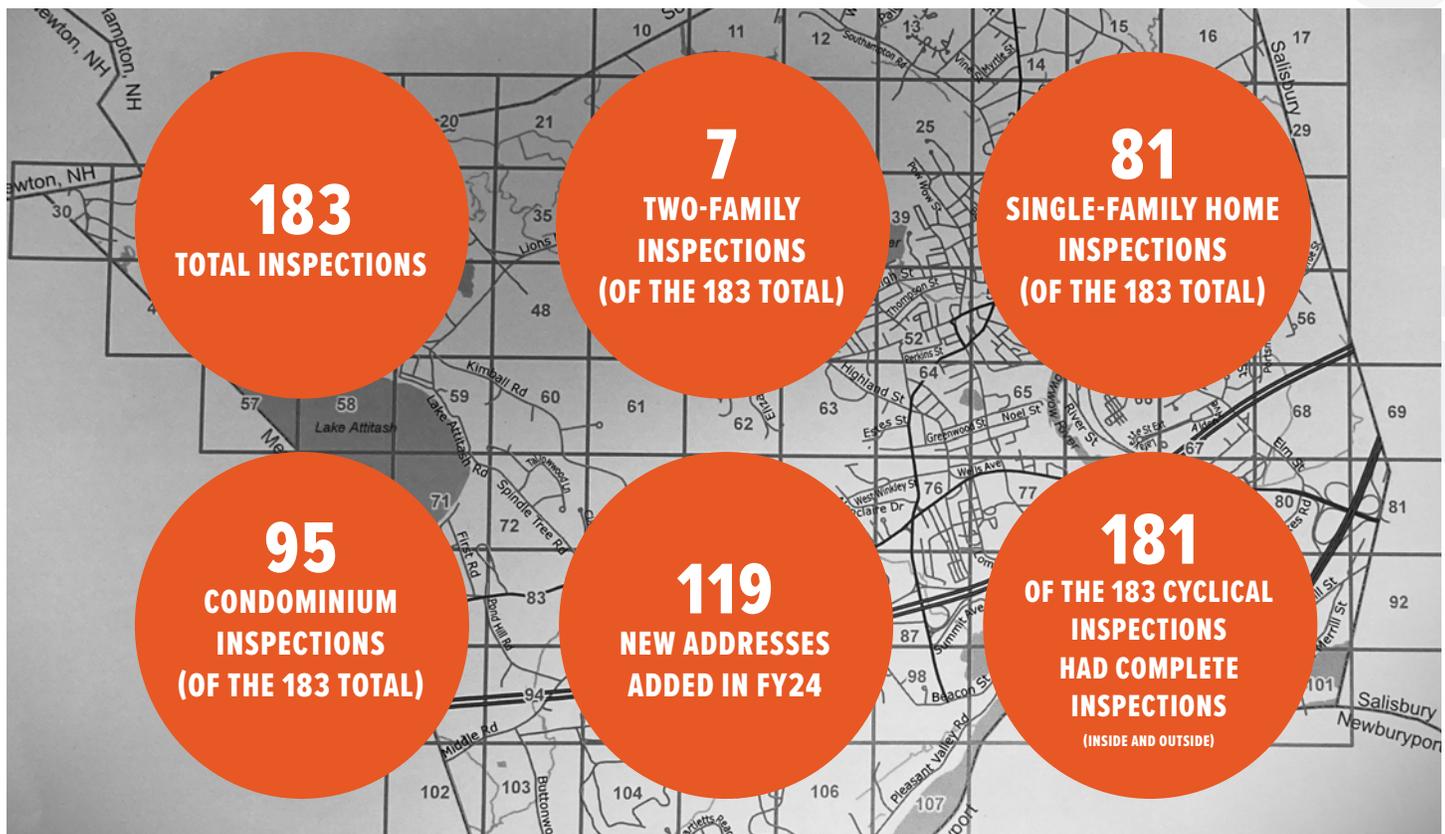


# FY24

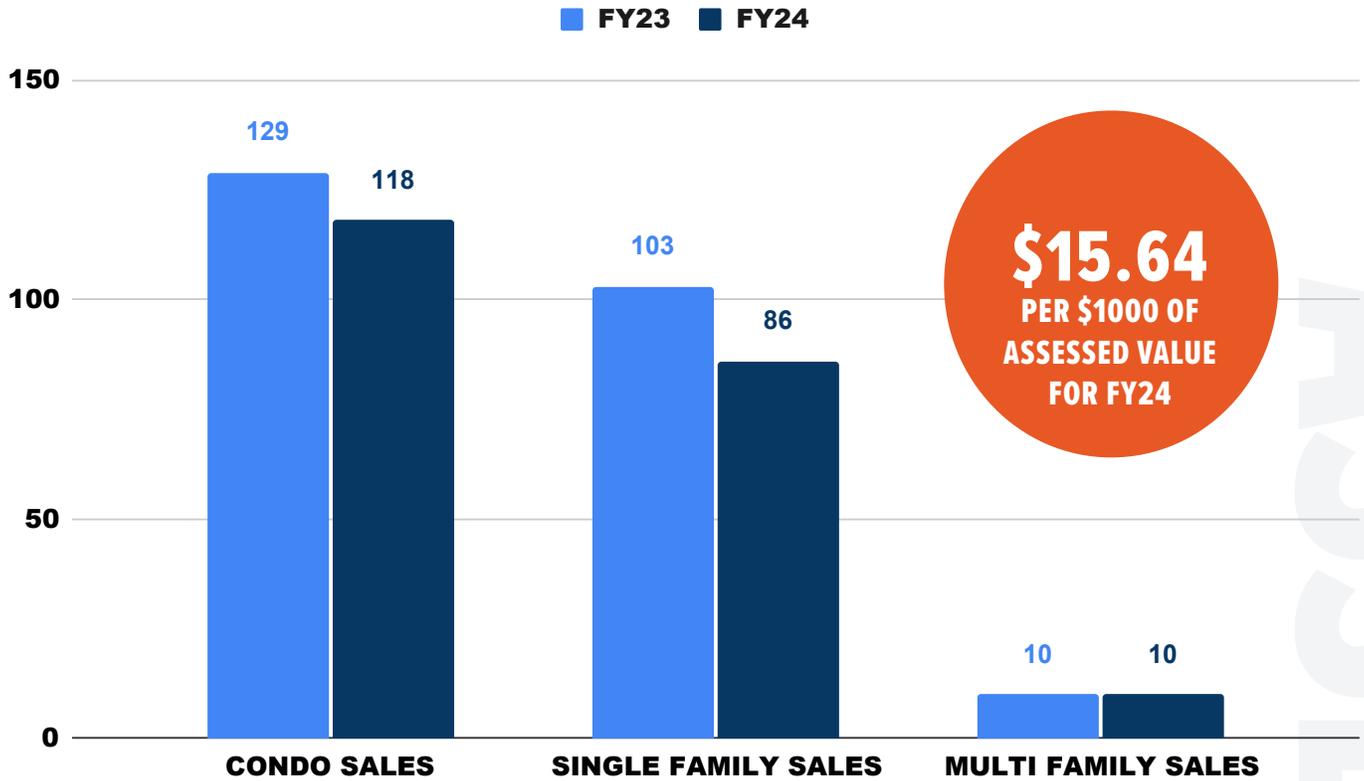
## HIGHLIGHTS

- Our office became up to date with visiting all homes for sales verifications, building permits, and cyclical inspections. We were able to either conduct a full inspection or leave cards in an attempt to schedule appointments for full inspections.
- We worked, in conjunction with OpenGov, to ensure that all property owners and new addresses were uploaded to OpenGov once a month.

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 FY23 VS. FY24



## 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.

# FY25

## GOALS

- Strive to provide applications for senior exemptions and chapter land earlier than in recent years, maximizing opportunities for residents.
- Establish an exemption application for the newly adopted CPA and partner with other offices to elevate awareness of the process.
- Aim to complete data collection earlier in the year in turn enabling the value analysis and recapitulation to be prepared for the administration and city council sooner.
- Activate GIS integrated tools within our software for streamlined workflow of all employees.

# 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 2025. For information on requirements, and how to apply, visit the city website: [www.amesburyma.gov/323/Council-on-Aging](http://www.amesburyma.gov/323/Council-on-Aging)

**\$36,000**  
DEDUCTED FROM 24  
SENIOR WORKER'S  
TAX BILLS (FY24)

**\$7,500**  
DEDUCTED FROM 5  
VETERAN WORKER'S  
TAX BILLS (FY24)

## TAX EXEMPTIONS FY23

	# OF EXCEPTIONS GRANTED	TAX DOLLARS ABATED	STATE REIMBURSEMENT
37A Blind	10	\$10,000.00	\$875.00
41C Elderly	30	\$24,898.81	\$15,060.00
41A Deferred Taxes	1	\$11,744.08	NO REIMBURSEMENT
22 Veteran	72	52,049.34	16,200.00
17D Surviving Spouse	23	\$12,284.68	\$6,300.00
22D Surviving Spouse	10	\$75,777.98	\$75,777.98
22E Veterans & Surviving Spouses	30	\$50,346.50	\$24,250.00

## BOARD OF ASSESSORS

### BOARD MEMBERS

**Emily Behn**  
**Crystal Hall**  
**Thatcher Keezer**

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.



# TREASURES SURFER

# OFFICE OF THE COLLECTOR/TREASURER

DONNA CORNONI,  
COLLECTOR/TREASURER



62 FRIEND STREET, FIRST FLOOR

(978) 388-8105

TREASURER@AMESBURYMA.GOV

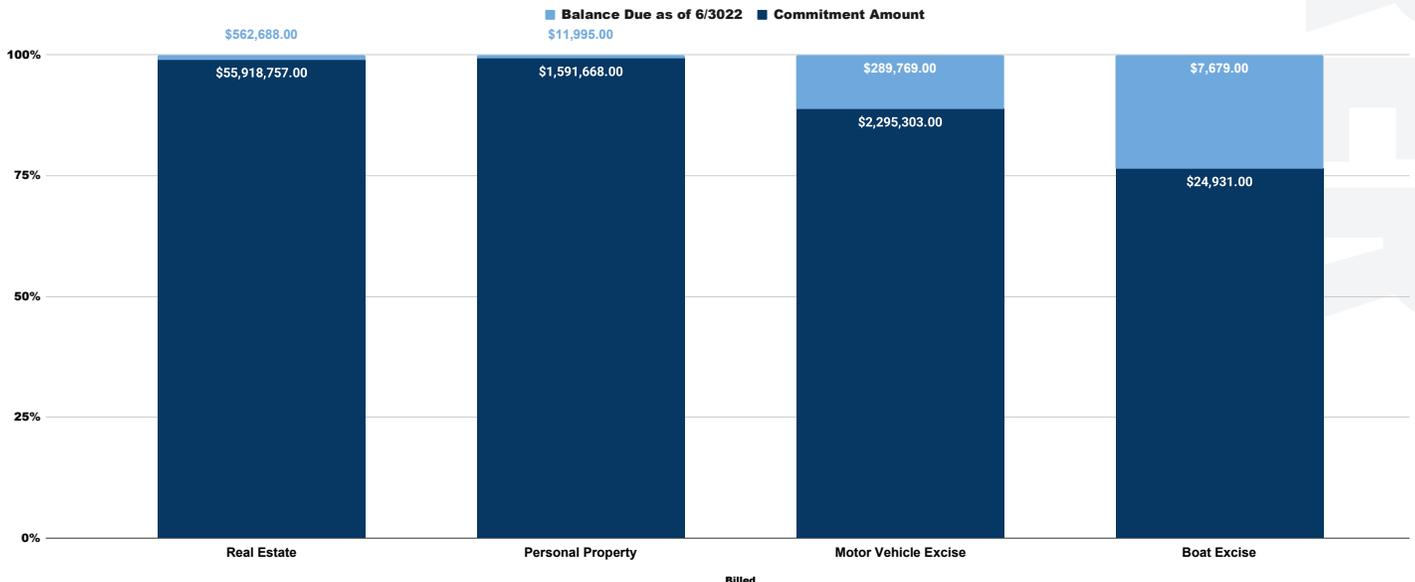
## FY24 HIGHLIGHTS

- The Treasurer attended the MCTA conference in June 2024 to continue and maintain education credits for certification.
- Our staff continues to participate in cyber security education training to learn to recognize potential threats and develop secure habits.

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 FY24





## DID YOU KNOW?

The Treasurer/Collectors office has three employees with over 90 years of combined service to the city of Amesbury.

# FY25

## GOALS

- Familiarize staff and establish best practices and internal policies for tracking revenue from the newly adopted CPA funds in partnership with numerous other offices and the new committee.
- Prepare for and establish internal policies for tracking revenue from the amended water and sewer fees including a stormwater fee in close partnership with third party vendor responsible for collections.

# 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.

## FY24

### HIGHLIGHTS

- Fully integrated the new three-tiered support staff roll drastically reducing the time to resolution for tickets down to under 48 hours on average per ticket.
- Completed the rebuild of Cashman Elementary School's Public Address system.
- Distributed new laptops for all teachers in all Amesbury Public Schools.
- Deployed new cameras and updated the camera software for Amesbury High School.
- Participated in the strategy meetings for the School Department to update their long-term goals and created a new IT policy surrounding staff requests, equipment, and budget requests.
- Moved the municipal departments to multi-factor authentication with 100% compliance.
- Achieved a +85% completion rate with our Knowbe4.com cyber-Security training program.
- Purchased a high-quality cyber-security monitoring and resolution platform called Huntress XDR that monitors both local hardware as well as Microsoft Exchange online email and Microsoft Entra-ID accounts.
- Separated school and municipal networks to reduce the security concerns surrounding shared resources.
- Updated and upgraded the Police Department camera environment.



**10%**  
REDUCED WASTE  
ON LICENSING FEES  
ON MUNICIPAL  
ACCOUNTS

**600+**  
CITY AND SCHOOL  
EMPLOYEES  
SUPPORTED BY IT

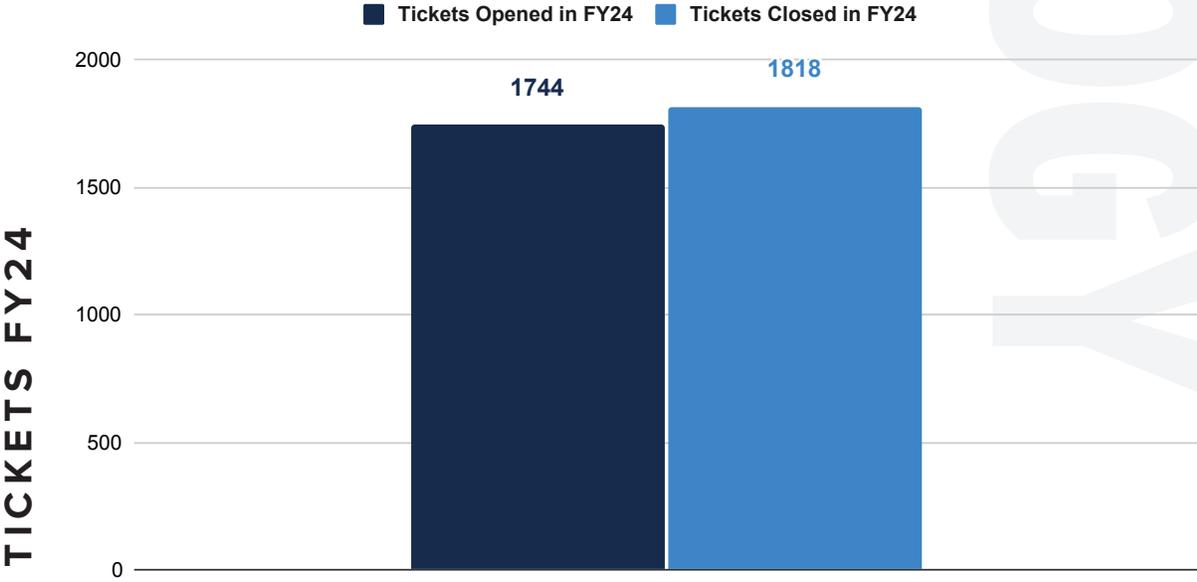
**2,000+**  
STUDENTS  
SUPPORTED BY  
IT

**300+**  
PHONES MIGRATED  
TO NEW IP BASED  
SYSTEM FOR  
SCHOOLS

**1,818**  
TICKETS CLOSED IN  
FY24

**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.





*“I wanted to take a moment to commend and thank you all for a great start to the year. I’ve received so much positive feedback from my staff about your responsiveness and support to start the year. This goes such a long way. I appreciate all you do and the amount of time you spent in the schools to ensure we had a successful start.”*

**- Danielle Ricci, Ph.D.**  
**Principal, Amesbury High School**

# FY25

## GOALS

- Implement best practices and new technologies for improved network security, including multi-factor authentication, and enact password synchronization between the school district Google environment and our local network.
- Use a third-party insurance company to handle Chromebook repair and replacement reducing downtime for users, workload for staff, and costs to the district.
- Perform as much of a full refresh as possible on the school video surveillance systems for updated and effective school security.
- Replace one or more school public address systems for the High School and/or Middle School.
- Expand end user security and general technology proficiency by hosting live and hybrid video training sessions for all staff (city and school).
- Deep dive into current technology systems to determine what we can do to reduce waste and increase efficiency, including migrating disparate phone systems to one provider.
- Install surveillance systems at all municipal buildings.

## 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.

## FY24

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

- Rob Serino was appointed Deputy Fire Chief, putting a new member in the administrative team. With this additional administrative member, the chiefs could handle the day-to-day operations better by reviewing and updating policies, applying for grants, and also focus more on Fire Prevention and Community Risk Reduction.
- The department reached the goal of 43 members with the final firefighter job offer in June of 2024. These final 8 members were hired from the SAFER Grant. This grant allows the department the opportunity to improve the staffing of apparatus and have the needed personnel to better accomplish our tasks.
- Three of the new members completed the Massachusetts Fire Academy Recruit Training Class in Stow, MA. This is a 10-week class that teaches recruits the basics of firefighting and the associated duties to better them for their careers in the fire service. One of the members received the Richard N. Bangs Award for outstanding member of the recruit class.
- The rescue boat was repaired and put into service. This was done in collaboration with the Whittier Tech Marine Program.

**5,100**  
TOTAL SERVICE  
CALLS IN FY24

**73**  
FIRES

**2,273**  
EMS RESPONSES

**200**  
FIRE PREVENTION  
INSPECTIONS

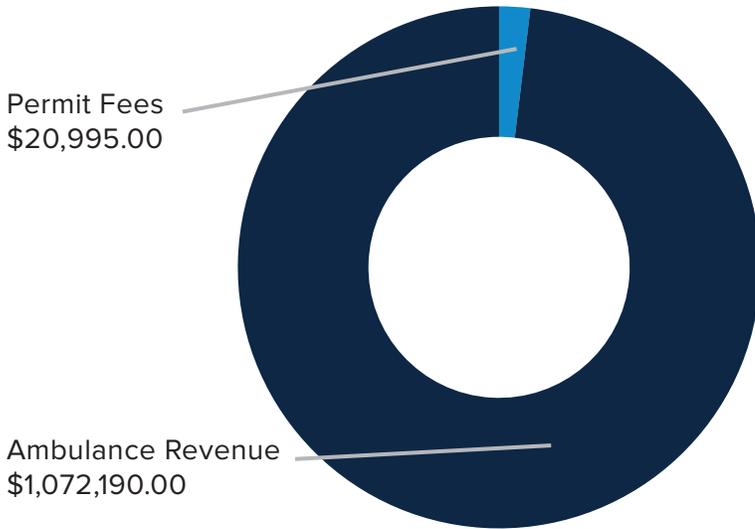
**398**  
MUTUAL AID  
RESPONSES  
& MUTUAL AID  
RECEIVED

**155**  
MOTOR VEHICLE  
CRASHES

**2,001 OTHER ADDITIONAL CALLS:**  
(RESCUE INCIDENTS, HAZARDOUS CONDITIONS, SERVICE CALLS, FIRE PREVENTION, AND OTHER.)



## FUNDS GENERATED IN FY24



**\$1,093,185**  
TOTAL GENERATED  
IN FY24



## DID YOU KNOW?

The Amesbury Fire Department has three retired members that are 90 years old or older. Retired Chief Gaudet is 90, Retired Firefighter Roland “Uncle Tom” Page is 96, and Retired Call-Captain Billy Ryan is 100 years old.

# FY25

## GOALS

- Secure extension of federal SAFER staffing grant to maintain adequate staffing while engaging in ongoing budget forecasting for the conclusion of the grant and collecting and analyzing data to measure impact and make informed decisions.
- Establish a Community Risk Reduction program through community involvement including SAFE, Senior SAFE, High School Intern program, civic groups, and fire prevention.
- Focus on establishing formal and standardized training programs for members of the department.



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*

# FY24

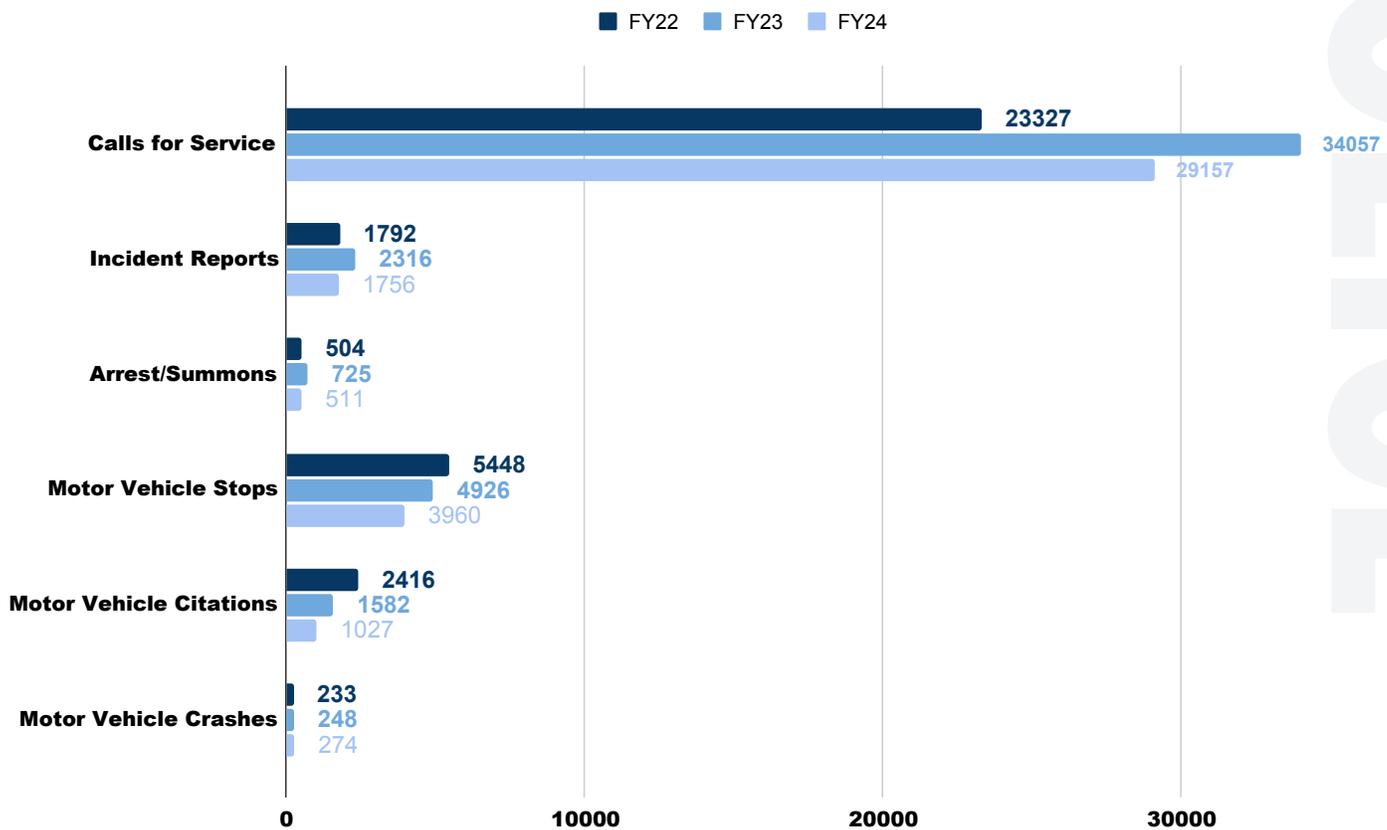
## HIGHLIGHTS

- First year of Body Camera use which allowed quick exoneration of a falsely accused officer and was able to capture outstanding patrol work in real time. Body Worn Cameras are well accepted by the team and widely used.
- Implementation of a Drone Program that has been used extensively for special events, missing children and assisted with traffic monitoring.
- Successful implementation and use of Beach Cam at Lake Gardner which increased public safety and assisted in the arrest of people destroying the property.
- Collaboration with Essex County Outreach which led to the approval of grant funds for a regional mental health clinician to assist officers with potential patients.
- Loss of four officers, two who transferred to other departments, and two retirements (Donovan and Leary).
- Hired two additional female officers and one Spanish speaking officer who transferred from Lawrence Police department.
- Promoted first female, Deputy Chief in department history.
- Promoted a new Lieutenant and Sergeant
- Hired two female Public Safety Clerks
- Successful implementation of a new traffic pattern at the Shay and Cashman Schools
- Long standing Harbormaster retired, and the Police Chief assumed his duties and responsibilities.



The purpose of the police department, and particularly those who work within the patrol function, is to arrest criminals, reduce crime, reduce fear of crime, and use proactive problem-solving methods in partnership with the citizens. This is accomplished through active patrol, traffic enforcement, criminal investigations, evidence/crime scene processing, drug enforcement, and a vast array of community initiatives and highly visible police functions. The more workload on each officer, the less time is available to be devoted to these preemptive activities. After a continued absence, the community will begin protesting the lack of visibility, traffic enforcement, and other initiatives they view as important.

## CALLS FOR SERVICE IN FY24



## DID YOU KNOW?

Amesbury Police Chief Edmund McLaughlin served in WWII as a bomber pilot in Europe with 46 missions and earned the Distinguished Flying Cross in 1944 for aerial combat. In 1945 Chief McLaughlin became a patrol officer for the Amesbury Police force and in 1951 was promoted to Chief of Police. A position he held for 29 years and is considered the longest tenured Police Chief in the history of Amesbury. Today, the average tenure of a Police Chief is just 5 years.



# FY25

GOALS

- Meet, within reason, community expectations of the Police Department and still encourage community confidence.
- Find ways to do more with less, which will require the continual support and maintenance of community partnerships.
- Maintain a positive working environment for the staff and ensure increased workloads are evenly distributed.
- Work on rebuilding our work force (patrol), through a comprehensive staffing study, so community expectations can be met, and proactive policing may be accomplished in FY26.



# PUBLIC WORKS

AMESBURY DPW

# PUBLIC WORKS

JOESEPH BUCKLEY P.E.,  
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 or maximize benefits and convenience to public.

## FY24

### HIGHLIGHTS

- Lisa DeMeo hired as Assistant DPW Director/ City Engineer
- Roadway line striping was completed for the first time in many years.
- 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 for a automated trash pick up system was signed in June of 2023, after a full year in place this continues to be very successful.
- A large culvert was repaired on Sparhawk Street after an unexpected collapse which required emergency response and unanticipated spending.

## 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.

## Projects started in FY24 - Scheduled to be Completed in FY25

- **Main Street:** Main Street and Evens Place, crosswalk and rapid flashing beacon, HMA sidewalk and granite curbing.
- **Sparhawk Drain Collapse:** Design and construction completed by Amesbury DPW.
- **Congress Street:** Culvert repair, design and construction completed by Amesbury DPW.
- **Lafayette Street Improvements:** Need to remedy annual icing problems in snow/ice season, construction to be completed in early FY25.
- **Market Square:** Specifications were created based on City of Boston specs, contractor has been selected, funding was identified, work to start summer 2024.

## Design Projects Completed FY24 - FY25 Construction planned

- **Friend Street Drainage:** Install new culvert at Friend Street, improve flow under private driveway, and replace drainpipes in park, to the outfall at the pond.
- **Powwow Weir:** Design is complete to upgrade the materials at the weir. There will be some wetland replication required due to the site construction. Conservation Commission permits are applied for. Appearance before the Commission is on hold until meetings with abutters are complete. Funding for construction is identified.
- **Kimball Road Small Bridge:** Design is complete and submitted to MassDOT Bridge Division. Funding through Small Bridge grant program. Construction funding can come from a second phase of small bridge grant funding (not yet applied for).
- **Oakland Street Outfall:** Drainage outfall installed through the DOT Elm Street reconstruction project. The headwall of the outfall blew out and must be replaced. Original design consultant has provided plans for the repairs. The city will bid and manage construction. Design drawings were provided by consultant for free, funding for construction TBD.

## Additional Design Projects Started in FY24 - Ongoing

- **Elizabeth Street:** Survey work in anticipation of drainage work.
- **Fourth Street:** Survey work in anticipation of drainage work.
- **Merrimac Street:** Survey work in anticipation of drainage work.
- **California Street:** Survey work in anticipation of drainage work.
- **Oak Street Bridge:** 25% design plans submitted to DOT. Awaiting their comments.
- **Lion's Mouth Sidewalk:** Design is complete. Working with consultant on bid documents.
- **Powwow River Pedestrian Bridges (Upper Millyard):** Consultant has been brought on to analyze current situation, report has been issued.



**1798.85**

TOTAL TONS  
RECYCLED

**855.9**

MILLION GALLONS  
OF WASTEWATER  
TREATED

**4661.96**

SOLID WASTE  
TONNAGE

**462,784,025**

GALLONS OF WATER  
PUMPED TO THE  
CITY

**27.8"**

OF APPROXIMATE  
SNOWFALL



# FY25

## GOALS

- Develop and implement a funded capital plan for water, sewer and drainage related projects.
- Focus on advancing the engineering, design, and construction for needed capital improvements to old and failing infrastructure.
- Continued development of specifications and construction standards for the City of Amesbury.
- Actively oversee the rollout of amended water and sewer fees including a stormwater fee in close partnership with third party vendor responsible for collections.
- Provide cross training between management positions and create succession plans.

# CEMETERY ADVISORY COMMISSION

## COMMISSION MEMBERS

Jane Snow, Chair

# FY24

### HIGHLIGHTS

- We obtained a cemetery management system which will allow us to compile an extensive gravesite inventory and to be able to share gravesite and burial information with the public. They will be able to do genealogy work online from the comfort of their own home. Using GPS, it has the ability to guide you directly to a family plot.
- The gates at Mt Prospect have been repaired and painted.

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.



# COMMUNITY & ECONOMIC DEVELOPMENT



# COMMUNITY & ECONOMIC DEVELOPMENT

NICK CRACKNELL, 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.

## FY24

### HIGHLIGHTS

- Facilitated adoption of the East End 40R Smart Growth District for over 35 acres of land located along Clark’s Road and Elm Street. Adoption of the District will encourage over 200 units of higher density housing in support of the City’s obligations under the MBTA Communities Act.
- Facilitated adoption of a zoning amendment for Accessory Dwelling Units.
- Advocated for Planning Board approval of a 9-unit urban infill housing project at 101 Market Street. The project has mixed-income housing including an affordable housing unit.
- Developed a Pattern Book and Zoning Amendment for over 60 acres within the so-called “Golden Triangle” along Elm Street. Adoption of the District will encourage over 400 units of higher density housing in support of the City’s obligations under the MBTA Communities Act.
- Secured nearly \$900,000 for the repair and improvement of the Washington Landing Maritime Support Facility along Merrimac Street. Improvements include reconstruction of the boat landing and installation of new walkways and docking systems.
- Facilitated formal Street Acceptance for Point Shore Meadows.
- Continued to evaluate and develop recommendations on draft zoning amendments for Renewable Energy Developments, Retail Marijuana Establishments, Historic Preservation Projects, and limited projects within the Water Resource Protection District.

10

OCED oversees 10  
Boards, Commissions,  
Committees and  
Task Forces

37

Conservation Commission  
reviewed and approved  
applications for 9 notices  
of intent, 18 certificates of  
compliance, 2 Abbreviated  
Notices of Resource Area  
Delineation and requests for 8  
determination of applicability

16

Planning Board  
reviewed and approved  
applications for 2 site  
plans, 3 special permits,  
3 ANR Subdivisions, 5  
Zoning Amendments and  
8 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>

# FY25

## G O A L S

- **Advocate for adoption of amendments to the Zoning Ordinance that both promote higher density housing developments such as 40R Smart Growth Districts and compliance with the 3A MBTA Communities Act Zoning.**
- **Review and revise zoning amendments such as Accessory Dwelling Units and Starter Housing 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.**
- **Continue to 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.**
- **Support the new Conservation and Sustainability Planner as the staff liaison to 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.**
- **Work with the I AMesbury 2030 Master Plan Committee to complete the review of the Land Use Element in the 2030 Master Plan and achieve approval of the Planning Board.**
- **Hire an Energy Manager to act as the staff liaison to the Energy Committee and to promote/manage the Community Choice Power Supply Program (municipal aggregation program) and other energy alternatives.**
- **Seek approval for a new senior project planner role to act as the city’s capital lead project manager for parks, playgrounds, streetscape, and other city building and infrastructure improvement projects.**
- **Facilitate the surplus of city-owned property with the Disposition Committee. Projects include the Ordway School, Orlando Bagley House, Amesbury Elementary School, Trader Allen’s Truck Stop and 58-63 Cynthia Lane.**

# OPEN SPACE, NATURAL RESOURCES, AND TRAILS COMMITTEE COMMITTEE MEMBERS

**Jonathan Sherwood, Chair**

**Nick Cracknell, OCED Director**

**Richard Hucksam**

**Michelle Faucher**

**Jessica Redfern, City Councilor**

**Fred Zackon, Conservation Commission Representative**

**Pascal Rettig, Planning Board Representative**



## FY24

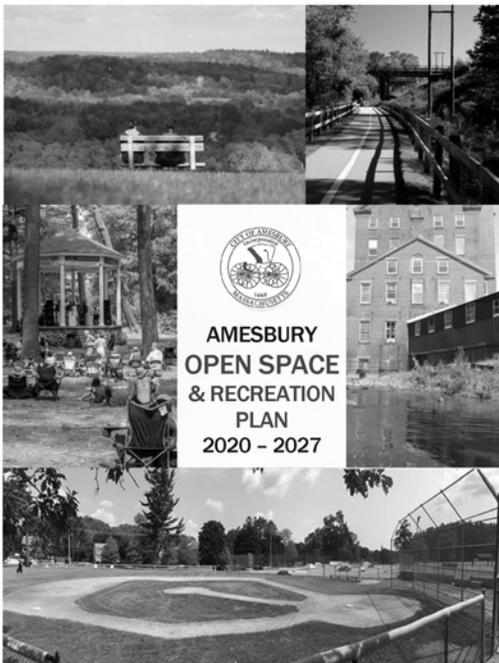
### HIGHLIGHTS

- Worked with the Merrimack Valley Planning Commission (MVPC) to identify and prioritize open space parcels on MiMap; the city's geographic information system.
- Worked with MA Audubon to draft a land management plan for Woodsom Farm.
- Identified some parcels of farmland 'of local importance' with the American Farmland Trust.

## 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:



Cover Photos (Clockwise from Top Left): Ken Apeslgh; Amesburytrails.net; Andrew P Watson, City of Amesbury; and Tom Barasso.

To read the updated Amesbury Open Space and Recreation plan, visit: <https://shorturl.at/ikIV9>

# ENERGY COMMITTEE

## COMMITTEE MEMBERS

**Anthony Rinaldi, City Council, Chair**

**Mike Browne, Vice Chair**

**Michael Hogg, City Councilor**

**Barbara Lorenc**

**Nancy Maynes**

**Bill Messner**

**Brittany Steingesser**



**43,012.92**  
TOTAL KWH USED  
AT THE EV  
STATIONS

### EV Station Locations

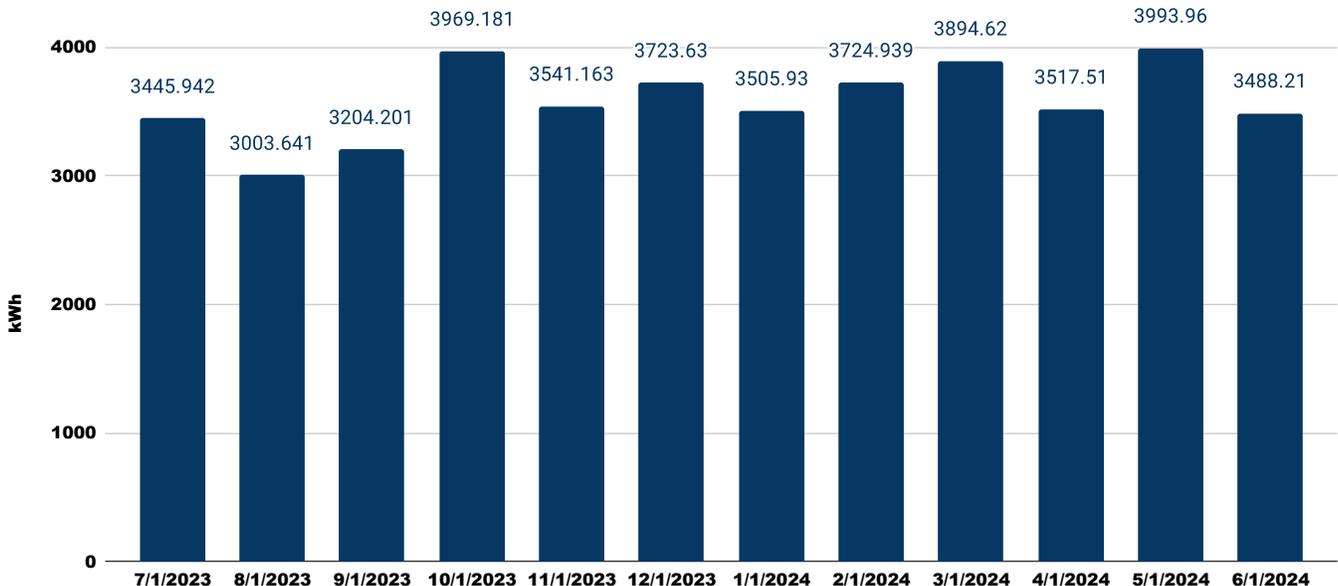
- Carriagetown Marketplace
- Lower Millyard Parking Lot
- Upper Millyard Parking Lot
- City Hall Municipal Lot

# FY24

## HIGHLIGHTS

- Ongoing efforts to work with the city's public schools to make energy efficient upgrades and explore ways to use energy credits.
- Continued to focus on recycling efforts and cost savings, green purchasing, LEED for Cities, composting, and renewable energy systems.
- After Spring 2024 approval of the City's Municipal Aggregation Plan, Amesbury residents will begin to receive information in the mail about the launch of the Amesbury Community Choice Power Supply Program (municipal electrical aggregation). There will be a response card for those who want to opt-out. Otherwise, there is no other action needed to be included in the program. Community information sessions are scheduled to answer any questions regarding the program and will be held by the city and representatives of Colonial Power Group.

### KWH USED AT THE FOUR PUBLIC EV STATIONS IN FY24



# AMESBURY HOUSING TRUST

## COMMITTEE MEMBERS

**Steven Stanganelli, City Councilor, Chair**

**Annmary Connor**

**Nancy Frick**

**Kassandra Gove, Mayor**

**Andrew LaFleur**

**Kerry Hamel-Pope**

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.

# FY24

## HIGHLIGHTS

- The Amesbury Housing Trust continued to support and fund the rental assistance program for Amesbury that is administrated by Community Action. The program is assisting low- to moderate-income families in Amesbury with up to \$1,000 in rental assistance each month for up to one year.
- The Amesbury Housing Trust coordinated with the Housing Manager to support the FY25 CDBG Grant Application to the Executive Office of Housing and Livable Communities. The grant application would fund 10 properties for housing rehabilitation, 3 social service projects, provide for a new accessible ramp to the Amesbury Public Library, and support for window replacement for buildings owned and managed by the Amesbury Housing Authority.
- The Amesbury Housing Trust coordinated with the Amesbury Planning Board to receive a payment-in-lieu of \$300,000 for an affordable housing unit at the Planned Unit Development (PUD) located at 130 Market Street. Additionally, the Trust supported the creation of a new affordable housing unit in the PUD located at 101 Market Street.

## DID YOU KNOW?

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

To learn more visit:

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

# PLANNING BOARD

## BOARD MEMBERS

**Pascal Rettig, Chair**

**David Frick, Vice Chair**

**Tracey Chalifour**

**Michael Jewel**

**Lorri Krebs**

**Joel Nice**

**Keith Ratner**

**Robert Laplante**  
(Member until 12/31/2023)

**Scott Kelley**  
(Member until 12/31/2023)

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

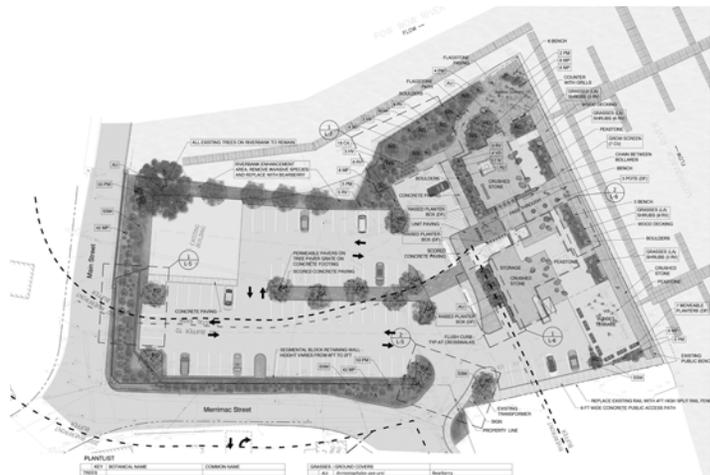
# FY24

## HIGHLIGHTS

- The Board held public hearings for several zoning amendments. Major zoning initiatives included establishing the East End Smart Growth Overlay District, amending the existing Amesbury Gateway Village Smart Growth Overlay District, and adopting new regulations to allow Accessory Dwelling Units.
- Key projects that were monitored during construction included new 405,000 SF manufacturing facility for Munters Corporation at 14 South Hunt Road, and a 10-unit multifamily housing project at 130 Market Street.
- The review and approval of historic preservation and affordable housing restrictions for projects at 6 Center Street, 130 Market Street, and 142 Main Street.
- Pre-application conferences with project proponents to review and provide input to applicants. Most notable projects include the proposed new restaurant and marina facility at 2 Merrimac Street and improvements and expansion of athletic fields at 12 South Hunt Road.

PERMIT FILING  
CAN BE FOUND HERE:

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



# 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.

# FY24

## HIGHLIGHTS

- Ensured local wetland resources were protected when permitting major projects such as a 9-unit development on Market St., a major utility pole replacement project in the S Hunt Rd. area, and reviewing the new marina operations/restaurant proposal on Merrimac St.
- The Commission also worked diligently in reviewing and permitting smaller resident proposals for docks, additions, retaining walls, and single-family home construction.
- The Commission worked with other municipal entities/citizens to coordinate projects on land that is in care and custody of the Commission such as:
  - Adding signage to identify a pollinator area at the Camp Kent section on Battis Farm.
  - Permitting a foot-bridge at Shay Memorial Elementary School for ADA access to Woodsom Farm.
  - Coordinated trail creation and management of a new trail on Powow Hill.



**2**  
**ABBREVIATED  
NOTICES OF  
RESOURCE AREA  
DELINEATION**

**9**  
**NOTICES OF INTENT**

**8**  
**REQUESTS FOR  
DETERMINATION OF  
APPLICABILITY**

**18**  
**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

1908

1908

# INSPECTIONAL SERVICES

## VINNY TIRONE, DIRECTOR

39 SOUTH HUNT ROAD

(978) 388-8129

INSPECTIONS@AMESBURYMA.GOV



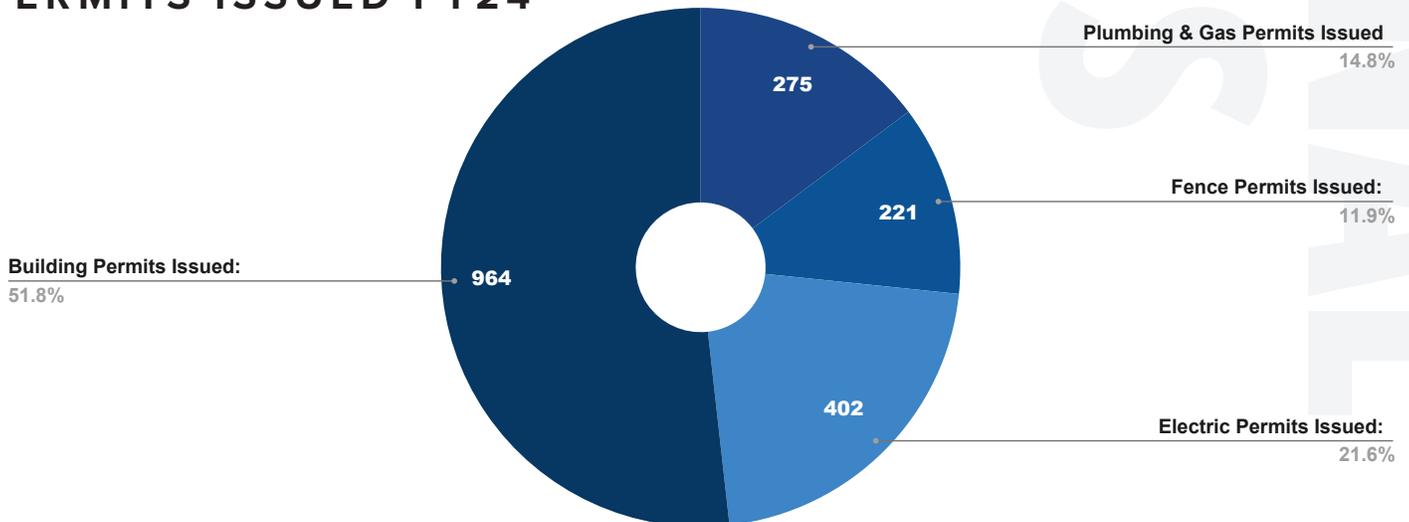
In accordance with 780CMR State Board of Building Regulations and Standards, Inspectional Services performs annual inspections of public buildings, churches, in-law apartments, and multi-unit dwellings. The Inspectional Services Department (ISD) is also responsible for making zoning determinations, enforcing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

# FY24

## HIGHLIGHTS

- The OIS exceeded previous years in terms of fees collected, services delivered, and inspections performed.
- Exceeded the continuing education requirements and training and successfully maintained all State certifications as code enforcement officials.
- Continued to educate and support the public by providing and constantly updating the electronic permitting software.

## PERMITS ISSUED FY24



**1,862**  
TOTAL PERMITS  
ISSUED

**\$1,001,138**  
FEES COLLECTED

**77**  
HOURS OF  
CONTINUING  
EDUCATION

**54**  
BUILDING IDENTIFIER  
DOOR HANGERS  
DELIVERED

**48**  
SIDEWALK  
OBSTRUCTION DOOR  
HANGERS  
DELIVERED

**39**  
AFTER-HOUR  
EMERGENCY CALLS  
RESPONDED TO

# DID YOU KNOW?

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

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



# FY25

GOALS

- Seek grant funding to provide specialized training options for increased awareness of Americans with Disabilities Act requirements and strategies for an inclusive built environment among all staff.
- Improve access to basic tools and equipment for all inspectors to support efficient and accurate inspections.

# HEALTH INSPECTIONS

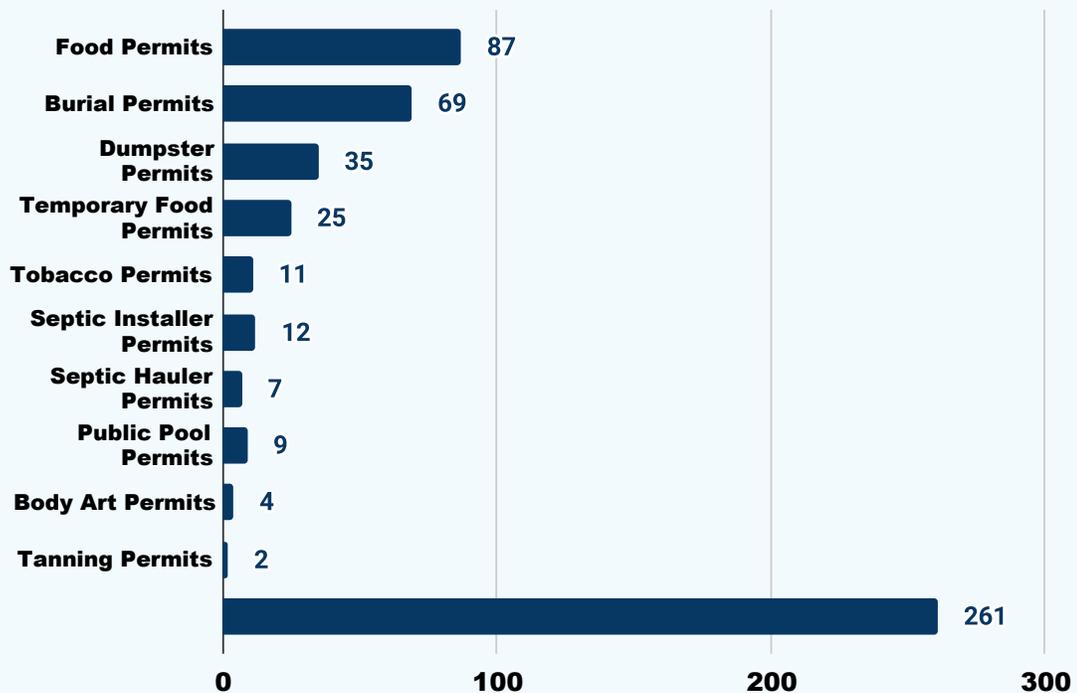
39 SOUTH HUNT ROAD

(978) 388-8159

HEALTH@AMESBURYMA.GOV

**261**  
TOTAL PERMITS  
ISSUED

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.



**\$32,081**  
IN FEES  
COLLECTED

**155**  
INSPECTIONS/  
REINSPECTIONS

**51**  
CONCERNS/  
COMPLAINTS  
RECEIVED

# FY25

## GOALS

- Conduct a community wide survey to better understand if any segment of our community has unmet basic health needs.
- Increase meeting frequency enabling the group to resolve complaints faster, advocate for change more consistently and with more momentum, and draft policies.
- Expand our services to include inspections to maintain minimum standards for sanitation in housing and food service.
- Oversee the establishment of local health programs under the Public Health Excellence Grant to ensure Amesbury experiences measurable benefits.
- We hope to hire a full-time public health/emotional support/mental health professional under a state issued public health grant

## 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.

# FY24

## HIGHLIGHTS

- BOH implemented a rodent mitigation plan and executed it by installing state of the art eco friendly nontoxic trapping mechanism to reduce/eliminate and to protect public buildings infrastructure (AFD, APD, City Hall, Public Library, etc.)
- BOH implemented and installed 2 anti-geese eco-friendly beacons at Lake Gardner to protect the public with the best quality of water.
- BOH over saw and facilitated all testing of public and semi public water analysis at state laboratories.

# ZONING BOARD OF APPEALS

## BOARD MEMBERS

**Sharon McDermot, Chair**

**Donna Collins, Vice Chair**

**David Haraske**

**Michael McCarthy**

**Charles Basler**

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.

# FY24

## HIGHLIGHTS

- The board successfully met a total of 9 times and carefully processed applicants in a fair, equitable manner which was consistent with their interpretation of the laws.

5

SPECIAL PERMIT  
REQUESTS

4

VARIANCE REQUESTS

# HISTORICAL COMMISSION

## BOARD MEMBERS

**Joseph Finn, Chair**

**Chris Akelian, Member**

**Richard Joltes, Member**

**Steven Klomps, Member**

**Jay S. Williamson, Member**

**Malcolm Rutter, Member**

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

# FY24

## HIGHLIGHTS

- Vetted 24 potential applications which led to 12 meetings/public hearings.



# ON AGING COUNCIL

SENATOR NICHOLAS J. COSTELLO TRANSPORTATION CENTER

# 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..

# FY24

## HIGHLIGHTS

- Awarded \$298,834 for two years, from the Executive Office of Elder Affairs, to continue with a successful mental health program, formerly called Elder Mental health Outreach Program (EMHOT), now call Behavioral Health Outreach for Aging Populations. This program moved to state management and is now a line item on the state budget. This was originally a pilot program, 1 of 3 in the state in 2016, now serving 7 communities.
- Awarded \$100,000 from the Executive Office of Elder Affairs, in November 2023 to implement a new hybrid program to allow the COA to broadcast activities from the Costello Center into people’s homes. Tech classes, support and device lending will enhance and enable this outcome – the program’s name is Conekt:Amesbury (Creating Opportunities: navigating Elder’s Knowledge of Technologies in Amesbury).
- Awarded \$39,520 (2-year grant) from the Newburyport Society for the Relief of Aged Women (NSRAW) to create a new Receptionist position. This person will help coordinate transportation, assist in making and answering over 2600 calls a month .
- Increased accuracy of data reporting by working with Advisory Board and COA staff to restructure categories and eliminate duplication in software, create new reporting system, and increase the instances of people scanning in upon entry.
- AARP recognized Amesbury as “Age Friendly”. The Age Friendly Task Force in collaboration with UMass Lowell, performed a Walk Audit of 9 parks and green spaces.



**299**  
DAYS OPEN IN FY23

**23,059**  
NUMBER OF TIMES  
SERVICES AND  
PRORGAMS WERE  
UTILIZED

**9391**  
VOLUNTEER HOURS  
EQUILVANT TO  
\$239,267

**21,070**  
HOME DELIVERED  
MEALS

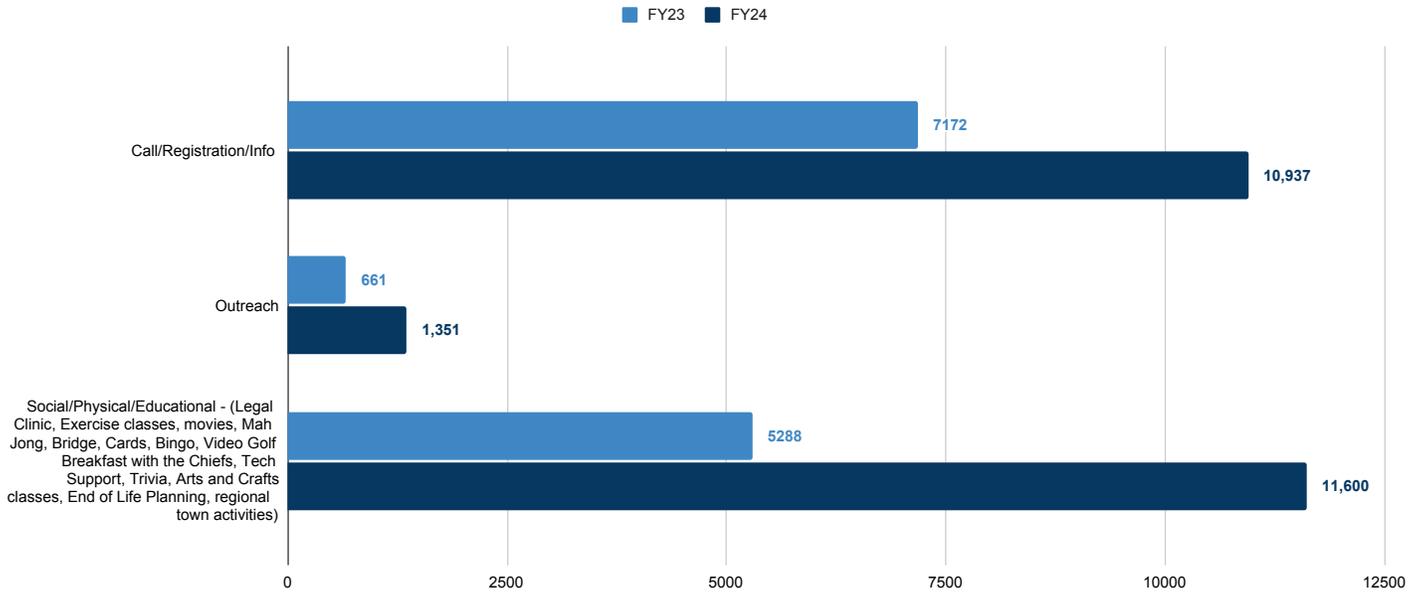
**3,684**  
HOT LUNCHES  
SERVED

**1,225**  
PEOPLE SERVED  
BY ELDER MENTAL  
HEALTH OUTREACH  
TEAM

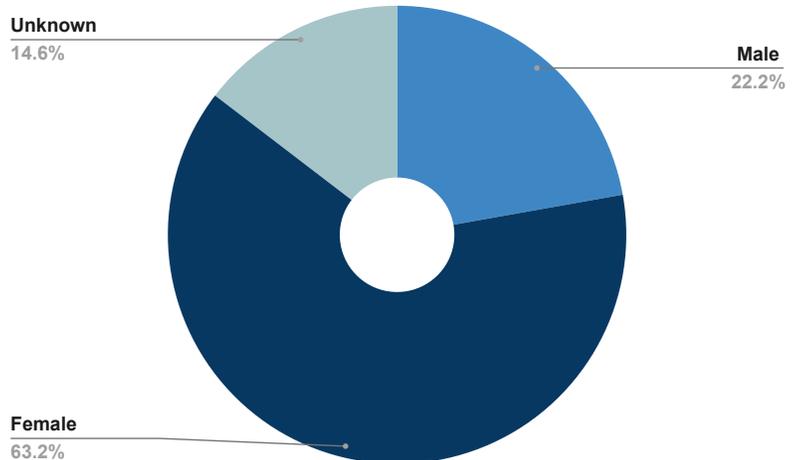
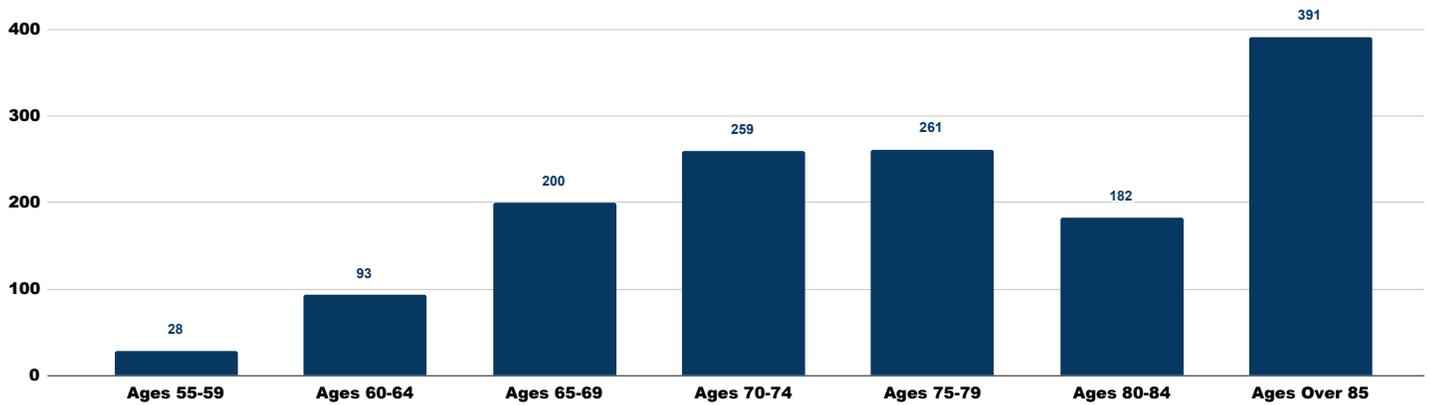
## COA SERVICES

Services On-Site	Appts/Calls/Occurrences
AARP Tax Prep	345
Call/Registration/Info	10,937
Food (Grab and Go, Health Fair, Congregate)	1,603
Home Consultation	271
Notary and Legal Services	15
Office Consultation	507
Outreach	1,531
Phone Consultation	1,164
SHINE - Serving Health Information Needs for Everyone	146
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)	11,600
Support Groups	557
Transportation	1362

# COA SERVICES



## FY24 COA PARTICIPANTS AGE RANGE + DEMOGRAPHIC





# FY25

## GOALS

- Prioritize 4 identified areas from 2023 Needs Assessment:
  - a. Transportation –
    - i. Expect new van fall 2024, to expand COA trips
    - ii. Increase number of Stuff the Bus educational events (MEVA)
    - iii. Assist recruiting NEET volunteers
  - b. Expand Handyman Services –
    - i. Continue to provide handyman services and increase number of volunteers as the need increase.
    - ii. Develop a list of paid handyman services
    - iii. Enhance Technology options/provide education –
    - iv. Utilize EOE grant to acquire equipment to develop a comprehensive program that enables older adults to access COA programs from home
    - v. Offer classes on site and trainings for home-bound
  - d. Optimize Space
- Strengthen Age Friendly Collaborative Projects:
  - a. Recruit new active members with the help of the City Communications Director and UML students
  - b. Present Park Audit results to city groups
  - c. Continue to educate the community about transportation options



On May 24, 2024, Emily Zarraga was presented with the Boston Post Cane recognizing her as the oldest living resident of Amesbury at 102 years old. The ceremony took place at the Amesbury Council on Aging's (COA) monthly Breakfast with Chiefs. Born in 1922, Emily has been a long-time resident of Amesbury who is often seen at the Costello Center attending bingo with her sister Claire (78) who acts as her caretaker.

## COUNCIL ON AGING BOARD OF DIRECTORS

### BOARD MEMBERS

**Art Levine**

**Margaret Miller**

**Susan Ballard**

**Lawrence Leahey**

**Jim Chapman**

**Alison Kolozsvarly**

**D. Kliggie Thomas**

**Nicholas Costello**

**Thomas MacLachlan**

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.





# VETERAN SERVICES

# VETERAN SERVICES

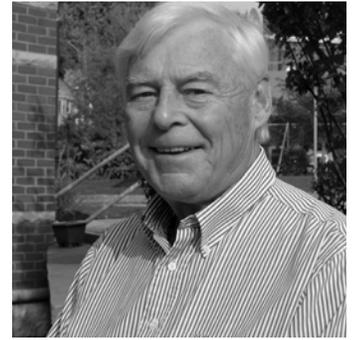
KEVIN HUNT

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.

## FY24

### HIGHLIGHTS

- The office expanded its outreach to include Clear Path New England, The Merrimac Valley Veterans Collaborative and the office hosted an educational seminar for the local VA Hospital(s) at the Council on Aging.
- We were able to streamline the Chapter 115 process to ensure that clients and the city are receiving the appropriate reimbursement. Our new Benefits Coordinator started in August 2023, later than expected, but the new process has been implemented.
- In FY24, we continued to see an increase in VA Disability Claims due to the passage of the PACT ACT. In some situations, our disability claim rate climbed over 30%. Fortunately Due to the previous modernization of the claims process, we were better able to handle this increase in claims
- Participated in food distribution programs for Amesbury Veterans and worked monthly to create a free luncheon at the Hungry Traveler for veterans over 80 years. Attendance at this monthly event can exceed 40 local veterans and their guests.



**2,500+**  
FLAGS PLACED ON  
VETERAN GRAVES ON  
MEMEORIAL DAY

**\$253,306**  
PROVIDED TO AMESBURY  
VETERANS THROUGH  
STATE CHAPTER 115



# FY25

## GOALS

- Increase the role of the Benefits Coordinator to assist in other areas beyond Chapter 115, including assisting with requests for discharge documents, preparation of flyers, information packets and assisting with outreach events.
- Work with public and private agencies to obtain assistance with the increasing homeless population to ensure they have a better transition to permanent housing.
- Prepare for the enactment of the Massachusetts Hero Act by creating informational packets and increasing outreach to clients regarding significant changes to several state programs.

## 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.

# TRUSTEES OF WAR MEMORIALS

## TRUSTEES MEMBERS

**Kassandra Gove, Chair**

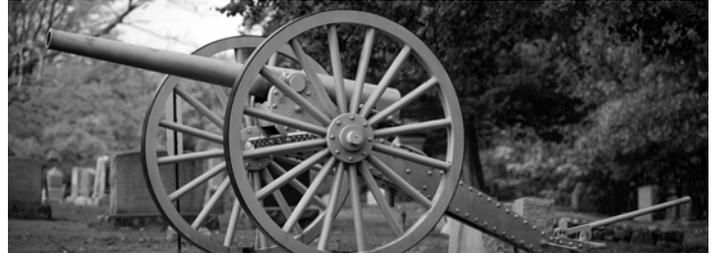
**Tom Champion**

**James DeMars**

**Bob Evans, Veteran**

**Ski Iworsky, Veteran of a War**

**Paul Jancewicz, Veteran of a War**



# FY24

## HIGHLIGHTS

- Trustees addressed ongoing maintenance needs at a number of the memorials including landscaping, lighting, and pressure washing/cleaning, as well as minor repairs.
- The trustees began to inventory ownership and maintenance responsibility for all memorials and flagpoles.
- The Rotary Club sponsored flags for heroes at Justin Memorial Park for the first time.
- VFW and the American Legion donated and installed new benches at Justin Memorial Park.

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

Civil War Soldiers Memorial (1874)

William B Justin Memorial Park (1919)

EP Wallace Memorial/GAR (1926)

Dough Boy (1929)

Rocky Hill Honor Roll (1943)

Sumner Goldsmith Park & Highlands Honor Roll (1946)

Polish American Soldiers/War Memorial (1948)

Franco-American Soldiers/War Memorial (1948)

Amesbury Servicemen Memorial Honor Roll (1966-67)

James J Landry Jr. Memorial Stadium (1942)

Spanish-American War Memorial (1915)

Thorton Square Plaque (1919)

AHS Graduates Killed in Action Plaque WWII and Korea

Wallace J Hobbs Memorial

American Legion Memorial (1931)

VFW Memorial/ Richard F O'Brien (2016)

DAV Memorial (2002)

1st Lt. Derek Hines Bridge (2012)

SGT Jordan M Shay Flagpole (2013)

American Revolution Plaques on Main Street

Salisbury Training Field

Powder House Hill

Soldiers Memorial at Huntington Square (1948)

Disabled American Veterans Union Cemetary (2000)

Colonel Joseph Wilson Wall/Plaque

\* Only a selection of these memorials and landmarks are the responsibility of the Trustees.

Visit the city website to read more about Amesbury's war memorials:

<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.

# FY24

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

- **Amesbury Youth Recreation budget consists of salaries and program expenses. 89% of the budget consists of salaries while only 11% is spent on all other expenses. Full time salaries are 53% of the budget, while 47% is part time/seasonal, including the summer beach director.**
- **Amesbury Recreation's revenue for FY24 was \$582,984 Salaries and expenses were \$533,914, leaving a surplus of income of \$49,070 without using any taxpayer dollars.**
- **Amesbury Recreation was able to provide 2 FREE large community events such as Kid's Day in the park and Lake Gardner Beach Festival. Both festivals were supported by an Amesbury Cultural Council grant and a Mass Cultural Council grant. Two murals for the bathroom building were presented at the Lake Gardner Festival commissioned from 2 local artists. A second kayak rack was built for community summer kayak storage bringing in \$2,400 in revenue and a floating beach handicapped wheelchair was presented from another recreation grant.**
- **Supported and engaged youth in our community through new diverse programs added such as Birdie, Chip and Putt, Dungeons, Dragons and Discoveries, Slime Week, Superhero training, pickleball, Eco jewelry, Chef's Club and more. In addition, monthly special events were held at Camp Kent (full moon hikes, Hike and paddle to Lake Gardner, Plant pollinator events, Garden event, Earth Day and more. An after-school program was added at Camp Kent in the fall, winter and spring as well as a new farm hands program held at Cider Hill farm.**

**\$8,500**  
GRANTS RECEIVED

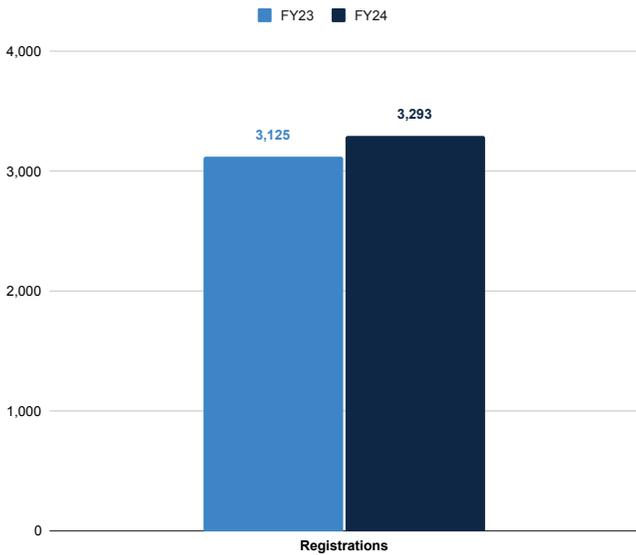
**\$5,416**  
IN DONATIONS  
RECEIVED

**\$9,394**  
PERMIT FEES  
COLLECTED

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

**\$27,000**  
GIVEN IN FINANCIAL  
AID FOR  
PROGRAMS

**REVENUE & REGISTRATIONS FY23 VS FY24**



**5%**  
INCREASE IN  
PROGRAM  
REGISTRATIONS

**1.6%**  
INCREASE IN  
REVENUE

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

Facility	Reservations	Hours	Funds Raised
Al Capp Amphitheater (Upper Millyard)	12	102.00	\$100.00
Amesbury Library	1	5.00	\$0.00
Amesbury Middle School	32	452.30	\$100.00
Batchelder Park	1	1.50	\$0.00
Camp Kent Environmental Center	2	7.00	\$100.00
City Hall	3	19.00	\$0.00
Collins Street Park	9	1133.00	\$100.00
Downtown	7	511.00	\$0.00
Heritage Park (Lower Millyard)	12	169.00	\$925.00
Lake Gardner	34	98.15	\$1,068.75
Other (Please add location in details)	17	144.00	\$100.00
Town Park	105	3046.00	\$4,175.00
Training Field	11	230.00	\$0.00
Union Cemetery	1	6.00	\$0.00
Woodsom Farm Park	19	695.00	\$2,725.00
Other	6	27.00	\$0.00
<b>Totals</b>	<b>272</b>	<b>6643.00</b>	<b>\$9,394</b>

### DID YOU KNOW?

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

## FY25

### GOALS

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





# 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.

# FY24

## HIGHLIGHTS

- Permanently eliminated overdue fines on all library items checked out at APL.
- Launched a new website that is accessible, mobile-responsive, and has greatly improved functionality for staff.
- City IT facilitated updating the phone system to the same one used by other city departments with increased functionality.
- Started the first year of our three-year strategic plan, launching the FY24 action plan.
- Four members of the Library Board of Trustees transitioned mid-year.
- An ACC grant funded two murals created by teens in the Teen Loft.
- Formed a Teen Advisory Board (TAB) that meets monthly.
- Redesigned and improved welcome packet for new library card registrants.
- Funded professional memberships for all seven staff who have Masters in Library and Information Science degrees and sent over half to at least one professional conference.
- Put an RFQ for the Library Conditions Assessment and Facilities Master Plan project out for bid, completed bid process and launched the project led by the Board of Trustees.

## DID YOU KNOW?

In 1900 the Town of Amesbury appropriated \$5,000 toward the new library building. That equates to approximately \$160,000 in today's \$\$\$ and in 1902 another \$3,000 was appropriated equating to approximately \$96,000. The total project cost was approximately \$20,000.



# 27,938

## VISITORS TO THE LIBRARY

**5,646**  
PEOPLE ATTENDED  
PROGRAMS

**11,949**  
LIBRARY  
CARDHOLDERS

**123,842**  
PHYSICAL ITEMS  
CHECKED OUT

**28,470**  
ITEMS DOWNLOAD  
OR STREAMED

**627**  
NEW CARDS  
REGISTERED

**120,804**  
MINUTES READ  
DURING SUMMER  
READING  
PROGRAM

**7,242**  
NEW ITEMS ADDED TO  
THE COLLECTION

**3,415**  
LIBRARY COMPUTER  
USERS



**253**  
PARTICIPANTS IN  
SUMMER READING  
PROGRAM

**641**  
MUSEUM PASSES  
USED

**303**  
PROGRAMS OFFERED  
(ONLINE &  
IN-PERSON)

**1,588**  
KITS DISTRIBUTED

## CONDITIONS ASSESSMENT AND FACILITIES MASTER PLAN

Beyond offering our range of services and programs we are committed to preserving and maintaining the library as a historic building while addressing the myriad accessibility issues. In service of this work and in coordination with the Department of Public Works, we determined that a comprehensive assessment was warranted to understand the challenges and opportunities in the existing library building and create a roadmap for facility management moving forward to ensure our building remains a safe, accessible, and inspiring space for all patrons.

Therefore in this past fiscal year we formed a strategic group with representation from the Board of Trustees, library staff and community members to write an RFQ, review applicants, and hire a consultant to perform a comprehensive conditions assessment and facilities master plan. The resulting report will have a detailed assessment of the building's condition, a prioritized treatment plan, and cyclical maintenance plan.

The project was awarded to Bruner Cott Architects and began in April. The research phase of the project included numerous interviews with staff and other stakeholders, a visioning workshop with the strategic group, a youth survey, and a public forum held in June that was attended by 51 people.

The report is on schedule to be complete in FY25.

# FY25

GOALS

Our goals established in the library's FY24-26 Strategic Plan remain the same through these three fiscal years:

- 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 loops that include varied viewpoints and diverse voices to create programs that meet the needs and interests of the 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

**Jessica Ducrow, Chair**

**Anne Campbell, Vice Chair**

**Laurie Cameron, Secretary**

**Mary Chatigny** (elected, started January 2024)

**Bernadette Lucas** (appointed March 2024)

**Makeighlee Marstaller** (appointed March 2024)

**Alex Matthews** (appointed March 2024)

**Brenda Rich**

**Delia Anne Rinaldi**

**Gail Browne** (stepped off the board Dec 2023)

**Pam Gilday** (stepped off the board Nov 2023)

**Audrey Proctor** (stepped off the board Nov 2023)

**Bethany Sullivan** (stepped off the board Dec 2023)

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.

## FY24

### HIGHLIGHTS

- In FY24, the Library Board oriented 4 new Trustees, using a newly created orientation and onboarding guide. The Library Board focused on developing a working plan to support the future needs of the library as well as prioritizing improvements, maintenance and capacity supporting the RFQ process for the Conditions Assessment and Facilities Master Plan project. The Library Board advocated for the repair of the lower level emergency rear exit door's lintel which allowed that floor to be reopened and the Friends to resume operation of The Stacks bookstore. The Library Board created a new communication subcommittee to assist in the promotion of the Library and connecting with the community to ensure their needs are being heard.



### 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



# FY24

## HIGHLIGHTS

- The new Sgt Jordan Shay Memorial Lower Elementary Schools opened its doors for the first time. The ribbon cutting ceremony was held on August 24th, 2023.
- The opening of “Shay” required a reconfiguration of the District. Shay houses students in grades Pre-K to 2, Cashman houses students in grades 3-5 (the 5th grade returned to CES after spending nearly 20 years in the middle school), the middle school houses grades 6-8 and the high school remains at grades 9-12.
- Funds were reallocated to create the new position of Assistant Director of Student Services. Heather Eigen joined the Central Office team during the summer and immediately had a positive impact on the department.
- Completed facility projects including the installation of 2 new HVAC units for Cashman Elementary School, completed the bid process for a new AMS roof and upgraded the Public Announcement (PA) system at CES
- With the assistance of ESSR and other funding sources, designed and installed a new Cashman Playground.
- Received a planning grant from DESE (Department of Elementary and Secondary Education) to design Innovative Career Pathways (ICPs) in . These pathways will help provide certifications and college credit for students prior to their graduation from high school.
- For the third year, staff and administration from Shay and Cashman worked with consultants funded through the Early Grades Literacy Grant to deepen teachers’ knowledge in the Science of Reading, to provide high quality instructional strategies to teachers in early literacy, and to improve student engagement and growth in early literacy.
- Amesbury Public Schools completed the Tiered Focus Monitoring Process for Special Education and received a report with NO findings. This means that DESE is not requiring any corrective action for the Amesbury Public Schools in the area of Special Education.

Continued on next page

# FY24

## HIGHLIGHTS - CONTINUED

- Hosted the first regional professional development opportunity for members of ECLC (Essex County Learning Community) on November 7, 2023.
- 20+ teachers from Shay and CES piloted a new K-4 math program. Amplify Desmos will be implemented in the Fall of 2024. This is the same program that grades 5-8 have been using for the past 3 years.
- Students at Amesbury High School successfully piloted a research method course in which students learned how to conduct ethical research. They developed plans for studies that they will conduct in the upcoming school year using both qualitative and quantitative methods.
- (70%) - 72 of 103 students in the Class of 2024 participated in the PASS (Plan for Alternative Spring Semester) Program allowing them to take college courses, complete a range of internships, enter the workforce and sometimes a combination of the above.
- Continued to implement the strategic initiatives from the first full year of the District Strategy. The District Strategy was designed based on information gathered and shared in the Entry Plan Findings Report.



# FY25

## SUPERINTENDENT

### GOALS

- Improve the effectiveness and clarity of communication between the school district and families by creating a communication strategy that leverages social media platforms, especially Facebook and Instagram, to ensure timely, accurate and engaging information dissemination.
- To support the continuation of the curriculum revision and writing process to increase student engagement and to better meet diverse needs.
- To design and launch a new district and school website that is visually appealing, easy to navigate, and serves as an effective communication tool for students, parents, staff, and the community.
- To explore the feasibility and desirability of consolidating and reconfiguring the grades across the the remaining schools.



# FY25

## DISTRICT

### GOALS

- Establish a district wide culture of celebrating and sharing our achievements with the greater community.
- Prioritize access to accurate and timely information that is of importance to the community.
- Optimize use of resources to strengthen student learning and wellbeing.

# ATHLETICS

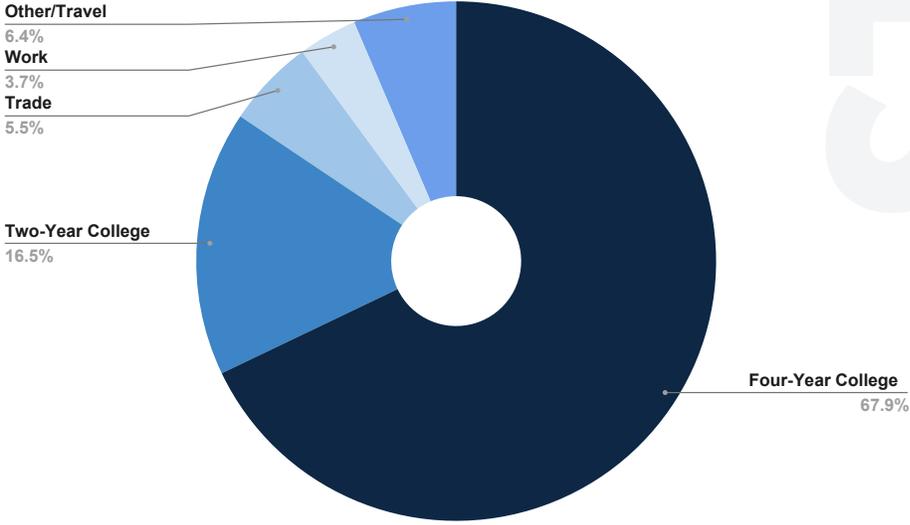
- 12 - teams qualified for state tournament play!
- 4 - CAL Champions (Baker Division)... Boys Ice Hockey, Boys Indoor Track, Softball, Boys Outdoor Track
- 4 - CAL Sportsmanship Awards (Baker Division)... Field Hockey, Boys Tennis, Girls Tennis, Boys Lacrosse
- 1 - State Championship ... Boys Outdoor Track
- Boys Outdoor Track won the '24 CAL League Meet!
- Boys Track won the MSTCA State Divisional Relays in BOTH the Winter and Spring!
- 73% of our students participated in at least one sport.
- 70% of teams participated in Community Service Events (Play for A Cure, volunteering with youth sports programs, community field cleanups, etc.)
- The Football Team played in the D7 State Championship Game at Gillette Stadium.
- The Football Team competed in the 100<sup>th</sup> Thanksgiving Football game. Newburyport.
- The Girls Basketball Program hosted The Redhawk Holiday Hoop Tournament.
- Numerous athletes received individual honors ranging from CAL All Stars to Boston Globe and Boston Herald All Scholastic Honors, as well as - Newburyport Daily News



## CO-CURRICULAR

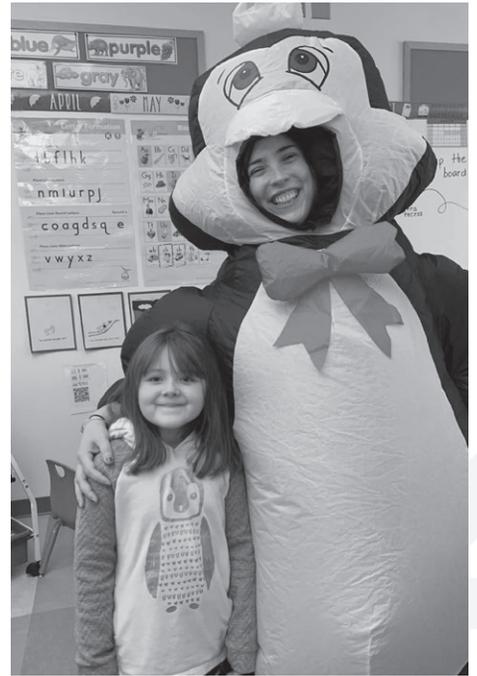
- AMS hosted the musical, Shrek, in which more than 40 students participated.
- 24 students participated in the AMS Melody Club which sang the National Anthem at a Maine Celtics game.
- Grade 8 AMS students, Ryan Titcomb and Norah Costigan, were accepted to the Northeast District Chorus where they represented Amesbury.
- The AMS Band included between 75 and 105 students at each of their three events: the 100th Thanksgiving game between Amesbury and Newburyport as well as the Holiday and Spring Concerts.
- The AHS Drama Club, 45 members strong, performed “The Lightning Thief” and The Rhythmicists participated in the A Capella Night at Pentucket High school. In addition, they held a Music and Art Showcase as well as the Evening of the Arts.





Amesbury Innovation High School = 14 Graduates

Amesbury High School = 103 Graduates



# **REDHAWKS**





# AMESBURY PUBLIC SCHOOLS DISTRICT STRATEGY BY YEAR : JULY 2024 - JUNE 2025

## 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 every child. 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 BY YEAR : JULY 2024 - JUNE 2025

## 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.

Strategic Initiatives	People Responsible	Timeline
<b>1.10</b> Complete 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.	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Director of Teaching, Learning and Equity</li> <li>• Principals</li> <li>• Department Heads</li> <li>• Teachers</li> </ul>	Ongoing throughout the 24-25 School Year
<b>1.11</b> Continue professional development on UDL and UbD Stage 3	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Director of Teaching, Learning and Equity</li> <li>• Principals</li> <li>• Department Heads</li> <li>• Teachers</li> </ul>	Ongoing throughout the 24-25 School Year
<b>1.12</b> Continue learning walks and individual observations with a lens on Tier 1 instructional strategies to inform professional development needs	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Director of Teaching, Learning and Equity</li> <li>• Principals</li> <li>• Department Heads</li> <li>• Teachers</li> </ul>	Ongoing throughout the 24-25 School Year
<b>1.13</b> Refine Tier 2 interventions at AMS based on data collected.	<ul style="list-style-type: none"> <li>• Director of Teaching, Learning and Equity</li> <li>• Principals</li> <li>• Teachers</li> </ul>	Ongoing throughout the 24-25 School Year
<b>1.14</b> Implement K-4 Math Program	<ul style="list-style-type: none"> <li>• Director of Teaching, Learning and Equity</li> <li>• Principals</li> <li>• Teachers</li> <li>• Math Coach</li> <li>• Math Interventionists</li> </ul>	Ongoing throughout the 24-25 School Year



# AMESBURY PUBLIC SCHOOLS DISTRICT STRATEGY BY YEAR : JULY 2024 - JUNE 2025

## 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.

Strategic Initiatives	People Responsible	Timeline
<b>2.6</b> Develop a system wide process for conducting peer observations within and between buildings	<ul style="list-style-type: none"> <li>• Director of Teaching, Learning and Equity</li> <li>• Principals</li> <li>• Teachers</li> </ul>	October - December 2024
<b>2.7</b> Create content or team based teacher leadership positions at AMS, CES, and Shay to support content areas	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Director of Finance and Operations</li> <li>• Director of Teaching, Learning and Equity</li> <li>• Principals</li> <li>• Teachers</li> </ul>	December 2024 - June 2025
<b>2.8</b> Publicize and Implement the revised DCAP	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Director of Teaching, Learning and Equity</li> <li>• MTSS/Dyslexia Specialist</li> <li>• Principals</li> </ul>	September through December
<b>2.9</b> Provide opportunities for Identified staff and all families/ caregivers to understand MTSS (Multi-Tiered System of Supports) in Literacy, Math and SEL	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Director of Teaching, Learning and Equity</li> <li>• MTSS/Dyslexia Specialist</li> <li>• Principals</li> </ul>	December 2024 - April 2025
<b>2.10</b> Create and implement Curriculum Review committees for all grade levels and/or content areas	<ul style="list-style-type: none"> <li>• Director of Teaching, Learning and Equity</li> <li>• Principals</li> <li>• Department Heads</li> <li>• Content Leads</li> </ul>	Ongoing throughout the School Year
<b>2.11</b> Build annual timeline for all components of the yearly professional development opportunities	<ul style="list-style-type: none"> <li>• Director of Teaching, Learning and Equity</li> <li>• Principals</li> <li>• Department Heads</li> <li>• Content Leads</li> </ul>	Ongoing throughout the School Year



# AMESBURY PUBLIC SCHOOLS DISTRICT STRATEGY BY YEAR : JULY 2024 - JUNE 2025

## 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	People Responsible	Timeline
<b>3.12</b> Create opportunities and/or experiences designed to build relationships between the school and families.	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Principals</li> <li>• Families</li> </ul>	Ongoing throughout the 24-25 School Year
<b>3.13</b> Create content or team based teacher leadership positions at AMS, CES, and Shay to support content areas	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Executive Assistant to the Superintendent</li> <li>• Director of Technology and IT Support Specialists</li> <li>• Teachers</li> </ul>	Ongoing throughout the 24-25 School Year
<b>3.14</b> Standardize social media presence - district and buildings	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Executive Assistant to the Superintendent</li> <li>• Families</li> </ul>	Ongoing throughout the 24-25 School Year
<b>3.15</b> Finalize and share with School Committee in preparation to implement the 3-Year Technology Plan	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Executive Assistant to the Superintendent</li> <li>• Director of Technology and IT Support Specialists</li> <li>• Director of Finance and Operations</li> <li>• Technology Team</li> <li>• Teachers</li> </ul>	Spring 2025
<b>3.16</b> Review Maintenance Plan with Finance and Facilities Committee and then School Committee as a whole	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Director of Finance and Operations</li> <li>• Director of Facilities</li> </ul>	Ongoing throughout the 24-25 School Year



# AMESBURY PUBLIC SCHOOLS DISTRICT STRATEGY BY YEAR : JULY 2024 - JUNE 2025

## Progressive Learning and Work Environment that is Safe and Accessible - Continued

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	People Responsible	Timeline
<b>3.17</b> Create a digital step by step process for separation of service of employees	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Executive Assistant to the Superintendent</li> <li>• Director of Finance and Operations</li> <li>• Principals</li> </ul>	Ongoing throughout the 24-25 School Year
<b>3.18</b> Revise organizational structure to reflect the needs of the district	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Executive Assistant to the Superintendent</li> <li>• Director of Finance and Operations</li> <li>• Central Office Administrators</li> <li>• Principals</li> </ul>	Ongoing throughout the 24-25 School Year
<b>3.19</b> Share program descriptions for all specialized programming with the School Committee and the Amesbury community	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Interim Director of Student Services</li> <li>• Assistant Director of Student Services</li> </ul>	October 2024 - April 2025



I continue to feel so lucky to have a team that shares the same vision of making the Amesbury Public Schools great! Our staff is committed to providing the absolute best possible experience for all of our students. They continue to work hard, collaborate and think outside of the box to meet and exceed the needs of our students.

**ELIZABETH MCANDREWS,  
SUPERINTENDENT**

# GRANTS

During FY24, the grants we received were ones to which we are entitled each year.

Grant	Type	FY18	FY19	FY20	FY21	FY22	FY23
Grant	Type	FY19	FY20	FY21	FY22	FY23	FY24
140 Title IIA	Federal	\$57,216	\$53,138	\$51,632	\$45,488	\$52,665	\$45,879
240 IDEA Entitlement	Federal	\$610,157	\$601,954	\$616,414	\$612,057	\$614,053	\$657,340
305 Title I	Federal	\$252,661	\$264,458	\$260,938	\$257,793	\$333,579	\$318,590
309 Title IV	Federal	\$18,713	\$17,021	\$19,261	\$17,751	\$18,449	\$24,444
262 Early Childhood	Federal	\$19,595	\$19,928	\$20,049	\$20,064	\$20,791	\$21,217
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	\$1,495,992	\$1,332,688
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	Continued
252 American Rescue	Federal				\$107,380		
264 American Rescue	Federal				\$9,551		
Comprehensive Health	State					\$40,000	\$40,000
Early Literacy	State					\$82,900	Continued
Innovation Pathways Planning Grant	State						\$25,000
<b>Total</b>		<b>\$1,950,176</b>	<b>\$2,286,730</b>	<b>\$4,971,550</b>	<b>\$4,442,178</b>	<b>\$2,535,529</b>	<b>\$2,400,158</b>

# SCHOOL COMMITTEE

## COMMITTEE MEMBERS

**Mayor Cassandra Gove, Chair**

**Maryann Welch, Vice Chair**

**Abigail Jurist Levy, Secretary**

**Kurt Mansperger**

**Greg Noyes**

**Brock Omohundro**

**Kate Slater**

### SUBCOMMITTEES / AD HOC COMMITTEES

Policy and Personnel Committee

Finance and Facilities

Long-range Planning

Curriculum and Inclusion

The School Committee met twice monthly with additional special meetings 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.

# FY24

## HIGHLIGHTS

- **Policy and Personnel Committee**

Focused on ensuring the District's governing policies are accurate, the Policy and Personnel Sub-committee met monthly to ensure the District's policies were reflective of current process and thinking. The subcommittee, in conjunction with the Superintendent, Director of Student Services and the Lead Nurse, reviewed the District's revamped Wellness Policy. In addition to incorporating social emotional learning, greater attention was given to nutrition education and physical education, and the policy now establishes rules against withholding recess and physical activity as a consequence of behavior and establishes clearer lunch time expectations.

The Subcommittee reviewed twelve policies in all and worked to streamline the manual by consolidating when possible. Policy and Personal continued its review of the District's Policy Manual, and is currently engaged in updating the District's Title 1, Title IV, and Responsible Use policies, which lays out in greater detail and explanation, the responsibilities of students, families, and teachers with regard to the use of district-owned devices and technology infrastructure. These updated policies are set to be voted on by the entirety of the School Committee in early 2025.

Continued on next page

# FY24

## H I G H L I G H T S - C O N T I N U E D

- **Finance and Facilities**

In January 2024, the Building and Grounds subcommittee and Budget and Finance subcommittee combined to form the Finance and Facilities subcommittee. During their meetings, they recommended transfers, surplusings the Amesbury Elementary School building, and adjusting budget line items. Crafting a FY25 budget was a challenge this year due to limited funds and the conclusion of ESSER. Significant time was dedicated to analyzing the budget and reviewing school capital improvement needs. Key capital improvement necessities this year included a new roof for the Amesbury Middle School and repairs to its performance center due to water damage. The subcommittee is excited to commence these vital repairs in September 2024.

- **Long-range Planning**

In recognition of the funding challenges the district has faced in the past several years as well as declining enrollment, the Long-range Planning Subcommittee was formed in October 2023 to address the question, “How can we provide a robust educational experience to our students in an era of constrained resources?” The Subcommittee considered various options for conserving resources to make more funds available for the enrichment of our education program. Potential strategies included regionalization, shared services with other districts in the region, and exploration of more efficient use of our buildings. The Abrahams Group was commissioned to examine the feasibility and related costs and potential cost savings of more efficient building use. The completed report has been shared with the community. The Subcommittee undertook a series of interviews with nine Massachusetts superintendents and principals from districts where a middle/high school model is in place to learn more about the benefits and drawbacks of that model. The Committee has just begun a series of community conversations with teachers, administrators, students, families, and union representatives to elicit opinions, ideas, and suggestions for ways to increase our efficiencies while strengthening our educational opportunities for our students.

- **Curriculum and Inclusion**

Over several months, the Curriculum and Inclusion Subcommittee has focused on various initiatives to enhance curriculum development and inclusion efforts. The subcommittee has worked on improving the Spotlight process by updating nomination forms, adjusting marketing materials, and ensuring better recognition for outstanding contributions. They also reviewed the curriculum cycle and the adoption of pedagogical practices through external grants and professional development. The District Curriculum Accommodation Plan (DCAP) was finalized, and they addressed updates for Title I requirements. Ongoing discussions about elementary math pilot programs and the impact of the ST Math program have been integral, alongside efforts to improve communication through various community channels and platforms. Additionally, the Curriculum and Inclusion Subcommittee has collaborated with the Policy and Personnel Subcommittee on the review and revision of policies such as the Spotlight nomination process, and the parent engagement policy. The Committee continues to monitor the curriculum review cycle, advocating for maintaining staff positions, and preparing for future planning and evaluation of academic programs.

# FY25

## SCHOOL COMMITTEE

### GOALS

1. **Make our work more visible and accessible to the public.**
  - a. **Participate in new website design process to ensure SC section is consistent, up-to-date, and accessible.**
  - b. **Create a communications strategy for commonly used platforms to share up-to-date information.**
  - c. **Curriculum & Inclusion Subcommittee will establish expectations for presentations at School Committee meetings from district leaders and content experts to ensure public presentations are informative and germane.**
2. **Develop a process for onboarding new members that clarifies roles, responsibilities, protocols, and expectations to support a productive working environment for the success of our schools.**
  - a. **Policy & Personnel will create a new member guide for distribution to new members when they are elected/appointed.**
3. **Considering stakeholder engagement and impact on the school community we will develop a plan for sustaining and enhancing a high quality and desirable educational program in an era of limited resources.**
  - a. **Finance & Facilities will review budget reporting to improve transparency.**
  - b. **Long Range Planning will assess the desirability and feasibility of resource re-allocation.**



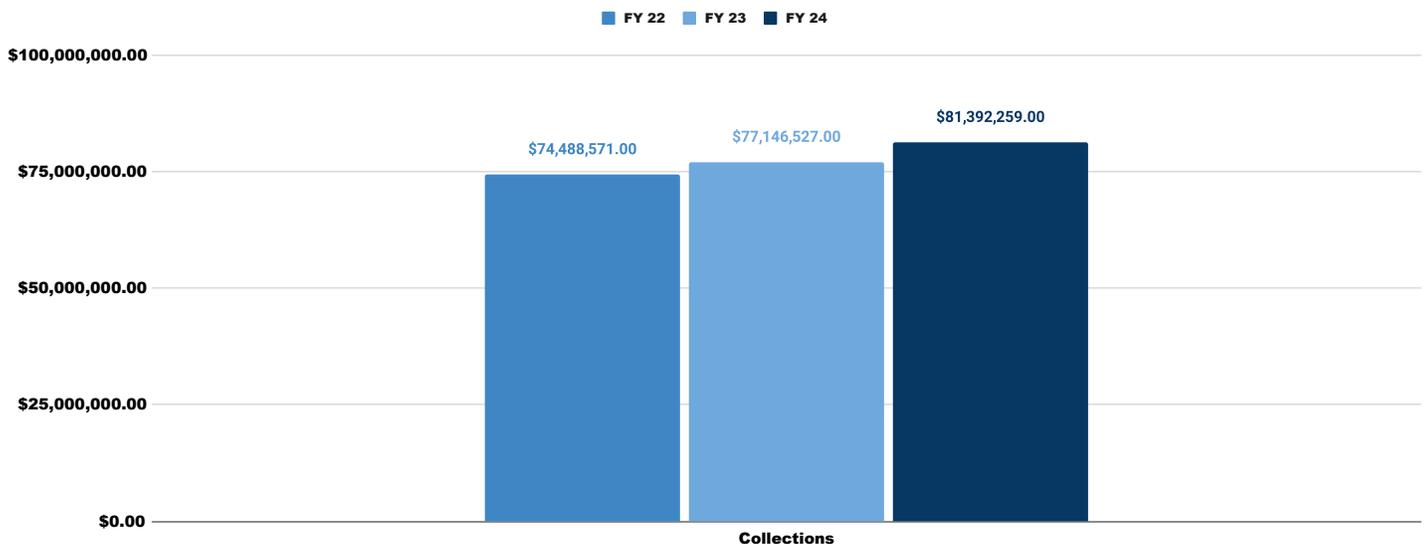
# FINANCIAL REPORTS

# REVENUE REPORT - FY24

UNAUDITED

## YEAR TO YEAR COMPARISON

Revenue Source	6/30/2022	6/30/2023	6/30/2024	FY23 to FY24 Change
Real Estate & Pers Property	\$50,061,500	\$52,517,415	\$55,895,222	\$3,377,807
Motor Vehicle Excise	\$2,230,161	\$2,284,589	\$2,392,173	\$107,584
Cannabis Excise	\$414,808	\$352,156	\$313,632	(\$38,524)
Opioid Settlement		\$114,124		(\$114,124)
Local Option Community Impact Fee		\$102	\$7,122	\$7,020
Other Excise (Hotel, Meals, Boat)	\$702,168	\$829,259	\$812,342	\$(16,917)
Penalties & Interest	\$225,797	\$246,141	\$199,567	\$(46,574)
PILOT	\$12,774	\$12,855	\$12,957	\$102
Sewer Enterprise Fund	\$2,877,366	\$2,695,329	\$3,330,801	\$635,472
Water Enterprise Fund	\$3,970,497	\$4,117,622	\$4,095,159	(\$22,463)
Cable Public Access Fund	\$357,841	\$386,961	\$377,585	\$(9,376)
Ambulance	\$911,845	\$992,984	\$1,051,048	\$58,064
Youth Revolving	\$447,249	\$611,224	\$582,984	\$(28,240)
Fees	\$145,911	\$128,244	\$144,729	\$16,485
Departmental Revenue	\$17,098	\$14,962	\$14,759	(\$203)
Rentals	\$94,128	\$78,147	\$78,958	\$811
License & Permits	\$699,187	\$644,580	\$1,164,374	\$519,794
Fines & Forefits	\$62,079	\$51,392	\$44,513	\$(6,879)
Investment Income	\$42,196	\$461,490	\$661,311	\$199,821
Comm of MA Cherry Sheet	\$12,143,240	\$12,441,419	\$12,487,248	\$45,829
Cherry Sheet Charges & Assessments	(\$3,470,605)	(\$3,750,074)	(\$4,217,327)	(\$467,253)
Misc Revenue	\$294,887	\$145,671	\$223,124	\$77,453
Medicaid Reimbursement		\$65,309	\$125,466	\$60,157
Tax Liens Redeemed	\$436,871	\$405,219	\$339,355	(\$65,864)
Other GF Rev - Trnsf From Sp Rev & Free Cash	\$1,811,576	\$1,299,408	\$1,255,157	(\$44,251)
<b>Total</b>	<b>\$74,488,571</b>	<b>\$77,146,527</b>	<b>\$81,392,259</b>	<b>\$4,245,732</b>



# REVENUE REPORT - FY24

UNAUDITED

## COLLECTIONS AS A PERCENT OF BUDGET

Revenue Source	FY 24 Estimated	FY 24 Actual	Variance	% Collected
Real Estate & Pers Property	\$56,646,574	\$55,895,222	(\$751,352)	98.7%
Motor Vehicle Excise	\$2,200,000	\$2,392,173	\$192,173	108.7%
Other Excise (Hotel, Meals, Boat)	\$737,000	\$812,342	\$75,342	110.2%
Cannabis Excise	\$300,000	\$313,632	\$13,632	104.5%
Local Option Community Impact Fee		\$7,122	\$7,122	
Penalties & Interest	\$185,000	\$199,567	\$14,567	107.9%
PILOT	\$12,500	\$12,957	\$457	103.7%
Fees	\$130,000	\$144,729	\$14,729	111.3%
Departmental Revenue	\$15,000	\$14,759	(\$241)	98.4%
License & Permits	\$603,000	\$1,164,374	\$561,374	193.1%
Fines & Forfeits	\$46,000	\$44,513	(\$1,487)	96.8%
Investments	\$126,000	\$661,311	\$535,311	524.9%
Medicaid Reimbursement	\$64,000	\$125,466	\$61,466	196.0%
Rentals	\$78,000	\$78,958	\$958	101.2%
Misc Revenue	\$20,000	\$223,124	\$203,124	1115.6%
Tax Liens Redeemed		\$339,355	\$339,355	
Comm of MA Cherry Sheet	\$13,188,739	\$12,487,248	(\$701,491)	94.7%
Cherry Sheet Charges & Assessments	(\$4,121,283)	(\$4,217,327)	(\$96,044)	102.3%
Sewer Enterprise Fund	\$2,580,850	\$3,330,801	\$749,951	129.1%
Water Enterprise Fund	\$4,010,000	\$4,095,159	\$85,159	102.1%
Cable Public Access Fund	\$375,000	\$377,585	\$2,585	100.7%
Youth Revolving	\$423,857	\$582,984	\$159,127	137.5%
Ambulance	\$800,000	\$1,051,048	\$251,048	131.4%
Other GF Rev - Trnsf From Sp Rev & Free Cash	\$1,249,357	\$1,255,157	\$5,800	100.5%
<b>Total</b>	<b>\$79,669,594</b>	<b>\$81,392,259</b>	<b>\$1,722,665</b>	<b>102.2%</b>
<i>Estimated General Fund Revenue</i>	<i>\$75,601,170</i>	<i>\$76,172,009</i>	<i>\$570,839</i>	<i>100.8%</i>
<i>Estimated Local Receipts</i>	<i>\$4,516,500</i>	<i>\$6,187,905</i>	<i>\$1,671,405</i>	<i>137.0%</i>

# EXPENSE REPORT - FY24

UNAUDITED

City Department	Budget (YTD)	Expended (YTD)	Encumbered	Unexpended (YTD)	% Expended
Council Salaries	\$47,975	\$41,280		\$6,695	86.04%
Council Expenses	\$90,995	\$71,510		\$19,485	78.6%
Mayor Salaries	\$317,279	\$306,038		\$11,241	96.5%
Mayor Expenses	\$12,090	\$10,810	\$532	\$749	89.4%
Administration & Finance Salaries	\$355,890	\$347,594		\$8,296	97.7%
Administration & Finance Expenses	\$18,293	\$5,399	\$10,300	\$2,594	29.5%
Assessors Salaries	\$200,997	\$200,613		\$384	99.8%
Assessors Expenses	\$34,780	\$25,962		\$8,818	74.6%
Treasurer/Collector Salaries	\$214,309	\$213,920		\$389	99.8%
Treasurer/Collector Expenses	\$39,930	\$30,506	\$4,830	\$4,594	76.4%
Legal	\$140,000	\$137,832		\$2,168	98.5%
MIS Salaries	\$349,832	\$326,429		\$23,403	93.3%
MIS Expenses	\$488,606	\$459,050	\$10,798	\$18,758	94.0%
Central Supplies	\$63,407	\$60,190		\$3,217	94.9%
Clerk Salaries	\$201,125	\$187,735		\$13,390	93.3%
Clerk Expenses	\$5,630	\$4,505	\$350	\$775	80.0%
Elections	\$114,533	\$81,783		\$32,750	71.4%
Conservation Commission	\$59,316	\$34,615		\$24,701	58.4%
Planning Board	\$5,400	\$1,895	\$1,251	\$2,254	35.1%
Zoning Appeals Board	\$525	\$160		\$365	30.5%
Community/Economic Dvlp. Salaries	\$277,302	\$276,002		\$1,300	99.5%
Community/Economic Dvlp. Expenses	\$5,995	\$4,766	\$930	\$299	79.5%
Other Assessments	\$7,626	\$7,625		\$1	100.0%
Municipal Buildings	\$184,090	\$153,071	\$17,000	\$14,019	83.2%
Police Salaries	\$4,448,549	\$4,443,604		\$4,946	99.9%
Police Expenses	\$538,599	\$508,361	\$6,339	\$23,899	94.4%
Fire Salaries	\$3,892,251	\$3,791,988		\$100,263	97.4%
Fire Expenses	\$567,205	\$546,392	\$9,752	\$11,061	96.3%
Building Inspection Salaries	\$326,231	\$325,552		\$680	99.8%
Building Inspection Expenses	\$26,028	\$24,642		\$1,386	94.7%
Weights & Measures	\$14,060	\$14,060		\$-	100.0%
Harbormaster	\$41,000	\$19,588		\$21,413	47.8%
School Department	\$37,093,489	\$37,075,309	\$18,100	\$80	100.0%
Regional School Assessment	\$2,357,723	\$2,270,126		\$87,597	96.3%
DPW Salaries	\$883,723	\$807,673		\$76,050	91.4%
DPW Expenses	\$1,036,900	\$875,657	\$14,879	\$146,363	84.4%
Snow & Ice	\$493,000	\$479,725		\$13,275	97.3%
Street Lighting	\$150,000	\$123,103	\$5,500	\$21,397	82.1%
Refuse Collection & Disposal	\$2,009,600	\$1,833,373		\$176,227	91.2%
Health Inspection Salaries	\$52,353	\$40,582		\$11,771	77.5%
Health Inspection Expenses	\$16,380	\$15,484	\$250	\$647	94.5%

# EXPENSE REPORT - FY24

UNAUDITED

City Department	Budget (YTD)	Expended (YTD)	Encumbered	Unexpended (YTD)	% Expended
Council on Aging Salaries	\$166,161	\$153,546		\$12,616	92.4%
Council on Aging Expenses	\$3,200	\$2,665		\$535	83.3%
Youth Services Salaries	\$380,874	\$343,440		\$37,434	90.2%
Youth Services Expenses	\$42,995	\$40,135	\$850	\$2,010	93.3%
Veterans Salaries	\$4,800	\$4,800			100.0%
Veterans Expenses	\$344,376	\$323,710		\$20,666	94.0%
Library Salaries	\$661,044	\$660,309		\$734	99.9%
Library Expenses	\$233,304	\$233,157		\$147	99.9%
Debt Service	\$4,217,389	\$3,926,638		\$290,751	93.1%
State Assessment	\$4,121,283	\$4,217,327		(\$96,044)	102.3%
Employee Benefits	\$7,194,260	\$6,999,916		\$194,344	97.3%
Liability Insurance	\$365,241	\$297,229	\$8,008	\$60,004	81.4%
Transfers	\$860,628	\$860,628			100.0%
<b>TOTAL GENERAL FUND</b>	<b>\$75,778,571</b>	<b>\$74,248,008</b>	<b>\$109,668</b>	<b>\$1,420,896</b>	<b>98.0%</b>
Water Department Salaries	\$1,234,446	\$1,234,446			100.0%
Water Department Expenses	\$3,385,878	\$3,232,653	\$26,340	\$126,886	95.5%
Total Water Department Expenses	\$4,620,324	\$4,467,099	\$26,340	\$126,886	96.7%
Water Department Revenue	\$4,110,000	\$4,095,159		(\$14,841)	99.6%
<b>Net Profit (Loss) YTD - Water</b>		<b>(\$371,940)</b>			
Sewer Department Salaries	\$739,426	\$739,426			100.0%
Sewer Department Expenses	\$2,254,088	\$2,039,799	\$101,211	\$113,078	90.5%
Total Sewer Department Expenses	\$2,993,514	\$2,779,225	\$101,211	\$113,078	92.8%
Sewer Department Revenue	\$2,755,850	\$3,330,801		\$574,951	120.9%
<b>Net Profit (Loss) YTD - Sewer</b>		<b>\$551,576</b>			

# COMBINED BALANCE SHEET - FY24

UNAUDITED

	Governmental Fund Types			Proprietary Fund Types	Fiduciary Types	Account Groups	Totals
	General	Special Revenue	Capital Projects	Enterprise	Trust and Agency	Long-Term Debt	Memorandum Only
<b>ASSETS</b>							
Cash and cash equivalents	\$13,634,261.89	\$10,642,066.06	\$6,977,970.66	\$2,913,213.62	\$4,291,079.31		\$38,458,591.54
<b>Receivables:</b>							
Personal property taxes	\$110,363.43						\$110,363.43
Real estate taxes	\$736,378.22						\$736,378.22
Allowance for abatements and exemptions	(\$640,011.49)						(\$640,011.49)
Tax liens	\$2,434,749.02						\$2,434,749.02
Deferred taxes	\$94,765.30						\$94,765.30
Motor vehicle excise	\$517,250.42						\$517,250.42
Other excises	\$58,491.30						\$58,491.30
User fees				\$639,106.25			\$639,106.25
Utility liens added to taxes				\$62,902.90			\$62,902.90
Other receivables		\$288,598.00					\$288,598.00
Foreclosures/ Possessions	\$1,073,901.15						\$1,073,901.15
<b>Amounts to be provided - payment of bonds</b>						\$54,329,876.36	\$54,329,876.36
<b>Total Assets</b>	<b>\$18,020,149.24</b>	<b>\$10,930,664.06</b>	<b>\$6,977,970.66</b>	<b>\$3,615,222.77</b>	<b>\$4,291,079.31</b>	<b>\$54,329,876.36</b>	<b>\$98,164,962.40</b>

# COMBINED BALANCE SHEET - FY24

UNAUDITED

	Governmental Fund Types			Proprietary Fund Types	Fiduciary Types	Account Groups	Totals
	General	Special Revenue	Capital Projects	Enterprise	Trust and Agency	Long-Term Debt	Memorandum Only
<b>LIABILITIES AND FUND EQUITY</b>							
<i>Liabilities:</i>							
Warrants payable	\$1,260,914.51	\$262,324.36	\$164,427.96	\$411,729.86	\$4,900.00		\$2,104,296.69
Accrued payroll	\$2,314,146.60	\$270,404.96		\$48,991.54			\$2,633,543.10
Withholdings	\$309,404.20						\$309,404.20
<i>Deferred revenue:</i>							
Real and personal property taxes	\$206,730.16						\$206,730.16
Tax liens	\$2,434,749.02						\$2,434,749.02
Deferred taxes	\$94,765.30						\$94,765.30
Foreclosures/ Possessions	\$1,073,901.15						\$1,073,901.15
Motor vehicle excise	\$517,250.42						\$517,250.42
Other excises	\$58,491.30						\$58,491.30
User fees				\$639,106.25			\$639,106.25
Other receivables		\$288,598.00		\$62,902.90			\$351,500.90
Notes Payable			\$1,523,313.00				\$1,523,313.00
Bonds payable						\$54,329,876.36	\$54,329,876.36
<b>Total Liabilities</b>	<b>\$8,270,352.66</b>	<b>\$821,327.32</b>	<b>\$1,687,740.96</b>	<b>\$1,162,730.55</b>	<b>\$4,900.00</b>	<b>\$54,329,876.36</b>	<b>\$66,276,927.85</b>

# COMBINED BALANCE SHEET - FY24

UNAUDITED

	Governmental Fund Types			Proprietary Fund Types	Fiduciary Types	Account Groups	Totals
	General	Special Revenue	Capital Projects	Enterprise	Trust and Agency	Long-Term Debt	Memorandum Only
<b>Fund Equity:</b>							
Reserved for encumbrances	\$109,667.97			\$127,551.42			\$237,219.39
Reserved for expenditures/ continuing appropriations	\$1,413,859.45	\$1,406,857.00		\$73,255.74			\$2,893,972.19
Undesignated fund balance	\$8,226,269.16	\$8,702,479.74	\$5,290,229.70		\$4,286,179.31		\$26,505,157.91
Unreserved retained earnings				\$2,251,685.06			\$2,251,685.06
<b>Total Fund Equity</b>	<b>\$9,749,796.58</b>	<b>\$10,109,336.74</b>	<b>\$5,290,229.70</b>	<b>\$2,452,492.22</b>	<b>\$4,286,179.31</b>		<b>\$31,888,034.55</b>
<b>Total Liabilities and Fund Equity</b>	<b>\$18,020,149.24</b>	<b>\$10,930,664.06</b>	<b>\$6,977,970.66</b>	<b>\$3,615,222.77</b>	<b>\$4,291,079.31</b>	<b>\$54,329,876.36</b>	<b>\$98,164,962.40</b>

# SPECIAL REVENUE FUND BALANCE DETAIL - FY24

UNAUDITED

Fund Number	Fund Name	Accounts Receivable	Deferred Revenue	Fund Balance 6/30/2024	Receipts thru 7/31/2024	Remaining Deficit 6/30/2024
2012	CDBG BLOCK GRANT FY20			(\$47,422.30)	\$23,692.68	(\$23,729.62)
2015	HOUSING REHAB			\$91,226.50		
2016	CDBG MISCELLANEOUS			\$25,625.42		
2019	CDBG BLOCK GRANT FY21			(\$0.00)		
2021	POLICE SEIZED FUNDS			\$61,137.63		
2215	FEDERAL FIRE TRAINING GRANT			(\$7,922.55)	\$8,347.53	
2216	MUNICIPAL ROAD SAFETY GRANT			(\$17,377.02)	\$10,277.16	(\$7,099.86)
2219	SAFER & SCHOOLS & COMMUNITIES			\$3,890.00		
2220	CHILD PASSENGER SAFETY			\$763.76		
2223	FY20 ASSIST TO FIREFIGHTERS GRANT			\$0.05		
2224	FY21 ASSIST TO FIREFIGHTERS (FEMA) GRANT			\$0.25		
2225	JEANNE GEIGER VAWA GRANT			(\$716.88)	\$716.88	
2226	FY22 REGIONAL AFG GRANT FEMA (SALISBURY)			(\$1,468.69)		(\$1,468.69)
2300	HEALTH DEPT GRANTS			\$751.35		
2301	PUBLIC HEALTH SHARED SERVICES GRANT			\$47,106.36	\$279,024.91	
2419	FIRE SAFER GRANT			(\$136,739.35)		(\$136,739.35)
2420	FIRE SAFE GRANT			\$1,260.66		
2421	FIREFIGHTER SAFETY EQUIPMENT GRANT			\$1,862.00		
2424	FY23 FIREFIGHTER SAFETY EQUIPMENT GRANT					
2425	SAFE HOUSE MAINTENANCE			\$1,764.00		
2426	FY24 FIREFIGHTER SAFETY EQUIPMENT GRANT			(\$15,020.00)		(\$15,020.00)

# SPECIAL REVENUE FUND BALANCE DETAIL - FY24

UNAUDITED

Fund Number	Fund Name	Accounts Receivable	Deferred Revenue	Fund Balance 6/30/2024	Receipts thru 7/31/2024	Remaining Deficit 6/30/2024
2428	FY22 EMPG EMERGENCY MANAGEMENT PERF GRANT			(\$4,600.00)		(\$4,600.00)
2429	MEMA			\$24,690.59	\$2,255.00	
2431	FIRE PUBLIC SAFETY GRANT - COVID			\$0.69		
2450	COA CONEKT GRANT			\$83,806.09		
2452	COA FORMULA GRANT			\$10,417.50		
2453	EARLY VOTING			\$6,352.49		
2455	NCOA COVID & FLU VACCINE INITIATIVE GRANT			\$10,000.00		
2456	COA CLINICAL GRANT			(\$77,909.70)	\$27,568.60	(\$50,341.10)
2458	LAKE GARDNER REC IMP EARMARK GRANT			\$2,252.09		
2460	CULTURAL COUNCIL			\$11,670.27		
2461	LIBRARY STATE AID			\$16,825.19		
2470	350TH ANNIVERSARY COMMITTEE			\$6,105.11		
2475	EARMARK OPEN SPACE AND NATURAL RESOURCES			\$62,250.00		
2476	FY23 COMMUNITY ONE STOP HOUSING CHOICE			(\$17,263.00)		(\$17,263.00)
2477	FY24 EARMARK PEDESTRIAN BRIDGES UPPER MILLYARD			(\$6,250.00)	\$6,250.00	
2480	FEASIBILITY STUDY REPURPOSE AES					
2481	ATHLETIC FIELD IMPROVEMENT EARMARK			\$75,537.00		
2510	OPIOD SETTLEMENT FUND			\$246,158.77		
2522	BULLET PROOF VEST			\$15,104.39	\$2,710.40	

# SPECIAL REVENUE FUND BALANCE DETAIL - FY24

UNAUDITED

Fund Number	Fund Name	Accounts Receivable	Deferred Revenue	Fund Balance 6/30/2024	Receipts thru 7/31/2024	Remaining Deficit 6/30/2024
2552	OCED COASTAL TRAILS FUND			\$5,978.63		
2554	COA MISC GRANTS			\$14,496.00		
2556	COA NSRAW TRAINEE GRANT			\$19,760.00		
2560	AES ESCROW FOR PAVEMENT MAINT			\$45,000.00		
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	\$100.00	
2729	GIFTS & DONATIONS GENERAL			\$503.66		
2751	VETERANS DONATIONS			\$1,015.33		
2752	COA DONATIONS/ GIFT			\$19,414.71		
2753	COVID GIFTS & DONATIONS			\$695.16		
2754	MAPC GIFTS & DONATIONS			\$3,549.79		
2755	YOUTH DONATIONS			\$127,616.94		
2761	LIBRARY DONATIONS			\$2,142.60		
2763	QUALITY OF LIFE			\$75.00		
2765	AHS SOLAR PANELS			\$6,250.00		
2771	AMESBURY LIBRARY CHARITABLE FUND DONATIONS			\$24,830.77		
2772	CONSERVATION COMMISSION DONATIONS			\$4,776.64	\$5.08	
2773	CASHMAN PLAYGROUND FY24 EARMARK			(\$75,000.00)	\$75,000.00	
3113	ESSER FY21			\$71.76		
3119	ESSER III			\$304,851.59		

# SPECIAL REVENUE FUND BALANCE DETAIL - FY24

UNAUDITED

Fund Number	Fund Name	Accounts Receivable	Deferred Revenue	Fund Balance 6/30/2024	Receipts thru 7/31/2024	Remaining Deficit 6/30/2024
3140	TITLE IIA			\$2,660.58	\$4,779.65	
3240	SPED IDEA			(\$56,504.14)	\$98,722.31	
3262	EARLY CHILDHOOD			(\$3,018.36)	\$3,019.36	
3274	SPED PROGRAM IMPROVEMENTS			(\$2,656.57)	\$3,985.00	
3305	TITLE I			(\$59,052.73)	\$55,464.90	(\$3,587.83)
3309	TITLE IV			\$2,318.50	\$7,578.22	
3400	SCHOOL LUNCH			\$451,128.41	\$62,660.73	
3401	COMPREHENSIVE SCHOOL HEALTH			\$4,369.33		
3436	INNOVATION CAREER PATHWAYS PLANNING GRANT			(\$10,144.15)	\$10,144.15	
3460	INSIT FOR SAVE CHARITABLE FOUNDATION			\$4,384.10		
3462	FY24 SCHOOL GREEN COMMUNITY GRANT			(\$29,395.75)		(\$29,395.75)
3510	ATHLETIC REVOLVING			\$24,717.09	\$12,305.00	
3800	SCHOOL CHOICE			\$621,773.44	\$72,342.00	
3810	SCHOOL TUITION			\$650.04		
3811	INNOVATION HS			\$27,088.88		
3812	NON RESIDENT TUITION REVOLVING			\$17,850.00		
3815	PRESCHOOL TUITION			\$14,051.21	\$3,780.00	
3820	CIRCUIT BREAKER			\$924,279.72	\$310,885.00	
3840	LOST BOOK			\$4,887.39	\$220.00	
3850	BUILDING USE			\$23,146.83	\$1,822.50	
3855	SCHOOL TRANSPORTATION			\$9,044.05	\$14,229.96	
3860	EXTRACURRICULAR			\$26,487.58		
3870	VENDING MACHINES			\$11,682.86		
3880	SCHOOL INSURANCE			\$20,233.69		
3890	ADULT EDUCATION			\$6,932.59		
3910	SCHOOL DONATIONS			\$120,949.06	\$1,200.00	

# SPECIAL REVENUE FUND BALANCE DETAIL - FY24

UNAUDITED

Fund Number	Fund Name	Accounts Receivable	Deferred Revenue	Fund Balance 6/30/2024	Receipts thru 7/31/2024	Remaining Deficit 6/30/2024
3915	PROJECT LEAD THE WAY GRANT			\$23,689.34		
4120	AMBULANCE	230,514.00	230,514.00	\$1,406,302.45		
4121	AMBULANCE MEDICARE RECEIPTS			\$134,268.94		
4140	SALE OF CEMETERY LOTS			\$25,130.00		
4150	WATERWAYS IMPROVEMENT			\$4,224.33	\$20.00	
4170	PLANNING BOARD ESCROW			\$1,168,670.23	\$105.45	
4172	CONSERVATION COMMISSION			\$86,105.16		
4174	WETLANDS PROTECTION REVOLVING FUND			\$7,893.26	\$1,222.50	
4190	INSURANCE PROCEEDS			\$68,047.84		
4191	POND HILL SETTLEMENT			\$10,000.00		
4192	CELLS & CRUISERS INSURANCE PROCEEDS			\$3,449.98		
4193	RECEIPTS RESERVED FOR REAL ESTATE PROCEEDS			\$263,235.93		
4194	RECEIPTS RESERVED FOR APP RIDESHARE			\$12,203.30		
4195	RECEIPTS RESERVED FOR BOND PREMIUM			\$2,497.56		
4196	RESERVE FOR K-9			\$275.90		
4199	RECEIPTS RESERVED FOR APP AFFORDABLE HOUSING			\$3,889.85		
4250	LIBRARY TRUST					
4321	AHS STUDENT ACTIVITY			\$54,304.56	\$936.93	
4322	AMS STUDENT ACTIVITY			\$27,421.37	\$2.48	
4323	CES STUDENT ACTIVITY			\$7,866.31	\$0.71	
4324	AES STUDENT ACTIVITY			\$11,107.79	\$1.00	

# SPECIAL REVENUE FUND BALANCE DETAIL - FY24

UNAUDITED

Fund Number	Fund Name	Accounts Receivable	Deferred Revenue	Fund Balance 6/30/2024	Receipts thru 7/31/2024	Remaining Deficit 6/30/2024
4740	COA			\$19,905.71		
4745	GREENLEAF SUPPORTIVE DAY PROGRAM			\$22,881.86		
4750	WOODSOM FARM REC FIELD			\$20,880.11		
4755	ELECTRIC VEHICLE (EV) CHARGE STATION REVOLVING			\$8,892.53	\$921.85	
4760	YOUTH REVOLVING			\$798,917.53	\$31,022.35	
4761	DRUG FREE COMMUNITIES GRANT			(\$119,101.37)		(\$119,101.37)
4901	MA CASUALTY TRAILER			\$5,846.98		
4903	POLICE DETAIL	\$54,724.00	\$54,724.00	(\$88,964.75)	\$52,021.00	(\$36,943.75)
4904	FIRE DETAIL	\$3,360.00	\$3,360.00	(\$3,720.00)	\$4,120.00	
4906	ARPA COVID-19			\$3,021,308.84		
5335	WASTE REDUCTION ENFORCE			\$387.12		
5336	FY21 604B WATER QUALITY GRANT			\$4,337.96	\$564.07	
5337	WINTER RECOVERY ASSISTANCE PROGRAM (WRAP)			\$69,747.55		
5338	FY23 SHARED STREETS - POINT SHORE PROJECT DOT GRANT			(\$111,145.00)		(\$111,145.00)
5339	FY23 MUNICIPAL SMALL BRIDGE PHASE I DOT GRANT			(\$90,420.00)		(\$90,420.00)
5461	MVP GRANT			\$8,500.00		
5462	GREEN COMMUNITY			\$23,623.82		
5475	TECHNOLOGY ROADMAP			\$2,154.36		

Fund Number	Fund Name	Accounts Receivable	Deferred Revenue	Fund Balance 6/30/2024	Receipts thru 7/31/2024	Remaining Deficit 6/30/2024
5476	COMMUNITY COMPACT			\$7,798.39		
7201	CULTURAL COUNCIL			\$27,792.30	\$2.07	
7215	WORKING ON WELLNESS			\$125.64		
8041	DCR FY22 LAKE GARDNER EARMARK			\$2,000.21		
<b>Total Special Revenue Fund Balance</b>		<b>\$288,598.00</b>	<b>\$288,598.00</b>	<b>\$10,109,336.74</b>	<b>\$1,190,027.43</b>	<b>(\$646,855.32)</b>

FINANCE

# CAPITAL PROJECT FUND BALANCE DETAIL - FY24

UNAUDITED

Fund Number	Fund Name	Fund Balance 6/30/2024	Receipts Thru 7/31/2024	BAN's 6/30/2024	Remaining Deficit 6/30/2024
8002	WATER SYS IMPRV	\$16,293.56			
8003	PUB SAFETY BLDG	\$3,327.00			
8004	CHAPTER 90	(\$154,162.13)	\$228,494.00		
2766	L ATTITASH CYANOBACTERIA	\$42,537.93			
5110	SCHOOL TECHNOLOGY UPGRADE	\$7,271.90			
5410	AMESBURY ELEMENTARY	(\$871,493.17)		\$1,523,313.00	
5415	CASHMAN PLAYGROUND CAPITAL	\$106,678.15			
8012	RESTORATION OF MONUMENTS	\$15,625.15			
8019	OUTDOOR REC.	\$1,558.62			
8020	CAPITAL FUND - GENERAL (QUALITY OF LIFE)	\$32,699.28	\$3,825.72		
8026	MVRTA BUILDOUT	\$62,701.96			
8027	WHITEHALL RD LAND PURCHASE	\$5,000.00			
8028	EEA RIVERWALK	\$80,616.69			
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	\$2,185,015.92			
8042	WATER QUALITY IN THE MERRIMACK RIVER WATERSHED	\$32,500.00			
8045	FY2024 CAPITAL FROM BORROWING	\$1,912,926.72			
8050	RT 110 SEWER PUMPING STATION	\$748,045.71			
8060	NEWTON ROAD WEIR	\$1,044,777.58			
<b>Total Capital Projects Fund Balance</b>		<b>\$5,290,229.70</b>	<b>\$232,319.72</b>	<b>\$1,523,313.00</b>	

# ENTERPRISE BALANCE SHEET - FY24

UNAUDITED

			Water 6/30/2024	Sewer 6/30/2024	Cable 6/30/2024	Totals 6/30/2024
			Enterprise Fund	Enterprise Fund	Enterprise Fund	(Memorandum Only)
<b>ASSETS</b>						
Cash and cash equivalents			\$665,826.07	\$1,935,997.86	\$311,389.69	\$2,913,213.62
Receivables:						
	User Fees		\$423,161.62	\$215,944.63		\$639,106.25
	Utility liens added to taxes		\$35,998.72	\$26,904.18		\$62,902.90
		Total Assets	\$1,124,986.41	\$2,178,846.67	\$311,389.69	\$3,615,222.77
<b>LIABILITIES AND FUND EQUITY</b>						
Liabilities:						
	Warrants payable		\$171,583.80	\$240,146.06		\$411,729.86
	Accrued payroll and withholdings		\$31,715.65	\$17,275.89		\$48,991.54
	Deferred revenue:					
		User Charges	\$423,161.62	\$215,944.63		\$639,106.25
		Utility liens added to taxes	\$35,998.72	\$26,904.18		\$62,902.90
		Total Liabilities	\$662,459.79	\$500,270.76		1,162,730.55
Fund Equity:						
	Reserved for encumbrances		\$26,339.99	\$101,211.43		\$127,551.42
	Reserved for expenditures/cont. appropriations		\$73,255.74			\$73,255.74
	Unreserved retained earnings		\$362,930.89	\$1,577,364.48	\$311,389.69	\$2,251,685.06
		Total Fund Equity	\$462,526.62	\$1,678,575.91	\$311,389.69	\$2,452,492.22
		<b>Total Liabilities and Fund Equity</b>	<b>1,124,986.41</b>	<b>2,178,846.67</b>	<b>311,389.69</b>	<b>3,615,222.77</b>

# TRUST FUND BALANCE DETAILS - FY24

UNAUDITED

FUND NUMBER	FUND NAME	FUND BALANCE 6/30/2024	Receipts Thru 7/31/2024	Remaining Deficit 6/30/24
Fund Number	Fund Name	Fund Balance		
2020	DEVELOPMENT IMPROVEMENT FUND	\$196,724.99		
7100	HEALTH CARE TRUST	\$653,737.97		
7101	LIBRARY TRUST	\$257,851.10		
7102	LIBRARY RESTRICTED	\$49,815.82		
7103	AHS 50TH ANNIVERSARY	\$188,000.21		
7104	SCHOLARSHIP	\$740,473.64		
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	\$162,875.62	(\$15,892.93)	
7204	POND HILL SINKING FUND	\$58,138.97	(\$1,022.88)	
7205	HEALTH CARE INTEREST	\$176,950.99	(\$14,614.90)	
7206	LIBRARY INTEREST	\$98,168.01	(\$6,263.73)	
7207	LIBRARY RESTRICTED INTEREST	\$27,407.29	(\$1,358.65)	
7208	AHS 50TH ANNIVERSARY INTEREST	\$68,586.37	(\$4,514.32)	
7209	MISC TRUST INTEREST	\$44,128.22	(\$1,009.47)	
7210	MT PROSPECT INTEREST	\$12,005.81	(\$2,306.21)	
7211	UNION CEMETERY INTEREST	\$9,664.30	(\$3,158.79)	
7213	OLD CORNER CEMETERY INTEREST	\$542.87	(\$66.10)	
7225	AFFORDABLE HOUSING TRUST	\$173,812.31	\$26,820.22	
7300	STABILIZATION FUND	\$622,299.50	(\$10,948.61)	
7301	SMART GROWTH STABILIZATION	\$207,612.12	\$196,439.26	
7500	OPEB TRUST FUND	\$231,772.47	(\$15,540.86)	
<b>Total Expendable Trust Fund Balance</b>		<b>\$4,286,179.31</b>	<b>\$146,562.03</b>	

# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
111	Corcoran	Owen	Municipal Council	Councilor	\$1,999.98
111	Deschenes	Roger	Municipal Council	Councilor	\$1,999.98
111	Frederique	Claudiel	Municipal Council	Councilor	\$1,999.98
111	Frey	Peter	Municipal Council	Councilor	\$1,999.98
111	Gilday	Pamela	Municipal Council	Councilor	\$2,244.48
111	Hickok	Jonathan	Municipal Council	Councilor	\$1,999.98
111	Hogg	Michael	Municipal Council	Councilor	\$3,999.96
111	Lennon	Adrienne	Municipal Council	Councilor	\$1,999.98
111	Mandeville	Scott	Municipal Council	Councilor	\$4,499.94
111	Redfern	Jessica Veneris	Municipal Council	Councilor	\$1,999.98
111	Rinaldi	Anthony	Municipal Council	Councilor	\$3,999.96
111	Stanganelli	Steven	Municipal Council	Councilor	\$3,999.96
111	Wheeler	Nicholas	Municipal Council	Councilor	\$4,499.94
115	Caira	Kevin	Retirement Payroll	Retirement Board Director	\$111,078.30
115	Van Dam	David	Retirement Payroll	Retirement Board	\$3,250.00
115	Veilleux	Marie L	Retirement Payroll	Retirement Board Admin Assistant	\$19,520.00
121	Campbell	Aubrie	Mayor	Executive Assistant	\$6,105.00
121	Casey	Ann Marie	Mayor	Chief of Staff	\$86,517.65
121	Connelly	Ryan	Mayor	Executive Assistant	\$38,448.00
121	Donohue	William	Mayor	Communications Director	\$63,820.30
121	Froton	Sharon	Mayor	Executive Assistant	\$934.50
121	Gove	Kassandra	Mayor	Mayor	\$110,000.02
134	Batista	Marisa	Admin & Finance	CFO	\$115,808.23
134	Chua	Maria Gabriella	Admin & Finance	Payroll / Human Resources Coordinator	\$16,440.00
134	Doucette	Elizabeth	Admin & Finance	Assistant Department Head	\$70,059.06
134	Keleher	Michael	Admin & Finance	Human Resources Director	\$49,230.72
134	Nugent	Vanessa	Admin & Finance	Purchasing Agent / Insurance Coordinator	\$6,771.60
134	Ring	Shaunna	Admin & Finance	Purchasing Agent / Insurance Coordinator	\$77,932.40
134	Worrall	Heather	Admin & Finance	Human Resources Director	\$27,351.55
134	Wright	Sheryl	Admin & Finance	Interim Chief Financial Officer	\$19,500.00
134	Yelland	Rebecca	Admin & Finance	Payroll / Human Resources Coordinator	\$984.00
141	Caswell	Diana	Assessor	Chief Assessor	\$84,407.31
141	Collins	Bruce	Assessor	Assistant Assessor	\$61,750.39
141	Poshpeck	Laurie	Assessor	Data Collector	\$54,329.47
145	Cornoni	Donna M	Collector/Treasurer	Treasurer	\$93,998.92
145	Foley	Barbara	Collector/Treasurer	Head Clerk	\$52,528.45
145	Hawkins	Kathryn A	Collector/Treasurer	Asst. Coll/Treasurer	\$71,008.34
155	Cornoni	Nicholas	MIS	IT Support Specialist	\$73,572.98

# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
155	Gagnon	Benjamin	MIS	Associate IT Support	\$12,275.19
155	Hare	Stephen	MIS	IT Director	\$118,376.35
155	Moisan	Jessica	MIS	IT Support Specialist	\$29,201.21
155	Njigua	Samwel	MIS	IT Support Specialist	\$39,037.25
155	Preneveau	Jason	MIS	Help Desk Administrator	\$10,170.00
155	Vercher	Daniel	MIS	Help Desk Analyst	\$42,580.00
161	Haggstrom	Amanda	Town Clerk	Principal Clerk	\$23,246.62
161	Kaiser	Justin	Town Clerk	Assistant City Clerk	\$21,257.36
161	Labatte	Margaret Anne	Town Clerk	Registrar's Agent	\$14,701.05
161	Looney	Jasmine	Town Clerk	Administrative Assistant	\$3,594.15
161	Manning	Jess	Town Clerk	Administrative Assistant	\$45,688.38
161	Smith	Jennifer	Town Clerk	City Clerk	\$84,475.92
162	Arsenault-Shaheen	Frances	Elections	Election Worker	\$1,073.25
162	Bailey	Rose Marie	Elections	Election Worker	\$497.25
162	Blake	Cheryl	Elections	Election Worker	\$1,521.75
162	Brisebois	Jackie	Elections	Election Worker	\$400.00
162	Bryant	Anne	Elections	Election Worker	\$400.50
162	Cardillo	Stephanie	Elections	Election Worker	\$925.75
162	Comeau	Cheryl	Elections	Election Worker	\$229.50
162	Connor	Mary	Elections	Election Worker	\$438.75
162	Croteau	Joanne	Elections	Election Worker	\$209.25
162	DiGrazia	Julia	Elections	Election Worker	\$108.00
162	Drury	Kathleen	Elections	Election Worker	\$202.50
162	Frantz	Joseph	Elections	Election Worker	\$135.00
162	Gaudreau	Helena	Elections	Election Worker	\$121.50
162	Harry	Patricia	Elections	Election Worker	\$400.00
162	Holt	Nancy	Elections	Election Worker	\$324.00
162	Joyce	Maryellen	Elections	Election Worker	\$108.00
162	Kardos	Nicole	Elections	Election Worker	\$202.50
162	Kenny	Patricia	Elections	Election Worker	\$708.75
162	Kligerman-Thomas	D	Elections	Election Worker	\$837.00
162	La Bella	Charles	Elections	Election Worker	\$216.00
162	Labatte	Edward	Elections	Election Worker	\$1,211.50
162	Lucas	Bernadette	Elections	Election Worker	\$209.25
162	Mainiero	Janet	Elections	Election Worker	\$371.25
162	Meador	Joan	Elections	Election Worker	\$128.25
162	Miller	Joan	Elections	Election Worker	\$1,131.25
162	Mongeau	Paul	Elections	Election Worker	\$128.25
162	Parady	Karen	Elections	Election Worker	\$472.50
162	Pare	Normand W	Elections	Election Worker	\$400.00
162	Pare	Beverly	Elections	Election Worker	\$418.50

# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
162	Pelletier-Gannett	Kathi	Elections	Election Worker	\$324.00
162	Perkins	Tammi	Elections	Election Worker	\$371.25
162	Perron	Maureen	Elections	Election Worker	\$1,026.00
162	Reily	Mary	Elections	Election Worker	\$432.00
162	Richards	Kathryn	Elections	Election Worker	\$1,376.00
162	Richards	Earl	Elections	Election Worker	\$1,310.50
162	Sadowski	Karen	Elections	Election Worker	\$567.00
162	Shaheen	John	Elections	Election Worker	\$1,379.00
162	Shirshac	Mary Ellen	Elections	Election Worker	\$536.50
162	Sullivan	Henry	Elections	Election Worker	\$796.50
162	Taylor	Clarissa	Elections	Election Worker	\$432.00
162	Trezise	Robert	Elections	Election Worker	\$666.25
162	Zaino	Robert	Elections	Election Worker	\$816.75
162	Zaino	Elaine	Elections	Election Worker	\$871.25
162	Zankowski	Philip	Elections	Election Worker	\$884.25
171	Pearl	Kassandra	Conservation Commission	Conservation Agent	\$23,954.13
182	Baptiste	Joan	Comm & Econ Development	Admin. Assistant	\$63,314.81
182	Becotte	Shauna	Comm & Econ Development	Interim Housing Manager	\$11,775.00
182	Cracknell	Nicholas	Comm & Econ Development	OCED Director	\$103,654.34
182	Frey	Rebecca	Comm & Econ Development	Community Development Coordinator	\$51,455.83
182	Jain	Nipun	Comm & Econ Development	Town Planner	\$93,889.90
182	Krans	Adam	Comm & Econ Development	Housing Manager	\$61,467.49
182	Nelson	Brett	Comm & Econ Development	Housing Rehab Specialist	\$29,857.50
182	Yeames	Susan R.	Comm & Econ Development	CBDG Bookkeeper	\$9,706.25
210	Arseneau	Kyle	Police	Patrol Officer	\$102,688.91
210	Bailey	Craig	Police	Chief of Police	\$182,085.64
210	Basque	Nathan	Police	Patrol Officer	\$110,398.48
210	Blatchford	Lauren	Police	Lieutenant	\$152,910.50
210	Burr	Jeffrey	Police	Custodian	\$29,810.28
210	Burrell	Troy	Police	Patrol Officer	\$117,982.86
210	Caruso	Francesca	Police	Public Safety Clerk	\$63,126.27
210	Champagne Jr	Denis	Police	Detective	\$168,213.54
210	Chaput	Glenn A	Police	Special Patrol Officer	\$28,248.75
210	Chatigny	Robert L	Police	Special Patrol Officer	\$47,278.50
210	Chatigny	Albert R	Police	Special Patrol Officer	\$58,436.00
210	Clark	David	Police	Patrol Officer	\$105,466.66

# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
210	Coker	Barry	Police	Patrol Officer	\$159,311.24
210	Cunningham	Matthew	Police	Sergeant	\$160,696.27
210	Dangelo	Michael	Police	Special Patrol Officer	\$45,163.75
210	Davis	Teagan	Police	Patrol Officer	\$100,553.99
210	Devaney	Ryan	Police	Patrol Officer	\$90,886.06
210	Donovan	Kevin	Police	Deputy Police Chief	\$75,481.82
210	Dunning	Mitchell	Police	Public Safety Clerk	\$72,467.92
210	Dzwonek	Kyle	Police	Patrol Officer	\$117,233.60
210	Gardella	Lindsey	Police	Public Safety Clerk	\$25,146.80
210	Guilmette	Ronald	Police	Patrol Officer	\$112,763.81
210	Hanshaw	Thomas G	Police	Special Patrol Officer	\$300.00
210	Ivancic	Adam	Police	Patrol Officer	\$79,315.61
210	Kilgour	Laura	Police	Public Safety Clerk Coordinator	\$92,782.72
210	Landry	Raymond	Police	Sergeant	\$144,372.27
210	LaPointe	Samuel	Police	Safety Clerk	\$12,604.36
210	Leary	Sean	Police	Sergeant	\$157,817.72
210	Leary	Liam	Police	Patrol Officer	\$119,303.36
210	Lesage	Craig	Police	Detective	\$120,495.65
210	Marlar	Samuel	Police	Patrol Officer	\$81,338.67
210	Merrow	Peter	Police	Patrol Officer	\$82,673.50
210	Moody	Neil	Police	Patrol Officer	\$136,726.14
210	Morrill	Jonathan	Police	Patrol Officer	\$118,297.28
210	Moyer	Janet L	Police	Administrative Assistant - Union	\$91,480.63
210	Mulrenin	Kevin	Police	Lieutenant	\$156,501.83
210	Nichols	Thomas	Police	Patrol Officer	\$128,682.74
210	O'Brien	Shawn	Police	Patrol Officer	\$132,911.15
210	Pare	David S	Police	Special Patrol Officer	\$125.00
210	Pare	Abigail	Police	Patrol Officer	\$72,384.61
210	Peters	Scott	Police	Patrol Officer	\$134,678.92
210	Pressley	Noah	Police	Reserve Patrol Officer	\$78,339.23
210	Purvis	Michael	Police	Sergeant	\$138,536.40
210	Reed	Steven	Police	Detective	\$187,860.48
210	Sciacca	Charles	Police	Sergeant	\$168,351.26
210	Thurlow	Roger E	Police	Special Patrol Officer	\$29,866.00
210	Ward	Sean	Police	Patrol Officer	\$106,202.65
210	Wilson	Britanny	Police	Public Safety Clerk	\$19,614.58
210	Worthen	Sherrie	Police	Public Safety Clerk	\$83,754.78
210	Wright	Gary B	Police	Special Patrol Officer	\$49,163.44
220	Albrecht	Corey	Fire	Firefighters	\$82,997.34
220	Allen	Stephen	Fire	Firefighters	\$89,111.87
220	Allender	Christopher	Fire	Firefighters	\$161,242.85
220	Balletto	Taylor	Fire	Firefighters	\$2,989.98

# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
220	Bateman Jr	James	Fire	Fire Lieutenants	\$130,012.79
220	Bean	Jeremy	Fire	Fire Lieutenants	\$135,636.96
220	Bernier	Paul	Fire	Firefighters	\$2,979.08
220	Bruno	Mark	Fire	Firefighters	\$142,334.58
220	Calderwood	Todd	Fire	Fire Lieutenants	\$91,405.73
220	Carpentier	David	Fire	Firefighters	\$142,583.44
220	Casey	Ryan	Fire	Firefighters	\$99,282.32
220	Chalmers	Michael	Fire	Firefighters	\$20,048.93
220	Clark	Jamie	Fire	Firefighters	\$23,439.12
220	Condelli	Darcie	Fire	Fire Lieutenants	\$120,763.84
220	Conley	Paul	Fire	Firefighters	\$72,043.98
220	Durocher	Christopher	Fire	Firefighters	\$94,562.94
220	Glinski	Brittani	Fire	Firefighter	\$2,226.30
220	Haggett	Tara	Fire	Administrative Assistant	\$70,812.24
220	Haynes	Timothy	Fire	Firefighters	\$171,540.97
220	Hrubes	Jason	Fire	Firefighters	\$98,165.77
220	Janeliunas	Peter	Fire	Firefighters	\$80,232.02
220	Johnson	Cassandra	Fire	Firefighters	\$73,901.19
220	Kane	Justin	Fire	Firefighters	\$94,069.31
220	Kane	Sean	Fire	Firefighters	\$84,858.70
220	Kane	Bryan	Fire	Firefighters	\$63,701.59
220	Kane Jr.	John	Fire	Fire Lieutenants	\$157,593.75
220	Kelleher	Peter	Fire	Firefighters	\$76,436.11
220	Knott	Patrick	Fire	Firefighters	\$98,755.08
220	Lesage	Christopher	Fire	Lieutenant	\$160,298.50
220	Mason	Steven	Fire	Firefighters	\$85,153.97
220	Mather	David	Fire	Deputy	\$186,108.27
220	Meyers	Nicholas	Fire	Firefighters	\$70,553.50
220	Murray	Nicole	Fire	Firefighters	\$79,098.29
220	Nolan	James	Fire	Chief of Fire	\$174,726.72
220	O'Loughlin	Peter	Fire	Firefighters	\$85,522.39
220	Olson	David	Fire	Deputy	\$2,979.08
220	Petrillo	Justin	Fire	Firefighters	\$106,249.56
220	Poussard	Taylor	Fire	Firefighters	\$105,468.67
220	Powers	Eric	Fire	Firefighters	\$48,745.50
220	Putnam	Nicholas	Fire	Firefighters	\$105,475.70
220	Rizzo	Carl	Fire	Firefighters	\$93,972.53
220	Rogers	Tyler	Fire	Firefighters	\$68,758.90
220	Serino	Robert	Fire	Deputy	\$160,397.18
220	Sevigny	Shane	Fire	Firefighters	\$83,097.43
220	Sweeney	Michael	Fire	Firefighters	\$89,758.59
220	York	Ryan	Fire	Firefighters	\$103,780.96
241	Burdick	Brett	Inspection	Plumb/Gas Insp.	\$31,968.00

# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
241	Donahue	Daniel	Inspection	Electrical Inspector	\$32,564.36
241	Downs	Gerry	Inspection	Asst. Plumb. Insp.	\$1,000.00
241	Ketchen	Deborah	Inspection	Health Inspector	\$40,408.20
241	Kirk	Ronald J.	Inspection	Asst. Elect. Insp.	\$1,386.06
241	Kulacz	Stanley	Inspection	Asst. Plumb. Insp.	\$240.00
241	Lickteig	Donna M	Inspection	Admin. Sec.-Union	\$72,096.92
241	Tirone	Vincenzo	Inspection	Inspectional Service Director	\$94,953.51
241	Wilson	James	Inspection	Building Inspector	\$90,323.32
295	Bailey	Jackson	Harbormaster	Harbormaster	\$11,075.00
300	Veader	Kenneth	Schools	1:1 Health Aide	\$34,870.56
300	St John	Sarah	Schools	Accounts Payable Coordinator	\$61,653.80
300	Paul	Clancey	Schools	Adjustment Counselor	\$77,988.12
300	Dowling	Caitlyn	Schools	APS Nursing Assistant	\$31,350.24
300	Denio	Adam D	Schools	Assistant Principal	\$76,376.52
300	Gearin	Glen	Schools	Assistant Principal	\$119,711.02
300	Lingley	Alina	Schools	Assistant Principal	\$103,783.94
300	Stryhalaleck	Jessica	Schools	Assistant Principal	\$105,173.38
300	Bartlett	Alissa	Schools	Athletic Event Monitor	\$75.00
300	Brown	Bethany	Schools	Athletic Event Monitor	\$75.00
300	Langlois	Kerri	Schools	BCBA	\$71,075.20
300	McConville	Melissa	Schools	BCBA	\$73,499.72
300	Stenson	Allison	Schools	BCBA	\$77,129.96
300	Nadeau	Helen M	Schools	Business Office Assistant	\$1,998.77
300	Babine	Carol A	Schools	Café Worker	\$34,358.38
300	Bissaillon	Ernest J	Schools	Coach	\$12,058.00
300	Burrell	Troy	Schools	Coach	\$2,500.00
300	Comeau	Thomas M	Schools	Coach	\$4,139.00
300	Conlin	James	Schools	Coach	\$1,455.00
300	Costa	Stephen	Schools	Coach	\$6,339.00
300	Cotrupi	Stephen	Schools	Coach	\$3,500.00
300	Creegan Jr	Paul	Schools	Coach	\$4,085.00
300	DeLong	Jeffrey	Schools	Coach	\$3,100.00
300	Doherty	Kerriann	Schools	Coach	\$6,339.00
300	Donovan	Kevin	Schools	Coach	\$3,500.00
300	Gravell	Leo	Schools	Coach	\$6,056.00
300	Hallinan	Sean	Schools	Coach	\$4,085.00
300	Hart	Daniel	Schools	Coach	\$3,000.00
300	LaForte	Clayton	Schools	Coach	\$3,500.00
300	Lambert	Benjamin	Schools	Coach	\$4,497.00
300	Lull	Christopher	Schools	Coach	\$4,085.00
300	Marcotte	Daniel	Schools	Coach	\$1,455.00
300	McQueen	Colin	Schools	Coach	\$8,444.00
300	Mildram	Douglas	Schools	Coach	\$3,000.00

# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
300	Motsis	Travis	Schools	Coach	\$1,455.00
300	Rehrauer	Jody	Schools	Coach	\$5,036.00
300	Savastano	Nicole	Schools	Coach	\$2,900.00
300	Walton	Keith J	Schools	Coach	\$7,764.00
300	White	George	Schools	Coach	\$6,056.00
300	Pizzotti	Nancy	Schools	Crossing Guards	\$7,310.60
300	Vincent	Rosemary	Schools	Crossing Guards	\$5,035.50
300	Walsh	John	Schools	Crossing Guards	\$13,271.80
300	Jacques	Lyn	Schools	Curriculum Coordinator	\$144,172.19
300	Adam	Jeffrey	Schools	Custodian	\$68,595.89
300	Baker	Cody	Schools	Custodian	\$44,044.72
300	Chase	Tyler	Schools	Custodian	\$59,863.83
300	DeNuzzio	Michael	Schools	Custodian	\$59,778.72
300	DesRoche	Joshua	Schools	Custodian	\$28,632.35
300	Fetters	Michael C	Schools	Custodian	\$6,000.00
300	Foley	Shawn	Schools	Custodian	\$75,573.13
300	Fowler	Alan	Schools	Custodian	\$61,858.87
300	McIntyre	Howard	Schools	Custodian	\$17,982.53
300	Papa	Richard	Schools	Custodian	\$71,190.72
300	Proulx	David J	Schools	Custodian	\$6,000.00
300	Tanzella	Michael J	Schools	Custodian	\$57,115.92
300	Liporto	Joan	Schools	Director of Finance & Operations	\$143,848.89
300	Bennett	Matthew	Schools	Facilities Director	\$9,206.06
300	McCarthy	James	Schools	Facilities Director	\$94,903.81
300	Bailey	Caitlin E	Schools	Guidance Counselor	\$92,948.04
300	Bishop-Jarman	Edna A	Schools	Guidance Counselor	\$94,939.10
300	Jarvis	Matthew	Schools	Guidance Counselor	\$66,971.58
300	Lynch	Erika	Schools	Guidance Counselor	\$52,886.20
300	Moody	Jessica L	Schools	Guidance Counselor	\$95,677.54
300	Noseworthy	Bethany L	Schools	Guidance Counselor	\$103,060.06
300	Saurman	Susan M	Schools	Guidance Counselor	\$101,388.58
300	Savvas	Alexa	Schools	Guidance Counselor	\$66,376.18
300	Scott	Kathleen A	Schools	Guidance Counselor	\$98,665.06
300	Sydow	Matthew	Schools	Guidance Counselor	\$82,291.86
300	Munroe	Russell J	Schools	High School Audio Visual	\$80,164.76
300	Caruso	Paul	Schools	Interim Assistant Principal	\$31,539.87
300	Shaffer	Patricia	Schools	IT Technician	\$78,000.00
300	Byman	Lori	Schools	Librarian	\$91,645.68
300	Crissinger	Margaret	Schools	Librarian	\$34,739.90
300	Estabrook	Lisa	Schools	Librarian	\$95,329.92
300	MacIntire	Jennifer	Schools	Librarian	\$77,190.00
300	Fredette	Norman A	Schools	Maintenance	\$110,932.19

# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
300	Levesque	Kevin	Schools	Maintenance	\$41,644.90
300	Rinkhaus	Rebecca	Schools	Middle School Lunch Monitor	\$1,935.00
300	Tiplady	Elyssa	Schools	Middle School Lunch Monitor	\$8,008.80
300	McKinnon	Hannah	Schools	Occupational Therapist	\$65,537.90
300	Moyer Ratigan	Robin	Schools	Occupational Therapist	\$81,910.29
300	Aprahamian	Ashley	Schools	Paraprofessional	\$36,013.66
300	Armington	Amanda	Schools	Paraprofessional	\$9,363.97
300	Bailey	Raybecca	Schools	Paraprofessional	\$37,300.38
300	Beal	Jordan	Schools	Paraprofessional	\$39,684.85
300	Blinderman	Jonathan	Schools	Paraprofessional	\$34,631.56
300	Calvani	Sarah	Schools	Paraprofessional	\$27,127.25
300	Castine	Colette C	Schools	Paraprofessional	\$35,339.90
300	Chambers	Linda E	Schools	Paraprofessional	\$36,994.71
300	Chmielewski	Emily	Schools	Paraprofessional	\$34,101.78
300	Clancey	Violeta P	Schools	Paraprofessional	\$27,865.12
300	Clark	Emily	Schools	Paraprofessional	\$34,834.58
300	Corbiey	Mary	Schools	Paraprofessional	\$35,339.67
300	Cote	Shari A	Schools	Paraprofessional	\$38,797.95
300	Crowley	Maureen	Schools	Paraprofessional	\$36,650.38
300	Davey	Liam	Schools	Paraprofessional	\$26,480.94
300	Davis	Elisabeth R	Schools	Paraprofessional	\$37,436.15
300	Deegan	Andrea J	Schools	Paraprofessional	\$38,110.04
300	DePolo	Maryann	Schools	Paraprofessional	\$42,137.96
300	DeRosa	Virginia	Schools	Paraprofessional	\$35,187.11
300	DiBurro	Tara	Schools	Paraprofessional	\$36,177.72
300	Dobson	Sean	Schools	Paraprofessional	\$39,867.77
300	Dower	Destiny	Schools	Paraprofessional	\$27,150.65
300	Driscoll	Laura	Schools	Paraprofessional	\$39,374.87
300	Eaton	Debra A	Schools	Paraprofessional	\$28,412.13
300	Fernald-Waterman	Allison	Schools	Paraprofessional	\$37,250.38
300	Florent	Chrystal	Schools	Paraprofessional	\$42,999.31
300	Francoeur	Kelly	Schools	Paraprofessional	\$22,500.00
300	Froncki	Pia	Schools	Paraprofessional	\$36,850.38
300	Fusco	Gail	Schools	Paraprofessional	\$35,939.90
300	Gillard	Molly	Schools	Paraprofessional	\$6,564.33
300	Gilleo	Megan	Schools	Paraprofessional	\$38,009.62
300	Greene	Rosemary	Schools	Paraprofessional	\$41,290.46
300	Griffin	Michelle	Schools	Paraprofessional	\$34,426.32
300	Gustison	Robert	Schools	Paraprofessional	\$38,567.72
300	Healey	Michael	Schools	Paraprofessional	\$5,824.65
300	Hester	Wendy	Schools	Paraprofessional	\$28,816.92
300	Howard	Mariellen	Schools	Paraprofessional	\$39,415.86
300	Jacques	John	Schools	Paraprofessional	\$20,328.53

# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
300	Kelly	Kymberly	Schools	Paraprofessional	\$32,937.10
300	Kenney	Eryn	Schools	Paraprofessional	\$36,725.38
300	Kenney	Brenna	Schools	Paraprofessional	\$34,690.32
300	Kingston	Julie	Schools	Paraprofessional	\$14,066.40
300	LaCava	Scott A	Schools	Paraprofessional	\$40,416.75
300	Laflamme	Andrea	Schools	Paraprofessional	\$36,675.38
300	Lasonde	Andrew	Schools	Paraprofessional	\$36,508.79
300	Levesque	Sara	Schools	Paraprofessional	\$33,077.10
300	Lyons Manson	Barbara	Schools	Paraprofessional	\$30,101.44
300	Manclark	Christine	Schools	Paraprofessional	\$39,271.97
300	Marshall	Nancy J	Schools	Paraprofessional	\$37,900.38
300	Matthews	Anna	Schools	Paraprofessional	\$12,548.90
300	McAndrews	Patrick	Schools	Paraprofessional	\$9,235.75
300	McNally	Kathleen	Schools	Paraprofessional	\$37,850.38
300	Merz	Daniel R	Schools	Paraprofessional	\$38,350.38
300	Moore	Sara	Schools	Paraprofessional	\$14,954.94
300	Morrison	Cathy A	Schools	Paraprofessional	\$36,439.90
300	O'Dowd	Peter	Schools	Paraprofessional	\$34,823.36
300	Parker	Karin A	Schools	Paraprofessional	\$38,475.38
300	Peicott	Shelly	Schools	Paraprofessional	\$26,558.28
300	Peixoto	Melissa	Schools	Paraprofessional	\$36,664.53
300	Pelletier	Dawn	Schools	Paraprofessional	\$38,694.23
300	Pratt	Karen L	Schools	Paraprofessional	\$35,527.26
300	Pratt	Brittany	Schools	Paraprofessional	\$35,403.70
300	Protopapas	Sandra	Schools	Paraprofessional	\$34,789.67
300	Pugh Jr.	Ralph	Schools	Paraprofessional	\$39,705.45
300	Queenan	Lynn	Schools	Paraprofessional	\$37,125.46
300	Richards	Kate	Schools	Paraprofessional	\$38,851.25
300	Rinaldi	Zachary	Schools	Paraprofessional	\$34,886.36
300	Romano	Melissa	Schools	Paraprofessional	\$26,529.12
300	Schalck	Becky L	Schools	Paraprofessional	\$38,350.38
300	Seidel	Tara	Schools	Paraprofessional	\$38,065.08
300	Sentementes	Elaine	Schools	Paraprofessional	\$7,921.35
300	Sentochnik	Zoe	Schools	Paraprofessional	\$39,093.69
300	Shepard	Kimberly A	Schools	Paraprofessional	\$36,033.75
300	Smith	Amy	Schools	Paraprofessional	\$22,714.97
300	Snay	Lauren L	Schools	Paraprofessional	\$39,475.38
300	Spielvogel	Laurie	Schools	Paraprofessional	\$30,971.31
300	Taber	Rena	Schools	Paraprofessional	\$34,789.90
300	Terry	Priscilla	Schools	Paraprofessional	\$6,000.00
300	Thayer	Kimberley	Schools	Paraprofessional	\$29,461.10
300	Von Protz	Lia	Schools	Paraprofessional	\$35,727.72
300	Wallace	Jean	Schools	Paraprofessional	\$38,119.89

# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
300	Wells	Brigid	Schools	Paraprofessional	\$30,232.54
300	Wilkinson	Susan	Schools	Paraprofessional	\$35,414.90
300	Willett	Geralyn	Schools	Paraprofessional	\$29,162.57
300	Williams	Bret	Schools	Paraprofessionnal	\$36,077.72
300	MacLean	Candace	Schools	Payroll Coordinator	\$69,364.28
300	Woodman	Meaghan	Schools	Physical Therapist Assistant	\$32,990.72
300	Haas	Jarred	Schools	Principal	\$4,235.44
300	Maguire	Eryn K	Schools	Principal	\$107,894.02
300	Mascia- Fayles	Karina	Schools	Principal	\$115,695.84
300	Montanari	James	Schools	Principal	\$125,556.60
300	Ricci	Danielle	Schools	Principal	\$129,445.20
300	Viladenis	Phylis	Schools	Principal	\$124,999.94
300	Cole	Holly	Schools	Reading/Dyslexia Specialist	\$88,506.42
300	Ford	Kieran	Schools	School Nurse	\$68,534.96
300	Greene	Carol J	Schools	School Nurse	\$10,000.00
300	Omohundro	Jody	Schools	School Nurse	\$76,555.78
300	Quadros	Nicole	Schools	School Nurse	\$70,882.46
300	Shorter	Elisabeth	Schools	School Nurse	\$64,598.76
300	Tierney	Kristin	Schools	School Nurse	\$89,877.94
300	Hirschfeld	Devin	Schools	School Psychologist	\$84,648.98
300	Lashure	Melissa	Schools	School Psychologist	\$108,207.36
300	Lynch	Linda	Schools	School Secretary	\$60,162.60
300	Machado	Jennifer	Schools	School Secretary	\$51,531.98
300	Myszkowski	Karen	Schools	School Secretary	\$62,304.32
300	Nadeau	Anne M	Schools	School Secretary	\$60,037.56
300	Pouliot	Julie	Schools	School Secretary	\$52,232.44
300	Bixby	Farah	Schools	School Year Secretary	\$4,106.64
300	Crisham	Alexandra	Schools	School Year Secretary	\$32,578.00
300	Moscato	Brittany	Schools	School Year Secretary	\$34,715.05
300	Nett	Maribeth	Schools	School Year Secretary	\$49,922.60
300	Perry	Eva	Schools	School Year Secretary	\$38,818.85
300	Rochon	Lisa M	Schools	School Year Secretary	\$7,933.58
300	Smith	Deacon	Schools	School Year Secretary	\$19,005.59
300	Wells	Mary	Schools	School Year Secretary	\$17,417.90
300	Wile	Lisa	Schools	School Year Secretary	\$36,774.04
300	Shirshac	Mary Ellen	Schools	Secretary Substitute	\$375.00
300	Bartlett	Carol L	Schools	Secretary	\$65,804.18
300	Foley	Gwendolyn	Schools	Secretary	\$49,533.83
300	Facella	Meagan	Schools	SLPA	\$20,195.00
300	Smith	Victoria	Schools	SLPA	\$44,882.50
300	Lincoln	Ellen	Schools	Social Worker	\$87,472.36
300	Hartshorn	Julie	Schools	Sp Ed Secretary	\$57,015.94
300	Ouellet	Wanda L	Schools	Sp Ed Secretary	\$65,869.42

# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
300	Eigen	Heather	Schools	Sped Assistant Director	\$111,250.02
300	Catarius	Lynn	Schools	SpEd Director	\$137,698.64
300	Glaubitiz	Charles W	Schools	SpEd Long Term Substitute Teacher	\$51,143.89
300	Dancause	Patricia	Schools	SpEd Nurse Floater	\$10,900.50
300	Hart	Melinda E	Schools	SpEd Professional Support	\$71,405.12
300	Pouliot	Lindsay	Schools	SpEd Professional Support	\$50,968.88
300	Barretto	Margaret	Schools	SpEd Professional Support Assistants	\$38,469.60
300	Steer	Katelyn	Schools	SpEd Remote Teacher	\$44,043.58
300	Bailin	Lauretta	Schools	SpEd Teacher	\$95,057.46
300	Boehl	Ruth	Schools	SpEd Teacher	\$70,332.24
300	Brown	Gregg M	Schools	SpEd Teacher	\$103,030.06
300	Burnnett	Karen	Schools	SpEd Teacher	\$71,865.10
300	Caputo	Samantha	Schools	SpEd Teacher	\$98,357.46
300	Donadoni	Beth A	Schools	SpEd Teacher	\$87,955.06
300	Dumas	Samantha	Schools	SpEd Teacher	\$72,930.11
300	Edic	Susan K Curtin	Schools	SpEd Teacher	\$98,455.20
300	Elfiki	Jacqueline Ann	Schools	SpEd Teacher	\$87,438.52
300	Fedechko	Kelsey	Schools	SpEd Teacher	\$86,301.34
300	Firmes	Elissa	Schools	SpEd Teacher	\$96,734.46
300	Gately	Katherine	Schools	SpEd Teacher	\$102,360.46
300	Geary	Jane	Schools	SpEd Teacher	\$66,809.69
300	Gobeil	Anna	Schools	SpEd Teacher	\$66,971.58
300	Greenbaum	Gayle A	Schools	SpEd Teacher	\$98,837.70
300	Greenberg	Nikki	Schools	SpEd Teacher	\$81,507.42
300	Hoyt	Megan	Schools	SpEd Teacher	\$74,391.52
300	Klucznik	Lori	Schools	SpEd Teacher	\$97,942.16
300	Lare	Erin	Schools	SpEd Teacher	\$88,429.70
300	Loveland	Nicole	Schools	SpEd Teacher	\$88,477.24
300	Luz	Rebecca	Schools	SpEd Teacher	\$71,504.28
300	Luz	Sarah	Schools	SpEd Teacher	\$80,442.16
300	Lynch	Christina	Schools	SpEd Teacher	\$77,363.93
300	Melanson	Evan	Schools	SpEd Teacher	\$72,603.96
300	Morel	Maria	Schools	SpEd Teacher	\$62,219.82
300	Opolski	Ian	Schools	SpEd Teacher	\$98,915.42
300	Ouellet	Janelle	Schools	SpEd Teacher	\$35,926.64
300	Pellizzaro	Melissa	Schools	SpEd Teacher	\$81,127.42
300	Pritchett	Rae	Schools	SpEd Teacher	\$99,382.36
300	Ratner	Andrea L	Schools	SpEd Teacher	\$55,573.74
300	Robicheau	Kristan D	Schools	SpEd Teacher	\$69,095.56
300	Scholl	Larissa	Schools	SpEd Teacher	\$67,180.75
300	Smith	Abbey	Schools	SpEd Teacher	\$67,728.59

# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
300	Smith	Kristen	Schools	SpEd Teacher	\$83,983.67
300	Stone	Kelly	Schools	SpEd Teacher	\$70,725.20
300	Stuart	Devon	Schools	SpEd Teacher	\$59,705.14
300	Taynor	Sherlyn	Schools	SpEd Teacher	\$72,797.14
300	Tedeschi	Jennifer	Schools	SpEd Teacher	\$100,282.46
300	Tingle	Maryrose	Schools	SpEd Teacher	\$91,538.72
300	Watson	Katherine	Schools	SpEd Teacher	\$77,017.92
300	Wise	Nicole	Schools	SpEd Teacher	\$87,781.46
300	Wright III	Charles	Schools	SpEd Teacher	\$60,286.80
300	DeSavio	Bruce N	Schools	Sped Van Drivers	\$16,118.49
300	Dupra	Shari	Schools	Sped Van Drivers	\$22,937.11
300	Fedorchak	Lawrence W	Schools	Sped Van Drivers	\$20,745.73
300	Goldsmith	Deborah	Schools	Sped Van Drivers	\$15,065.69
300	Kramer	Nanda	Schools	Sped Van Drivers	\$13,233.44
300	Lassik	Nicole	Schools	Sped Van Drivers	\$14,936.47
300	Leveille	Daniel	Schools	Sped Van Drivers	\$16,708.75
300	Manson	Kenneth	Schools	Sped Van Drivers	\$17,941.22
300	Mullin	Paul	Schools	Sped Van Drivers	\$21,369.76
300	Ouellet	Andre	Schools	Sped Van Drivers	\$17,561.21
300	Pouliot	Michele	Schools	Sped Van Drivers	\$19,366.01
300	Regan	Terence	Schools	Sped Van Drivers	\$2,551.31
300	Rymsha	William	Schools	Sped Van Drivers	\$390.80
300	Anderson	Olivia	Schools	Speech/Language Pathologist	\$61,837.90
300	Ashburner	Jillian	Schools	Speech/Language Pathologist	\$35,581.37
300	Collins	Kristen R	Schools	Speech/Language Pathologist	\$87,643.66
300	Kane	Jordan	Schools	Speech/Language Pathologist	\$83,354.67
300	Ackerson	Julie	Schools	Substitutes	\$312.50
300	Alexander	Rebecca	Schools	Substitutes	\$960.00
300	Barnaby	Leslie A	Schools	Substitutes	\$3,125.00
300	Bean	Lauren	Schools	Substitutes	\$187.50
300	Beaupre	Kassandra	Schools	Substitutes	\$8,937.50
300	Bilivogui	Angela	Schools	Substitutes	\$437.50
300	Blanchard	Patricia A	Schools	Substitutes	\$7,385.08
300	Bornstein	Judith	Schools	Substitutes	\$687.50
300	Boston	Mina	Schools	Substitutes	\$500.00
300	Boyd	Nicole	Schools	Substitutes	\$18,316.88
300	Brown	Scott	Schools	Substitutes	\$7,330.00
300	Campbell	Marjorie	Schools	Substitutes	\$1,625.00
300	Canarie-McGrath	Lori	Schools	Substitutes	\$5,250.00
300	Casey	Kim	Schools	Substitutes	\$875.00
300	Cerretani	Brenna	Schools	Substitutes	\$262.50
300	Circe	Mary	Schools	Substitutes	\$62.50

# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
300	Clark	Joan	Schools	Substitutes	\$500.00
300	Crosby	Janet	Schools	Substitutes	\$4,770.23
300	Curry	Marianne R	Schools	Substitutes	\$23,450.76
300	D'Agnese	Caren	Schools	Substitutes	\$10,562.50
300	DeSavio	Jocelyn	Schools	Substitutes	\$2,125.00
300	DiCarlo	Charlene	Schools	Substitutes	\$7,830.00
300	Donadoni	Alexander	Schools	Substitutes	\$750.00
300	Dower	Maryanne	Schools	Substitutes	\$125.00
300	Downing	Janice	Schools	Substitutes	\$1,250.00
300	Elliott	Ellen	Schools	Substitutes	\$812.50
300	Fitzgerald	Pauline A	Schools	Substitutes	\$2,300.00
300	Foster	Timothy	Schools	Substitutes	\$8,125.00
300	Gately	Liam	Schools	Substitutes	\$4,212.50
300	Giannini	Carolyn	Schools	Substitutes	\$7,187.50
300	Girouard	Natalie	Schools	Substitutes	\$9,000.00
300	Gonthier	Shauna	Schools	Substitutes	\$5,812.50
300	Hall	Melinda	Schools	Substitutes	\$4,250.00
300	Hamilton-Evans	Zakiya	Schools	Substitutes	\$125.00
300	Harris	Jessica	Schools	Substitutes	\$7,500.00
300	Huch	Kimberly	Schools	Substitutes	\$687.50
300	Jones	Darby	Schools	Substitutes	\$3,687.50
300	Kaszuba	Amanda	Schools	Substitutes	\$1,375.00
300	Kelleher	Brooke	Schools	Substitutes	\$5,437.50
300	Kezer	Gerald	Schools	Substitutes	\$5,437.50
300	Klimp	Jack	Schools	Substitutes	\$250.00
300	LaCasse	Skyla	Schools	Substitutes	\$19,117.55
300	Lannon	Juliet H	Schools	Substitutes	\$15,062.50
300	Lincourt	Jordan	Schools	Substitutes	\$31,579.91
300	Lowell	Shannon	Schools	Substitutes	\$7,192.50
300	Lyder	Ryan	Schools	Substitutes	\$625.00
300	Mager	Kathleen	Schools	Substitutes	\$4,062.50
300	Mamakos	Cathryn	Schools	Substitutes	\$27,563.36
300	Maynes	Nancy	Schools	Substitutes	\$7,461.25
300	Mazzaglia	Tina	Schools	Substitutes	\$14,036.89
300	McCarthy	John	Schools	Substitutes	\$14,152.15
300	McCartney	Marianne	Schools	Substitutes	\$1,000.00
300	Melton	Jack	Schools	Substitutes	\$1,062.50
300	Milne	Emma	Schools	Substitutes	\$2,562.50
300	Mitchell	Meghan	Schools	Substitutes	\$125.00
300	Montanari	Madelyn	Schools	Substitutes	\$1,062.50
300	Morris	Sarah	Schools	Substitutes	\$8,244.52
300	Mudge	Deborah	Schools	Substitutes	\$4,287.50
300	Mueller	Marianne	Schools	Substitutes	\$437.50

# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
300	Naughton	Alexander	Schools	Substitutes	\$7,650.00
300	Neville	Sebastian	Schools	Substitutes	\$7,164.38
300	O'Connor	Flannery	Schools	Substitutes	\$375.00
300	O'Hala	Susan L	Schools	Substitutes	\$2,812.50
300	Oliva	Avery	Schools	Substitutes	\$1,000.00
300	Parsons	Michelle	Schools	Substitutes	\$175.00
300	Pavao	ToniAnn	Schools	Substitutes	\$11,810.73
300	Pelletier	Madelyn	Schools	Substitutes	\$125.00
300	Pelletier	Kayla	Schools	Substitutes	\$678.13
300	Peterson	Dorothy	Schools	Substitutes	\$375.00
300	Rabold	Zachary	Schools	Substitutes	\$1,625.00
300	Ratner	Evi	Schools	Substitutes	\$1,295.00
300	Reynolds	Joyann	Schools	Substitutes	\$8,937.50
300	Richard	Juliet	Schools	Substitutes	\$50,000.04
300	Rierson	Ginger	Schools	Substitutes	\$21,523.40
300	Roberts	David	Schools	Substitutes	\$125.00
300	Scarpelli	Gabriela	Schools	Substitutes	\$1,312.50
300	Sheats	Jennifer	Schools	Substitutes	\$9,312.50
300	Shoemaker	Jessica	Schools	Substitutes	\$3,125.00
300	Smith	Donald	Schools	Substitutes	\$2,125.00
300	Stellmach	Marcia L	Schools	Substitutes	\$8,937.50
300	Stuart	Nicholas	Schools	Substitutes	\$2,625.00
300	Talbot	Dena	Schools	Substitutes	\$3,187.50
300	Taylor	Elsie	Schools	Substitutes	\$45.00
300	Theriault	Jane	Schools	Substitutes	\$250.00
300	Thibodeau	Adam R	Schools	Substitutes	\$12,345.13
300	Todd	Amber	Schools	Substitutes	\$125.00
300	Tornatzky	Jacquelyn	Schools	Substitutes	\$44,252.71
300	Tryon	Evangelia	Schools	Substitutes	\$1,937.50
300	Uhlarik	Sophia	Schools	Substitutes	\$3,500.00
300	Vachon	Jack	Schools	Substitutes	\$7,187.50
300	Vachon	Renee	Schools	Substitutes	\$1,482.50
300	Veader	Sarah	Schools	Substitutes	\$2,550.00
300	Veves	Michael	Schools	Substitutes	\$875.00
300	Wall	Constance D	Schools	Substitutes	\$62.50
300	Whitney	Debra D	Schools	Substitutes	\$11,755.70
300	Wright	Rochelle	Schools	Substitutes	\$15,187.50
300	Yager	Jennifer	Schools	Substitutes	\$312.50
300	McAndrews	Elizabeth S	Schools	Superintendent	\$200,193.66
300	Grayton	Daniel	Schools	Superintendent Secretary	\$73,687.61
300	Abramson	Hope J	Schools	Teacher	\$101,142.52
300	Acosta	Nichole	Schools	Teacher	\$61,337.90

# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
300	Alley	Lindsey	Schools	Teacher	\$96,312.98
300	Alley	Luke	Schools	Teacher	\$86,923.50
300	Armstrong	Kathleen E	Schools	Teacher	\$97,951.54
300	Bastien	Steven R	Schools	Teacher	\$106,114.56
300	Beaudoin	Kathy R	Schools	Teacher	\$92,519.56
300	Bent	Derek M	Schools	Teacher	\$91,760.56
300	Bettencourt	Alice P	Schools	Teacher	\$84,927.50
300	Bilodeau	Kristen	Schools	Teacher	\$94,427.46
300	Bolduc-Kelleher	Susan	Schools	Teacher	\$93,021.54
300	Boles	Jonathan	Schools	Teacher	\$56,318.13
300	Bonura	Carol	Schools	Teacher	\$64,295.46
300	Bostic	Kara	Schools	Teacher	\$83,354.42
300	Bragg	Samuel A	Schools	Teacher	\$99,157.00
300	Brandwein	Jared	Schools	Teacher	\$85,702.24
300	Brannelly	Karen C	Schools	Teacher	\$90,018.56
300	Brockmyre	Jean C	Schools	Teacher	\$99,239.10
300	Brown	Casey	Schools	Teacher	\$65,614.86
300	Buckley	Sarah	Schools	Teacher	\$66,346.02
300	Burrell	Emicel R	Schools	Teacher	\$104,472.02
300	Butler	Megan	Schools	Teacher	\$81,007.42
300	Byrne	Kerin	Schools	Teacher	\$85,582.28
300	Campbell	Bri-Shannon	Schools	Teacher	\$81,409.42
300	Carney	Donna	Schools	Teacher	\$49,648.84
300	Caruso	Kelly M	Schools	Teacher	\$96,539.52
300	Casali	Laurel B	Schools	Teacher	\$92,436.56
300	Casto	Mark J	Schools	Teacher	\$103,259.10
300	Cavalier	Beth A	Schools	Teacher	\$103,235.56
300	Cawley	Brian	Schools	Teacher	\$65,092.82
300	Centric	Sarah B	Schools	Teacher	\$96,147.52
300	Comeau	Kristen	Schools	Teacher	\$96,137.54
300	Connell Lovett	Courtney E	Schools	Teacher	\$98,817.20
300	Cook	Gregory	Schools	Teacher	\$83,161.56
300	Costello	Tia	Schools	Teacher	\$98,609.54
300	Costello	Joseph S	Schools	Teacher	\$91,558.56
300	Crain	Leah	Schools	Teacher	\$67,288.76
300	Crannell	Emily	Schools	Teacher	\$79,074.96
300	Daileanes	Jennifer L	Schools	Teacher	\$97,473.10
300	DeCruz	Sarah	Schools	Teacher	\$90,797.24
300	DeNuzzio	Christine	Schools	Teacher	\$90,219.38
300	Dodier	Joanna	Schools	Teacher	\$92,427.70
300	Donais	Jennifer	Schools	Teacher	\$104,705.76
300	Dupere	Lisa A	Schools	Teacher	\$99,346.28

# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
300	Egan	Lauren	Schools	Teacher	\$95,834.46
300	Fijalkowski	Daniel B	Schools	Teacher	\$86,848.76
300	Fijalkowski	Stacey M	Schools	Teacher	\$90,416.68
300	Firmes	James R	Schools	Teacher	\$98,915.18
300	Fitzgerald	Kristin M	Schools	Teacher	\$98,665.06
300	Flaherty	Edward	Schools	Teacher	\$10,000.00
300	Flaherty	Patrick J	Schools	Teacher	\$87,617.30
300	Foley	Patrick	Schools	Teacher	\$92,508.42
300	Fowler	Katherine	Schools	Teacher	\$85,987.24
300	Froncki	Stanley S	Schools	Teacher	\$98,580.03
300	Fuller	Ann M	Schools	Teacher	\$92,514.56
300	Furlong	Margaret	Schools	Teacher	\$10,000.00
300	Galante	James	Schools	Teacher	\$85,242.20
300	Garcia	Gil	Schools	Teacher	\$67,309.96
300	Gaudreau	James	Schools	Teacher	\$55,078.81
300	Ghezzi	Jennifer	Schools	Teacher	\$82,257.50
300	Gilbert	Kathleen S	Schools	Teacher	\$99,068.56
300	Gonthier	Susan J	Schools	Teacher	\$98,011.66
300	Goodwin	Andrew	Schools	Teacher	\$81,107.46
300	Graff	Mary Ellen	Schools	Teacher	\$94,165.00
300	Greenfield	Karen L	Schools	Teacher	\$87,438.52
300	Harney	Sheila M	Schools	Teacher	\$99,852.52
300	Hawrylcw	Jennifer	Schools	Teacher	\$78,030.00
300	Hildt	Michael	Schools	Teacher	\$87,307.42
300	Hill	Catherine A	Schools	Teacher	\$99,168.56
300	Jackson	Ryan	Schools	Teacher	\$96,021.04
300	Jackson	Catherine	Schools	Teacher	\$10,000.00
300	Johnston	Kevin	Schools	Teacher	\$81,259.74
300	Johnston	Kaitlin	Schools	Teacher	\$95,260.00
300	Kermelewicz	Julie K	Schools	Teacher	\$84,915.12
300	Kezer	Jonathan	Schools	Teacher	\$65,092.82
300	Kezer	Rachel	Schools	Teacher	\$75,661.46
300	Kimball	Johanna H	Schools	Teacher	\$89,065.32
300	Kimball	Susan J	Schools	Teacher	\$99,261.28
300	Kolman	India	Schools	Teacher	\$98,997.54
300	Ladd	Jessica	Schools	Teacher	\$75,787.46
300	Lannon	Meghan	Schools	Teacher	\$68,981.74
300	Lavalley	Ashley	Schools	Teacher	\$85,304.76
300	Leary	Barbara	Schools	Teacher	\$95,883.29
300	Leary	Christine M	Schools	Teacher	\$89,844.56
300	Little	Emily	Schools	Teacher	\$95,557.54
300	Long	Lauren	Schools	Teacher	\$69,711.88
300	Macaulay	Allison S	Schools	Teacher	\$85,104.76

# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
300	MacLeod	Olivia	Schools	Teacher	\$38,160.10
300	Maloney-Perez	Christopher	Schools	Teacher	\$78,236.34
300	Marshall	Shayna	Schools	Teacher	\$82,658.50
300	McAllister	Lauri A	Schools	Teacher	\$99,990.06
300	McBrien	Bruce	Schools	Teacher	\$10,000.00
300	McGonagle	Dara E	Schools	Teacher	\$84,604.78
300	McKenzie	Ashley	Schools	Teacher	\$81,007.42
300	Melendez	Nilsa	Schools	Teacher	\$70,725.20
300	Meyer	Susanne	Schools	Teacher	\$101,779.36
300	Miller	David	Schools	Teacher	\$77,032.88
300	Mirandi	Laura E	Schools	Teacher	\$3,946.35
300	Mitchell	Amy M	Schools	Teacher	\$102,436.96
300	Mitchell	Mary L	Schools	Teacher	\$88,641.66
300	Murphy	Abigail	Schools	Teacher	\$69,109.24
300	Nash	Sharon A	Schools	Teacher	\$96,333.76
300	Olsen	Amelia	Schools	Teacher	\$58,357.24
300	O'Mullane	Moire	Schools	Teacher	\$90,761.32
300	O'Neill	Julie	Schools	Teacher	\$17,878.17
300	O'Neill	Carol	Schools	Teacher	\$83,537.50
300	Osborn	Ashley	Schools	Teacher	\$81,264.92
300	Osgood	Timothy	Schools	Teacher	\$90,333.74
300	Pelletier	Sarah J	Schools	Teacher	\$99,795.06
300	Peterson	Elizabeth M	Schools	Teacher	\$97,387.52
300	Purington	Tiffany	Schools	Teacher	\$88,548.48
300	Queenan	James J	Schools	Teacher	\$103,679.06
300	Ramos	Sara	Schools	Teacher	\$84,604.78
300	Reese	Rebecca M	Schools	Teacher	\$96,477.60
300	Regis	Jessica	Schools	Teacher	\$89,651.28
300	Richmond	Cynthia C	Schools	Teacher	\$96,422.00
300	Rideout	Ashley	Schools	Teacher	\$81,922.42
300	Rinaldi	Mark E	Schools	Teacher	\$87,411.98
300	Ripley	Cara	Schools	Teacher	\$90,193.92
300	Rivers-Blake	April G	Schools	Teacher	\$89,403.26
300	Rolfe	Kiana	Schools	Teacher	\$66,592.82
300	Ruggiero	Krista	Schools	Teacher	\$62,588.76
300	Santosuosso	Katlyn	Schools	Teacher	\$86,496.72
300	Schalck	Hannah	Schools	Teacher	\$60,191.28
300	Sconce	Kaitlin	Schools	Teacher	\$95,699.72
300	Slater	Jennifer	Schools	Teacher	\$81,007.42
300	Snedeker	Lee Anne	Schools	Teacher	\$80,673.45
300	Spencer Roberts	Sarah	Schools	Teacher	\$82,769.42
300	Sullivan	Collin	Schools	Teacher	\$78,985.20

# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
300	Sullivan	Kelly E	Schools	Teacher	\$89,766.56
300	Swansen	Daniel	Schools	Teacher	\$71,212.96
300	Sweeney	Amanda	Schools	Teacher	\$96,741.53
300	Tanzella	Alli M	Schools	Teacher	\$90,908.92
300	Thibodeau	Amanda J	Schools	Teacher	\$98,405.78
300	Vachon	Deirdre	Schools	Teacher	\$105,110.06
300	Walsh	Kristen S	Schools	Teacher	\$104,995.56
300	Wesolowski	Michael A	Schools	Teacher	\$87,567.52
300	Wilson	MaryAnn	Schools	Teacher	\$81,470.66
300	Woodbury	Alyson	Schools	Teacher	\$82,456.42
300	Wormell	Erin	Schools	Teacher	\$77,134.36
300	Yeoman	Madison	Schools	Teacher	\$74,586.50
300	Young Cignetti	Tricia A	Schools	Teacher	\$85,022.62
300	Zollner	Elizabeth	Schools	Teacher	\$77,204.92
422	Brindle	Benjamin	DPW	Assistant Mechanic	\$56,346.84
422	Buckley	Joseph	DPW	Public Works Director	\$135,000.06
422	Conrad III	Eldon	DPW	Skilled Maintenance Laborer	\$50,943.43
422	DeMeo	Lisa	DPW	City Engineer	\$41,576.95
422	Dye	Joshua	DPW	Laborer	\$28,838.04
422	Ford	Elissa	DPW	Administrative Assistant	\$57,438.50
422	Fowler Jr.	David	DPW	Skilled Maintenance Laborer	\$65,616.19
422	Hedberg	Martin	DPW	Mechanic Foreman	\$81,457.57
422	Hughes	Robert	DPW	Foreman - Highway	\$98,166.16
422	Hughes	David	DPW	DPW Seasonal	\$8,640.00
422	Kimball	Neal	DPW	Bricklayer Mason	\$75,181.58
422	Lucier	Michael	DPW	Assistant Foreman	\$106,232.09
422	Mainville	Mary	DPW	Administrative Assistant - Union	\$71,541.72
422	McCarthy	Kenneth	DPW	Skilled Maintenance Laborer	\$65,002.70
422	Mulligan	Eugene J.	DPW	Engineering Assistant	\$13,841.92
422	Provencal	Richard	DPW	Bricklayer / Mason	\$79,632.20
422	Sheehan	Timothy	DPW	facilities laborer	\$832.00
422	Sills	Anne V.	DPW	Receptionist	\$17,424.91
440	Field	Gary M	Sewer	Chief Operator	\$67,699.80
440	Field	Marc	Sewer	Operator 1	\$140,785.74
440	Klein	Paul	Sewer	Laborer	\$68,126.59
440	Leblanc	Brian J	Sewer	Assistant Chief Operator	\$178,927.38
440	Mambuca	Sage	Sewer	Operator II WWTP	\$56,979.59
440	Rodrigues	Stanley	Sewer	Operator II WWTP	\$55,282.87
450	Benevento	Jarrod	Water	Operator I	\$81,472.68
450	Collins	Keegan	Water	Operator II	\$57,053.85
450	Faucher	Michelle	Water	WTP Operator II	\$47,433.69
450	LeBlanc	Justin	Water	Pipe Layer Operator	\$87,776.68

# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
450	Lickteig	William J	Water	Operator 1	\$112,001.80
450	Mason	Jeffrey R	Water	Water Systems Manager	\$108,188.22
450	Mitchell	Jamie	Water	Pipe Layer Operator	\$84,704.90
450	Moore	Michael F	Water	Foreman	\$91,686.96
450	Ricci	Ryan	Water	Operator I	\$100,679.50
450	Rogers	Thomas S	Water	Assistant Chief Operator	\$150,413.23
450	Toleos	Denise M	Water	Receptionist	\$12,683.90
450	White	Barry	Water	Meter Repairman	\$68,563.01
450	Wilson	Barry J	Water	Assistant Chief Operator	\$144,817.65
450	Worcester III	William	Water	WTP Operator I	\$43,110.45
452	Suggs	Andrew	COA Formula Grant	Program Coordinator	\$50,847.66
510	Maher	Steven	Regional Health Services	Animal Control After Hours	\$1,100.00
541	Angelo	Bernadine	Council on Aging	Administrative Assistant	\$13,991.36
541	Arnfield	Doreen	Council on Aging	Department Head	\$81,888.60
541	Danahy	Timothy	Council on Aging	Van Driver	\$13,514.80
541	Jellison	David	Council on Aging	Council on Aging Van Driver	\$1,596.00
541	Jillson	Cathleen	Council on Aging	Administrative Assistant - Counsel on Aging	\$15,134.00
541	Kramer	Nanda	Council on Aging	Van Driver	\$990.00
541	MacDougall	Kaylyn	Council on Aging	Outreach Coordinator	\$43,146.21
541	Simonds	Kathleen	Council on Aging	Van Driver	\$54.00
542	Amor	Christine	Youth Services	Youth Services Seasonal	\$4,900.00
542	Aprahamian	Ashley	Youth Services	Youth Services Seasonal	\$7,508.35
542	Ayotte	Benjamin	Youth Services	Youth Services Seasonal	\$3,555.75
542	Bailin	Lauretta	Youth Services	Youth Services Seasonal	\$4,040.00
542	Bazirgan	Nicholas	Youth Services	Youth Services Seasonal	\$2,812.50
542	Brown	Scott	Youth Services	Youth Services Seasonal	\$750.00
542	Canarie-Mcgrath	Lori	Youth Services	Youth Services Seasonal	\$7,317.00
542	Clark	Emily	Youth Services	Youth Services Seasonal	\$3,937.50
542	Cote	Sarah	Youth Services	Youth Services Seasonal	\$3,496.50
542	Crowley	Kathleen	Youth Services	Recreation Director	\$93,895.90
542	DePolo	MaryAnn	Youth Services	Youth Services Seasonal	\$2,139.00
542	Flaherty	Patrick	Youth Services	Youth Services Seasonal	\$5,526.00
542	Forrest	Jack	Youth Services	Youth Services Seasonal	\$3,368.00
542	Foss	Jacqueline	Youth Services	Youth Services Seasonal	\$812.50
542	Froncki	Pia	Youth Services	Youth Services Seasonal	\$5,250.00
542	Gross	Liam	Youth Services	Youth Services Seasonal	\$3,663.50
542	Haseltine	Coco	Youth Services	Youth Services Seasonal	\$3,568.00
542	Hedstrom	Lina	Youth Services	Youth Services Seasonal	\$2,372.00
542	Hood	Brianna	Youth Services	Youth Services Seasonal	\$3,660.00
542	Hopkinson	Liora	Youth Services	Youth Services Seasonal	\$3,664.00
542	Kobel	Eli	Youth Services	Youth Services Seasonal	\$1,083.00

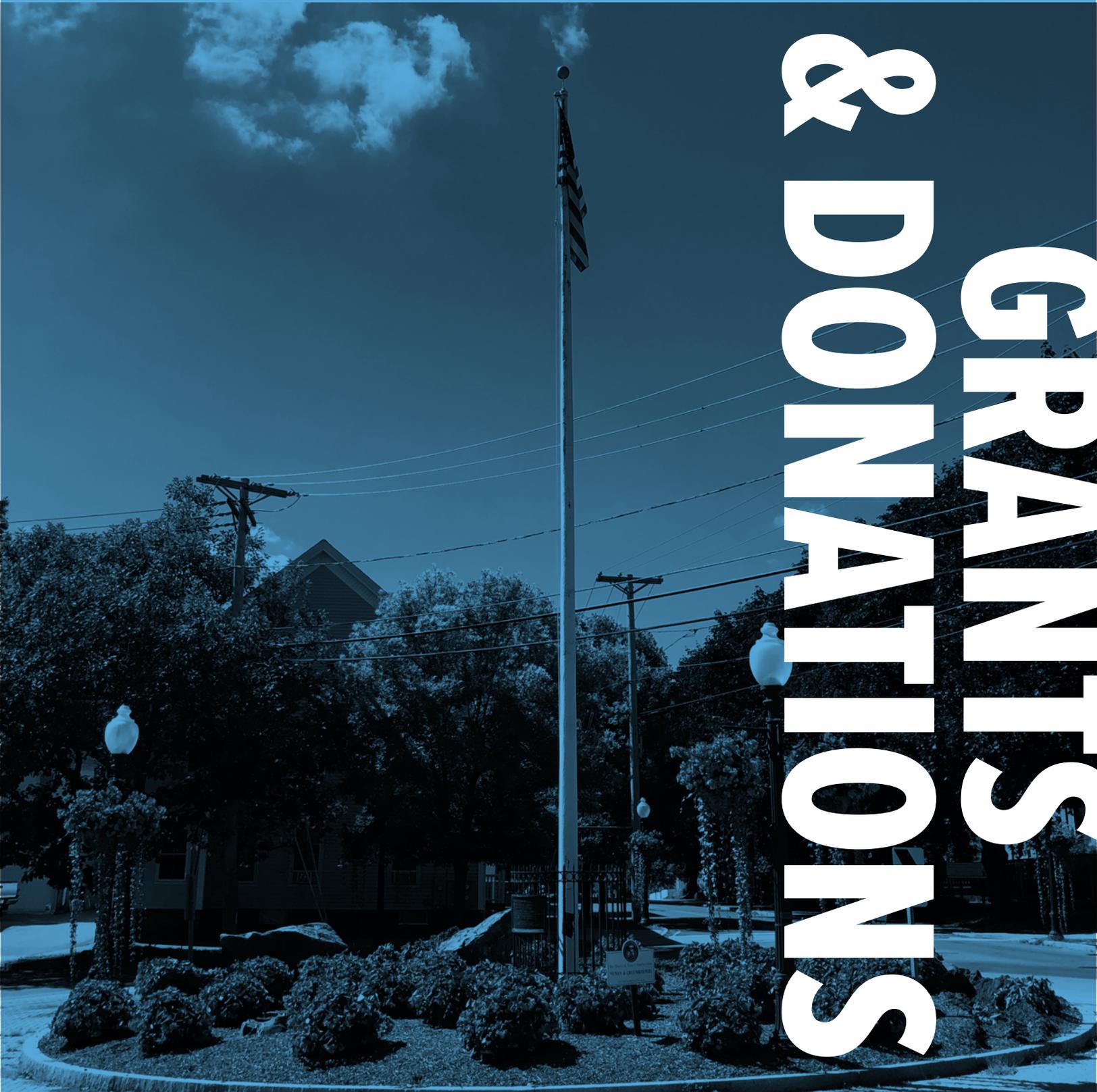
# GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
542	Kolmon	India	Youth Services	Youth Services Seasonal	\$1,422.00
542	Manclark	Christine	Youth Services	Youth Services Seasonal	\$1,000.00
542	McGinn	Gabrielle	Youth Services	Youth Services Seasonal	\$6,835.50
542	McQueen	Colin	Youth Services	Youth Services Seasonal	\$350.00
542	Mento	Samantha	Youth Services	Youth Services Seasonal	\$29,534.40
542	Miller	David	Youth Services	Youth Services Seasonal	\$812.50
542	Murphy	Michael	Youth Services	Youth Services Seasonal	\$3,630.89
542	Murphy	Gwendolyn	Youth Services	Youth Services Seasonal	\$5,288.00
542	Muse	Kerry L.	Youth Services	Youth Services Seasonal	\$16,493.75
542	O'Shea	Jack	Youth Services	Youth Services Seasonal	\$4,013.76
542	Olsen	James	Youth Services	Assistant Recreation Director	\$49,360.17
542	Ostrander	Grace	Youth Services	Youth Services Seasonal	\$1,776.00
542	Pallaria	Jody	Youth Services	Youth Services Seasonal	\$4,455.00
542	Pearson	Kyle	Youth Services	Youth Services Seasonal	\$512.50
542	Pugliares	Cameron	Youth Services	Youth Services Seasonal	\$6,243.75
542	Redding	Julie	Youth Services	Youth Services Seasonal	\$6,349.50
542	Robitaille	Caroline	Youth Services	Office Manager Youth Services	\$11,413.29
542	Rochon	Lisa	Youth Services	Youth Services Seasonal	\$7,114.50
542	Strangman	Kathleen	Youth Services	Youth Services Seasonal	\$810.00
542	Stuart	Nicholas	Youth Services	Youth Services Seasonal	\$2,105.25
542	Tomkiewicz	Avalynn	Youth Services	Youth Services Seasonal	\$4,747.25
542	Wesolowski	Michael	Youth Services	Youth Services Seasonal	\$450.00
542	Woekel	Kylie	Youth Services	Youth Services Seasonal	\$2,398.88
542	Ziebarth	Carol	Youth Services	Youth Services Seasonal	\$8,300.00
543	Acevedo	Miesha	DFC Grant	DFC Grant Assistant	\$2,675.00
543	Deorocki	Jacquelyn	DFC Grant	DFC Grant Coordinator	\$6,920.00
543	McKora	Kelly	DFC Grant	DFC Grant Coordinator	\$61,833.54
565	Chapper	Cynthia	COA Clinical Grant	EMHOT Case Worker	\$30,480.73
565	Hutchinson	Courtney	COA Clinical Grant	Assistant Director/EMHOT Program	\$71,918.07
610	Beane	Makenzie	Library	Library Page	\$4,290.00
610	Blouin	Jodie	Library	Librarian	\$55,745.47
610	Brown	Jennifer	Library	Per Diem Substitute	\$441.12
610	Dombrowski	Clare	Library	Head of Youth Svcs	\$85,381.78
610	Espiefs	Peter	Library	Library Assistant	\$2,823.39
610	Harty	Nathalie A.	Library	Per Diem Substitute	\$358.41
610	Hebert	Tracie	Library	Administrative Assistant	\$10,817.28
610	Jones	Elizabeth	Library	Circulation Assistant	\$19,680.03
610	McBrien	Rebecca	Library	Youth Services Assistant	\$52,714.46
610	Moulton	Alice	Library	Library Page	\$4,350.00
610	O'Connor	Marissa	Library	Circulation Assistant	\$16,115.81
610	Peerson	Susan	Library	library circulation assistant	\$35,322.83
610	Petersen	Meghan	Library	Archivist	\$90,074.19

## GROSS WAGES - FY24

Dept Code	Last Name	First Name	Department name	Position	Total FY24 Wages
610	Poirier	Michelle	Library	Per Diem Substitute	\$1,098.00
610	Reed	Skylis	Library	Reference Librarian	\$61,015.83
610	Smith	Stephanie	Library	Assistant Library Director	\$62,419.48
610	Toomey	Jillian	Library	Librarian	\$30,476.03
610	Westphal	Aimie	Library	Library Director	\$86,513.52
610	Wright	Cassandra	Library	Youth Services Assistant	\$37,970.35
				<b>Total Wages:</b>	<b>\$41,782,274.90</b>

FINANCE



# 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-23	Police	The Joretta Fund	\$62,769.00	Received / Complete
Jul-23	Mayor's Office	Massachusetts Legislature/ FY24 Earmark	\$75,000.00	Received / Complete
Jul-23	Mayor's Office	Massachusetts Legislature/ FY24 Earmark	\$12,500.00	Received / Complete
Jul-23	Recreation	Amesbury Youth Funding/ Local Grant program	\$2,500.00	Received / Complete
Jul-23	Amesbury Cultural Council	North of Boston CVB/ FY24 Fall Tourism Marketing Grant	\$1,700.00	Received / Complete
Jul-23	Fire	MA Emergency Management Agency/ Emergency Management Performance Grant (EMPG)	\$9,020.00	Received / Complete
Jul-23	Amesbury Cultural Council	Massachusetts Cultural Council/ Festivals and projects grant	\$2,500.00	Received / Complete
Jul-23	Amesbury Cultural Council	Massachusetts Cultural Council/ FY24 Massachusetts Cultural Council / Local Grant program	\$12,200.00	Received / Complete
Jul-23	COA	Massachusetts Association of Council on Aging / Elder Mental Health Outreach Team (EMHOT) FY24	\$133,000.00	Received / Complete
Jul-23	COA	Executive Office of Elder Affairs (EOEA) / FY24 Formula Grant	\$64,554.00	Received / Complete
Aug-23	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- Year 4 of 5	\$125,000.00	Partially Received / In Progress
Aug-23	Police Department	MIIA/ Risk Management Grants	\$4,552.00	Third Party / Complete
Aug-23	IT	MIIA/ Risk Management Grants	\$5,000.00	Third Party / Complete
Sept-23	Police	Massachusetts Executive Office of Public Safety and Security, Office of Grants and Research FY24 Municipal Road Safety (MRS) Grant Program	\$29,613.00	Partially Received / In Progress
Sept-23	COA	EOEA/ Hybrid Programming for COAs funded by ARPA	\$100,000.00	Received / In progress
Sept-23	COA	National Council on Aging Covid-19 and Influenza Vaccine Uptake Initiative	\$10,000.00	Received / Complete

# GRANTS + DONATIONS

Date Applied	Department	Grant Organization/ Program	Amount	Status
Sept-23	Recreation	Provident Bank	\$5,000.00	Received / Complete
Sept-23	Recreation	Provident Bank	\$1,000.00	Received / Complete
Oct-23	Fire	Massachusetts Emergency Management Agency	\$9,020.00	Received / Complete
Oct-23	DPW	Massachusetts Division of Ecological Restoration Department of Fish and Game/ Near-Coastal Transition Zone Crossing Replacement: Site Selection for Preliminary Design Services	\$0.00	Denied
Oct-23	Recreation	Amesbury Cultural Council/ Local Cultural Council Grant	\$650.00	Received / Complete
Nov-23	OCED/ Police	Seaport Economic Council Program/ Seaport Economic Council Program	\$840,000.00	Awarded / In Progress
Jan-24	Fire	Department of Fire Services/ S.A.F.E (Student Awareness of Fire Education)	\$4,381.00	Received / Complete
Jan-24	Fire	Department of Fire Services/ Senior SAFE Program	\$2,227.00	Received / Complete
Jan-24	Police	Executive Office of Public Safety & Security/ Automated External Defibrillators Equipment Program	\$1,492.00	Received / Complete
Feb-24	Fire	Massachusetts Emergency Management Agency	\$4,600.00	Received / Complete
Mar-24	Mayor's Office and Office of Inspectional Services	Department of Public Health / Public Health Excellence Grant for Shared Services. Awarded for 3 years- FY25-FY27	\$1,459,491.96	Partially Received / In Progress
Mar-24	COA	Newburyport Society for the Relief of Aged Women	\$19,760.00	Received/ In Progress
Mar-24	Fire	Executive Office of Public Safety and Security and the Department of Fire Services (DFS)/ FY 2024 Firefighter Safety Equipment Grant Program	\$19,000.00	Received / Complete
Apr-24	DPW	Massachusetts Legislature/ 2022 Economic Development Bill	\$150,000.00	Awarded/ In Progress
Apr-24	Recreation	Mass Cultural Council/ Festivals and projects grant	\$2,500.00	Pending
May-24	COA	Massachusetts Executive Office of Elder Affairs/ Elder Mental Health Outreach Team (EMHOT) FY25-FY26	\$298,834.00	Awarded/ In Progress
Jun-24	Recreation	Ryan Johnston Mem. Foundation	\$2,000.00	Received/ Complete
Jun-24	Library	Mass Cultural Council/ Operating Grants for Organizations	\$0.00	Pending
		<b>Total:</b>	<b>\$3,469,863.96</b>	

# LEGISLATIVE REPORT



# LEGISLATIVE REPORT



THE GENERAL COURT OF MASSACHUSETTS  
STATE HOUSE, BOSTON, 02133-1053

Dear Friends,

On behalf of the Amesbury State Legislative Delegation, we hope this message finds you well.

The legislative session at the State House has been both busy and productive as we addressed numerous important issues to support the residents of Amesbury and communities across the Commonwealth.

Throughout FY24, we were proud to advocate for and secure funding for the City of Amesbury. This includes \$12,500 for engineering services to inspect and assess the structural condition of the two pedestrian bridges in the upper Millyard in downtown Amesbury. Additionally, we secured \$75,000 for much-needed improvements to the Charles C. Cashman Elementary School playground.

Previous legislative earmarks are also beginning to benefit Amesbury, particularly the \$150,000 earmarked for urban pedestrian space improvements, which was included in the 2022 Economic Development Bill. These funds will be used to extend the brick sidewalk on Market Street by approximately 210 feet and replace an additional 70 feet of concrete sidewalk nearby.

We are also pleased to support the City's FY24 Community Project Funding request, facilitated by Congressman Moulton. This \$959,752 allocation comes in the form of a community grant from the U.S. Environmental Protection Agency and will help offset the costs of water main updates to improve water quality, fire protection, and affordable housing. In addition, we were excited to back Amesbury's successful application to the Seaport Economic Council, which resulted in an \$840,000 grant for the Washington Landing Maritime Support Facility project. This project will revitalize the shoreline and maritime facilities along the Merrimack River.

We look forward to continuing our collaboration with Mayor Kassandra Gove and the Amesbury City Council. It is through these partnerships that we can ensure Amesbury—and cities across the Commonwealth—remain wonderful places to live, work, and visit.

Sincerely,

Handwritten signature of Barry R. Finegold in blue ink.

State Senator Barry R. Finegold  
Second Essex & Middlesex

Handwritten signature of Dawne Shand in black ink.

State Representative Dawne Shand  
1<sup>st</sup> Essex

Handwritten signature of Adrienne Pusateri Ramos in black ink.

State Representative Adrienne Pusateri Ramos  
14<sup>th</sup> Essex



[amesburyma.gov](http://amesburyma.gov)