

TOWN OF SWAMPSCOTT

TOWN REPORT



FISCAL YEAR 2022





MANY THANKS FOR PHOTOS OF
SWAMPSCOTT SCENES TAKEN BY BOBBY ZEE

**REPORT
of the
OFFICERS AND COMMITTEES
of the
TOWN OF SWAMPSCOTT
FOR THE FISCAL YEAR 2022**



SWAMPSCOTT, MASSACHUSETTS

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TOWN INFORMATION

First Settled	1629
Town Incorporated	1852
Town Area	3.05 square miles
Population	15,111
Registered Voters	11,405
Type of Government	Representative Town Meeting
FY 22 Annual Town Meeting	May 16, 2022
FY 22 Annual Election of Officers	April 26, 2022
FY 22 Tax Rate	Residential \$12.83 Commercial \$23.20
Governor	Charles D. Baker
US Senators	Edward Markey and Elizabeth Warren
US Congress	Seth Moulton
State Senator	Brendan P. Crighton
Representative in General Court	Lori. A. Ehrlich

MUNICIPAL OFFICES

Town Hall Hours

Monday, Tuesday, Thursday 8:00 am to 5:00 pm
Wednesday 8:00 am to 7:00 pm

Town Hall Address

22 Monument Avenue
Swampscott, MA 01907

Department	Address	Phone
<u>Accounting</u>	22 Monument Avenue	(781) 596-8877
<u>Animal Control</u>	531 Humphrey Street	(781) 595-1111 Police
<u>Building</u>	22 Monument Avenue	(781) 596-8857
<u>Community and Economic Development</u>	22 Monument Avenue	(781) 596-8829
<u>Fire</u>	76 Burrill Street	(781) 595-4050
<u>Harbormaster</u>	531 Humphrey Street	(781) 595-1111
<u>Health</u>	22 Monument Avenue	(781) 596-8864
<u>Human Resources</u>	22 Monument Avenue	(781) 596-8810
<u>Library</u>	61 Burrill Street	(781) 596-8867
<u>Police</u>	531 Humphrey Street	(781) 595-1111
<u>Public Works</u>	22 Monument Avenue	(781) 596-8860
<u>Purchasing</u>	22 Monument Avenue	(781) 596-8850
<u>Recreation</u>	22 Monument Avenue	(781) 596-8854
<u>Resident Customer Service</u>	22 Monument Avenue	(781) 596-8850
<u>Senior Center</u>	200R Essex Street, Rear	(781) 596-8866
<u>Town Administrator</u>	22 Monument Avenue	(781) 596-8850
<u>Town Clerk / Elections</u>	22 Monument Avenue	(781) 596-4167
<u>Veterans Services</u>	200 R Essex Street	(781) 586-6911

COMMITTEE MEMBERSHIP



DEMOCRATIC TOWN COMMITTEE

Officers

Friedlander, Debbie (Chair)
Farber-Robertson, Anita (Female Vice-Chair)
Peterson, Jim (Male Vice-Chair)
Iannaccone, Steve (Secretary)
Fine, Michelle (Treasurer)
Godfried, Wayne (Outreach Coordinator)

Regular Members

Belkin, Sylvia	Mueller, Loretta
Bennet, Michael	Peterson, Faith
Benton, Mike	Peterson, Hannah
DeChillo, Mary	Pierce, Sydney
Dreeben, Naomi	Resnikoff, Ina
Edwards, Ralph	Scheir, Bob
Esteverena, Alex	Shutzer, Carole
Esteverena, Catherine	Smith, Abbe
Evers, Mike	Smith, Tristan
Flashenberg, Harriet	Sneiesson, Bill
Frenkel, Rich	Spathanas, Laura
Hunt, Steve	Thomsen, Maureen
Jakious, Rick	Thompson, Doug
Kayser, Ellen	Zarinsky, Irma
Moynihan, John	

***Lifetime-20 Year Members**

Baker, Edye*	Rosenthal, Burt*
Baker, Bob*	Smith, Jim*
Blonder, Jeff*	Smullin, Alix*
DiPesa, Ralph (Skip)*	Somer, Margaret*
Driscoll, Thomas*	Watson, Brian*

REPUBLICAN TOWN COMMITTEE

Officers

Swanstrom, Dana (Chair)
Dooley, Edward J. (Vice Chair)
Travascio, William (Secretary)
Dooley, Nicole (Treasurer)

Regular Members

Baker, Charles D. (Governor)	Linger, Amy
Palleschi, Edward	O'Donnell, Frank J.
Allen, John	Phillips-Porter, Leah
Butters, Jeffrey	Schwartz, Christopher D
DeBole, Paul	Tennant, Cynthia J.
Katz, Jeffrey A.	Tibbetts, Esther M
Kelly, Nancy	Bevis, Judith A.
Keeter, Timothy	Brooks, Ronald

Associate Members

Withrow, Marysusan	Kramer, Michael
Withrow, Robert	Gindes, Richard
Allen, Caroline	

ELECTED TOWN BOARDS & COMMITTEES

Select Board

- Don Hause (Term ended 4/26/22)
- Polly Titcomb (Term ends 4/26/22)
- Peter Spellios
- David Grisham
- Neal Duffy
- Mary Ellen Fletcher (Elected 4/26/22)
- Catherine Phelan (Elected 4/26/22)

Board of Health

- Marianne Hartmann
- Peter Sheckman
- Emily Cilley

Board of Assessors

- Neil Sheehan
- Tasia Vasiliou
- Lara Goodman

Planning Board

- Angela Ippolito

- David Zucker
- William Quinn
- Michael Proscia
- Edward Dooley

Trustees of the Public Library

- John Tripp (Term ended 11/30/22)
- Neal DeChillo (Elected 4/26/22)
- Ellen Winkler
- Tript Sembhi

Housing Authority

- Richard Callahan
- Catherine Esteverena
- Cynthia Tennant

School Committee

- Glenn Paster
- John Giantis
- Amy OConnor
- Suzanne Wright
- Carin Marshal

TOWN MEETING MEMBERS ANNUAL TOWN MEETING 2022

Precinct One

Richard R Baldacci	Katie Arrington	Brian Antaya
Krista Burke	Lee Bartlett-Genest	Leah Antaya
Ryan Cresta	Michael Dunn	Bradley Bombardier
Sydney Cresta	Joan Ferraro	Jorge A. Briones Jr.
Gino Cresta Jr.	Nico C Flannery-Pitcher	Deborah Davis
Jan DePaolo	Tara Gallagher	Ralph Edwards
Anne Driscoll	Rebecca Greene	Abbie Groff
David Grishman	Amy Grishman	William Hancox
Eric Hartmann	Joan Hilario	Mary Alice Johnson
Debora Newman	Maria Karametsopoulos	Matthew Kirschner
Diane O'Brien	Ana Lanzilli	Colin Loggins
Gerard D Perry	Kayla LeClerc	Jonathan J Loyte
John A Picariello	Maura McMahan	Jeremiah Murphy
Sally Powell	MaryAnne "Annie" Pulaski	Reggie Pagan
Michael A Serino	Catherine Porter Roberts	David Pitcher
Marianne Speranza-Hartmann	Matthew Strauss	Julia Serino
Danielle Strauss	Michael Wood	Michelle Serino
Mary Polly Titcomb	Nathan Young	David Vera

Precinct Two

Cindy Blonder	Matthew M MacDonald	Waldemar Bogdan Swiercz
Jeffrey Blonder	Carin Marshall	Amy Critch
Rebecca L Brandt	John Marshall	Candace Delano
Shauna Delano	Greg E McDonald	Judith Dunn
Mary Doherty	Neil Montague	Shauna Guidici
Ryan Hale	Glenn Paster	Isabel Key
Suzanne Hale	Justin Meade Snow	Jenifer Murphy
Dana Hoffman	Dana Swanstrom	Debra Rubin
Lorene Jackson	Amy Tatem-Bannister	



Precinct Three

Gary Barden	Marc Barden	John Allen
Janell A Cameron	Deborah Boggs	Emily Cilley
Gargi Cooper	Cynthia Cavallaro	Marsha J Dalton
Joe Douillette	Molly Conner	Susan Diehl
Naomi Dreeben	Kathleen Cormier	Amy Faeskorn
Neal Duffy	John J Doherty	Jodi Hendry
Sara Ewing	Richard Frenkel	Kraig Hitchcock
Colleen Hitchcock	Iris Goldman	Maria F Lincoln
Jennifer Honig	Nancy Hughes	Loring B Lincoln Jr
Lisa Julien-Hayes	Martha Kelleher	Edward M Mulvey
Jer Davin Jurma	Richard Kraft	Sydney Pierce
Kim Martin-Epstein	Maura T Lau	Emilee Regan
Hannah Sharpless	Roberto Mastroianni	Gail Rosenberg
Laura Spathanas	Kenneth A Norton	Wayne Spritz
Peter A Spellios	Scott Saunders	Rachel Taradash
Rebecca Spellios	Jackson Schultz	Becky Trufant White
Mark Wolinski	Nancy Schultz	Sheila Yang
Suzanne Wright	Shayne Spaulding	JR Young

Precinct Four

Martha Dansdill	Tonia Bandrowicz	Gary Callahan
Mary DeChillo	Terence Dansdill	Torey Cummings
Neal DeChillo	Thomas R Dawley	Joe Domelowicz
Mary Ellen Fletcher	Edward Dooley	Justin Eppley
Kathleen Greehan	Nicole Dooley	Mia Facella
Richard Jakious	Timothy J Dorsey	Casey Frein
Edward M Kennedy	Anita Farber-Robertson	John Giantis
Jaren Landen	Jennifer Ford	Brendan Gordinas
Gary Lord	Joseph Ford	Dana Kench
Nancy Lord	Siobhan Giantis	Ronald A Landen
Michael McClung	Jeffrey Hirshberg	Doug LaRose
Cinder McNerney	Stephen M Iannaccone	Tania Lillak
Sierra Muñoz	Lindsey McKeen	Maura Pilotte
Justina Oliver	Ellie Miller	William Quinn
Amy Powell	Casey Mohan	Frank Shorr
Kevin Rogers	Denis Pilotte	Bindesh Shregtha
Rachel Smullin	Robert Powell	Tristan Smith
Ellen Winkler	Jeff Sprague	Robert Wilson

Precinct Five

Lara Goodman	Aaron Berdofe	Sean Barow
Barry Greenfield	Paul Cella	Martha Cesarz
Stephanie Greenfield	Anthony W Cerra Jr	Rupert Deese
Angela Ippolito	Clifford Charney	Allison Donine
Monica Lagerquist	Mark Ficken	Jacqueline Dragani
Charles Patsios	Kenneth G.Y. Grant	Matthew Dragani
Jeannie Patz	Maurice Greenbaum	Kathleen Farren
Andrew Samalis	Pearl Greenbaum	Joseph Ippolito
Heidi Shear	Doreen Hodgkin	Thomas O'Neill
Jenna Sheridan	Terry Lorber	Gregory Racki
Jill Sullivan	Edward Lyons	Alfred Rose
Roger Talkov	Peter Masucci	Amy Rose
David S Van Dam	Inga Parsons	Gayle Rubin
Tasia Vasiliou	Heather Roman-Masucci	Kimberly Samalis
Heidi Whear	Erik Schneider	James Smith
Stephen T Williams	Stefanie Tucker	Vivian Sparacio
Jaclyn Wilson	Bruce Whear	Jill Susarrey
Irma Zarinsky	Keiko Zoll	William Waters

Precinct Six

Robert A Baker	Laurier W Beaupre	Barrie Atkin
Jack M Beermann	Scott D Burke	Judith A Bevis
Sylvia B Belkin	Seth Caplan	Ronald Brooks
Tara L Cassidy-Driscoll	Norman Erlich	Peter Brown
Claire C Dembowski	Peter O Frisch	Maura Carroll
Henry Dembowski	Marc Kornitsky	Don Giard
William R DiMento	Jon Leamon	Trevor Henry
Thomas H Driscoll Jr	Paul E Levenson	Irene Leamon
Scott Fillenworth	Sheryl Levenson	Danielle Leonard
Marzie Galazka	Judith E Locke	Kenneth McKenna
Betty Gallo	Brian Maloney	Abe Nassar
Amy OConnor	Nancy Maloney	Kim Nassar
Brendan Reen	Mary Marchal	Joanna O'Neil
Kim Rotner	Marianne McDermott	Amy Ries
Philip Rotner	Tara Myslinsky	Alexis Runstadler
Edward Seligman	Mary Michael O'Hare	Jill Simmons-Wetmore
Carole B Shutzer	Tom Palleria	Jeff Wilson
Kenneth B Shutzer	Christopher Winter	David Zucker

APPOINTED TOWN COMMITTEES

Affordable Housing Trust

- Kristin Saccoccio
- Ilene Vogel
- Marianne McDermott
- Kimberly Martin-Epstein
- David Grishman
- Joan Honig
- Aaron Berdofe
- Eleanor Zambrano

Andrew's Chapel Oversight Committee

- Gina Bush
- Anne Quagrello
- Marilyn Cassidy
- Kim Barry
- Dana Anderson

Board of Registrars

- Janet Fischer
- Mary DeChillo
- Paul DeBole

Capital Improvement Committee

- Richard Raymond
- Ryan Hale
- Jeremiah Sullivan
- Kelley Begin
- David Brodsky

Commission on Disability

- Debora Newman
- Jeffry Brand
- Carolina Velasquez

Conservation Commission

- Monica Tamborini
- Monica Lagerquist
- Randall Hughes

- Jonathan Grabowski
- Tonia Bandrowicz
- Colleen Hitchcock

Council on Aging

- Molly Rowe
- Marie Yannaco-Grant
- Maureen Callahan
- Debora Newman
- Jennifer Nisbet
- Barbara DiPietro
- Marilyn Cassidy
- Robert Powell

Cultural Council

- Carolina Velasquez
- Sammia Atoui
- Martha Cesarz
- Laura Lynn
- Houda Amoakuh
- S. Jason Baletsa

Earth Removal Advisory Committee

- Cabot Dodge
- Michael Proscia
- Gary Barden
- Edward Dooley
- John Picariello
- Tonia Bandrowicz
- Matthew Therkelsen
- Theodore Smith, Jr.
- James Potts

Finance Committee

- Jill Sullivan
- Gail Rosenberg
- Erik Schneider
- Naomi Dreeben
- Mary Ellen Fletcher
- Timothy Dorsey

- Cinder McNerney
- Eric Hartmann
- Suraj Krishnamurthi
- Joan Hilario
- Matthew Kirschner

Hadley School Re-Use Advisory Committee

- Steve Perdue
- Gary Barden
- Laurier Beaupre
- Janell Cameron
- Martha Cesarz
- Bill DiMento
- Nicole M. Dooley
- Joan Honig
- Laurie Lebbon
- Justina Oliver
- Adrian Rodriguez
- Jeremiah Sullivan
- Mark Wolinski

Harbor & Waterfront Advisory Committee

- Scott McBurney
- Edward Dooley
- Bob Dobias
- Alan Van Arsdale
- Ulf Westhoven
- Mark Wolinski
- Steven Speranza
- Amy Powell
- Jackson Schultz
- Lt. William Waters

Historic District Committee

- Sylvia Belkin
- Ingrid Strong
- Benjamin Franklin
- Andrew Steingiser

Historical Commission

- Dana Anderson
- Jonathan Leamon
- Ryan Judkins
- Brad Graham
- Richard Smith
- Justina Oliver
- Jean Reardon
- Kim Barry
- Nancy Schultz, Ph.D

Massport Community Advisory Committee

- Alice Stein

Open Space & Recreation Committee

- Michele Barden
- Sierra Munoz
- Tania Lillak
- Brian Longin
- Tonia Bandrowicz
- Richard Smith
- Danielle Strauss
- Angela Ippolito
- Marzie Galazka

Rail Trail Design & Construction Advisory Committee

- Ryan Conner
- Marci Benson
- Alexis Runstadler
- Mary Ann O'Neill
- Ralph Souppa
- Marzie Galazka

Recreation Commission

- Katherine Curley-Katzman
- Carolina Velasquez
- John C. Allen
- Jacquelynn Quann
- Janell Cameron

- Danielle Strauss
- David Grishman

Renewable Energy Committee

- Talia Steiman
- Nicolas Scibelli
- David Zalanowski
- John Graff
- Diana Eddowes
- Ryan Hale
- Joe Roman

Retirement Board

- Kevin Breen (Elected)
- Thomas Driscoll Jr.
- John Behen Jr (Elected)
- Amy Sarro
- Bob Powell

Solid Waste Advisory Committee

- Frank Smith
- Heather Roman
- Emily Cilley
- Emily Westhoven
- Jonathan Gold
- Wayne Spritz
- Mary Polly Titcomb
- Mary Ellen Fletcher
- Jeff Vaughan
- Gino Cresta

Swampscott for All Ages Committee

- Richard Raymond
- Thomas Driscoll Jr
- Emily Cilley
- Brian Flynn
- Ilene Vogel
- Matthew Strauss
- Ross DiPietro
- Linda Zetes
- Marla Gay
- Beverly Kahn

- Michelle Fine
- Warren Sawyer
- Larry Levine
- Doreen Hodgkin
- Matthew MacDonald
- Ian Holland
- Lois Hurwitz
- Jessica Wistran
- Nicole Dooley
- Joan Sawyer
- Marilyn Long
- William Travascio
- Martha Cesarz
- Debora Newman
- Marzie Galazka
- Sue Sussman
- William Quinn
- Joan McCormack
- Margaret Somer
- Jennifer Nisbet
- Kevin Breen
- Robert Powell
- Heidi Whear

Traffic Study Advisory Committee

- Michael Arieli
- Joseph Kable
- Marci Benson
- Linda Hayes
- Gino Cresta
- James Potts
- Marzie Galazka
- Jonathan Loyte

Tree Committee

- Jim Olivetti
- Ana Nenshati
- Jennifer Honig
- Richard Frenkel
- Verena Karsten
- Brian Drummond
- Gino Cresta

**War Memorial Scholarship
Fund Committee**

- Martha Brine
- Christopher Ratley
- Duncan Maitland
- Jean Reardon
- Douglas Maitland

**Water & Sewer Rate Review
Advisory Committee**

- Ralph Souppa
- Charles Patsios
- Neal Duffy
- Ralph Souppa
- Gino Cresta
- Natalie Swanstrom
- Amy Sarro

Zoning Board of Appeals

- Ron Landen
- Daniel Doherty
- Paula Pearce
- Marc Kornitsky
- Andrew Rose
- Tony Paprocki

GENERAL GOVERNMENT



TOWN ADMINISTRATOR

I am honored to present to you the Fiscal Year 2022 Annual Town Report for the Town of Swampscott. This report includes forward movement of the community vision for the future including key priorities identified in the Master Plan, such as the acquisition of open space, our commitment to expanding diversity, equity and inclusion, advancing efforts to address climate change and growth.

This report outlines the hard work of various Boards and Commissions of the Town as we seek to strike a careful balance with how we address municipal priorities while keeping a keen focus on the bottom line. Here are a few of the key accomplishments over the last year:

DIVERSITY, EQUITY & INCLUSION (DEI): The Town of Swampscott left Civil Service formally last year. Over the last year, we have continued our efforts in creating a more diverse and inclusive workforce, especially within our public safety departments. I am grateful for the support of Town Meeting and to all those who have made it a priority to address ways to make Diversity, Equity and Inclusion(DEI) a reality for Swampscott.

Additionally, this past year, Juneteenth was recognized as a Federal and State Holiday in Massachusetts. We have celebrated PRIDE DAY and JUNTEENTH over the last few years and make no mistake about it, these events don't just build community—they save lives!

There is much more to do but I do believe that these investments will help build a bright and more equitable future for all of Swampscott!



Swampscott's Annual Pride Festival

KINGS BEACH: This past year, Swampscott has worked hard to advance a regional approach to addressing the contamination of Kings Beach. I am grateful to Lynn Mayor Jarod Nicholson and former Mayor Tom McGee for their leadership and advocacy on this issue. I am also grateful for all of the stakeholders who have helped to draft a plan to clean up King's Beach & Stacey's Brook. This past October, the King's Beach stakeholder group prioritized an Ultraviolet (UV) Light Disinfection as Phase I of this cleanup with the possibility of extending the outflow pipe in Phase II. We will continue to evaluate the feasibility of this technology as we seek broader State and Federal funding to implement.

BOARDS & COMMITTEES: The Select Board appointed/reappointed 102 members to the Town's 30+ Boards & Committees. They also created two new boards – Tree Committee and Climate Action Plan Committee as well as revamped two boards – Swampscott for All Ages & the Commission on Disability. These Boards and Committees are the lifeblood of Swampscott's Democracy, and we have some of the most extraordinary citizens in the Commonwealth!

SELECT BOARD: The Select Board (SB) saw two members retire (Donald Hause & Polly Titcomb) and the election of two new board members (Mary Ellen Fletcher & Katie Phelan). The SB approved three new handbooks (SB handbook, Code of Conduct and Boards/Committees handbook) for current and new Select Board and Board/Committee members to review.

The construction of the new school on the site of the former Stanley School is advancing rapidly! With the help of the Swampscott Police Department, temporary traffic patterns were created for the Hadley and Blaney Schools with the purpose of keeping pedestrians & drivers safe during construction.

In addition to the May Annual Town Meeting, we also held two Special Town Meetings – one in June, where support to purchase the three open space parcels was given by Town Meeting members and another in December. These historic investments would never be possible without the leadership offered by Swampscott’s Select Board.

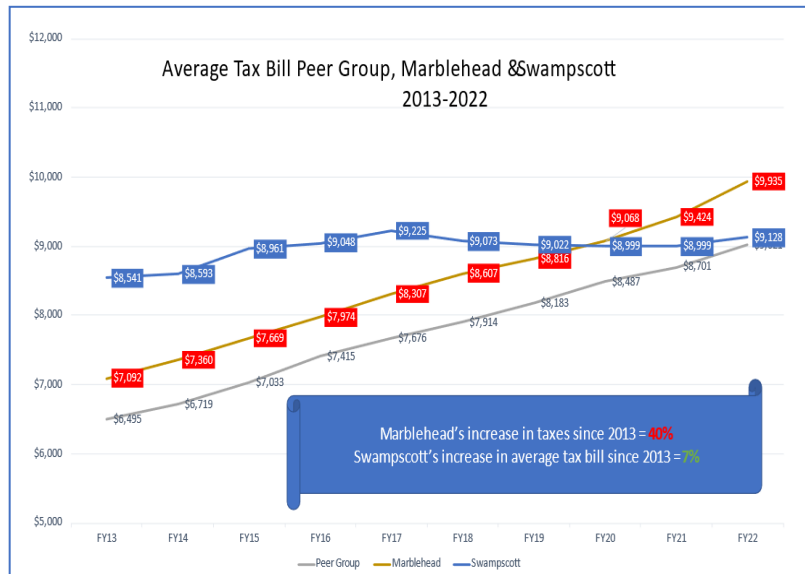
With all of this, the Board has worked hard over the last few years to keep Swampscott affordable. Even with a number of key investments in capital projects, make no mistake—it is the financial discipline that has helped keep Swampscott moving forward!

VETERANS: The Select Board has worked hard to help advance support for Swampscott’s Veteran’s Organizations known as Veteran’s Crossing. While we have extended the lease on Veteran’s Crossing, 8 Pine Street, we are eager to see a broader vision and investment for Veteran’s Housing and Services in Swampscott. I am grateful to the teamwork of Swampscott’s Veteran’s Agent Mike Sweeney, VFW Commander Patrick Burke, and DAV Commander Jeff Blonder for their dedication to the monthly meetings with Veteran’s Crossing stakeholders. Town Department Heads have been meeting regularly and these discussions have opened up a dialogue between stakeholders (VFW, DAV, and American Legion) and have prompted all three groups to work together to find the best services for our Veterans.



Swampscott’s Veteran’s Agent Mike Sweeney with Sheriff Coppinger at Monthly Veterans Meeting

HISTORIC PRESERVATION: The Harbor & Waterfront Advisory Committee has been hard at work looking into options to repair Fisherman’s Pier and the Fish House. Both of these extraordinary structures are a big part of Swampscott’s past and should be preserved for future generations. Findings were presented at the December Special Town Meeting and I am eager to see a more resilient investment for Swampscott’s historic shoreline.



CLIMATE CHANGE: In April, at the annual Earth Fest event on Town Hall, residents came together for the first Swampscott Clean-up Day. Residents cleaned the street and woods across from the Cemetery, picking up many bags of trash. At the June Special Town Meeting, Town Meeting members unanimously passed a Climate Action Resolution resulting in the creation of the Climate Action Plan Committee which is charged with the goal of eliminating greenhouse gas emissions from heating & cooling, electricity consumption, Swampscott-based transportation sectors and industrial processes by 2050.

AGGREGATE INDUSTRIES: Despite an ongoing lawsuit, the Town continues to work with Aggregate Industries (AI) to address the responsibilities of managing the quarry. Their 2022 permit was extended through 6/30/23 while the Earth Removal Advisory Committee (ERAC) works with AI to create a permit that benefits the Town but does not hurt AI's ability to do business in Town.

OPEN SPACE: After a year of careful planning, the Town purchased three open space lots: two on Archer Street totaling 9+ acres and the Hawthorne by the Sea restaurant property. The Archer Street properties will be used as passive recreation and will include the creation of new trails throughout the 9+ acre property. The Hawthorne Restaurant will remain open for most of 2023 while the Town comes together to decide on its future uses.

As we look towards the future, Swampscott is poised to take advantage of its strong financial position to build a future that reflects the goals in our Master Plan. This means addressing how we enhance our neglected commercial base, improve the efficiency and delivery of our governmental and educational services, maintain, and improve our beaches and environmental resources, all while keeping Swampscott affordable.



A View of the Town Owned Hawthorne Restaurant and Boston Skyline

I continue to be inspired by the work of Swampscott's Department Heads and employees as they continue their efforts to think anew about the ways we can all improve the delivery of our services.

Today, as ever, I remain as excited about creating a future for Swampscott that we can all be proud to work toward. I am proud to also work with so many inspired and dedicated colleagues and elected board and committee members who bring their energy to serving the Town in different capacities.

I am proud that Swampscott will continue to benefit from the dynamic leadership, strong financial position, sustainable infrastructure, and can-do leadership demonstrated by Town Staff and Local Officials. I would like to thank all the employees who remained so dedicated to Swampscott through all the good and challenging times over these last few years.

I want to express my thanks and appreciation to Swampscott's Financial Team, including Director of Admin. & Finance, Amy Sarro and Town Treasurer Patrick Luddy for their passionate and inspiring teamwork as we build a stronger and more sustainable future for Swampscott. I would also like to especially thank Gino Cresta, Asst. Town Administrator/DPW Director, Pete Kane, Asst. Town

Administrator/HR Director, Superintendent Pamela Angelakis, and School Finance Director Cheryl Herrick-Stella, as well as our entire dedicated team for the continued support and assistance in meeting our shared Town goals.

I would like to thank the residents of this incredible Town—your support for the Town and your neighbors is inspiring. Your support for tough decisions over the last five years has allowed the Town to begin to address the aging infrastructure and critical investments in open space. A very special thank you to Town Clerk Jared LaLiberte, and Administrative Assistants Dianne Marchese and Jody Watts in the Select Board and Town Administrator's Office for all their support and assistance with this report and all the busy projects in Town!

I also want to thank every committee volunteer, resident, Town Meeting member, our Town's legislative delegation Sen. Crighton and our new State Representative Jenny Armini as they advocate for Swampscott at the state level. We have been fortunate to have their inspired service to Swampscott and our Commonwealth.

I am grateful to Swampscott's Select Board for their support of Town staff and leadership and guidance on town priorities. It is clear we have much work to do but we are all eager to continue the work ahead to inspire the best in such remarkable community! Again, I would also like to thank the residents of this great community, your continued support of Town employees and elected officials has made it a pleasure to serve you.

During 2023, there will again be several important decisions that need to be made which will impact the community for years to come. Your input will be greatly appreciated. If you have any questions, concerns or thoughts on how the Town can improve the services provided to the community, please feel free to stop by the Town Offices, call me at (781)-596-8850 or e-mail me at sfitzgerald@SwampscottMA.GOV.

Respectfully submitted,

Sean R. Fitzgerald
Town Administrator

TOWN CLERK

Jared H. LaLiberte, Town Clerk

Brittney Jones, Administrative Assistant

Fiscal year 2022 saw a lot of changes in the Town Clerk's Office. There were many changes to laws due to COVID. As the Commonwealth adjusted to the ever-changing situation with Covid new laws were introduced, previous laws were amended and made permanent, and others reverted to pre-Covid status. The Clerk's Office continued to monitor changes to election and open meeting laws and adapted to them as necessary, helping both the citizens as well as the Boards and Committees of Swampscott navigate these changes.

In addition to changes in laws there were several personnel changes in the office. The Town welcomed Brittney Jones back as the Administrative Assistant to the Town Clerk's Office. Then, in March, long-time Town Clerk Sue Duplin left to pursue a new opportunity in North Reading. The Office would like to thank Sue for all the hard work and dedication she showed on behalf of the people of Swampscott throughout her tenure in the Town. We then welcomed Interim Town Clerk Mike Sullivan to help us get through the local election season before the new Town Clerk, Jared H. LaLiberte, started in the office the day before the Annual Local Election.

Finally, the office would like to thank all the volunteers, Senior Tax Work-Off personnel, and election workers that help the office run as smoothly as it does. We would like to take the opportunity to thank Neal DeChillo who stepped up in a big way to help the office when we were short staffed he worked tirelessly on several major initiatives including the Annual Census and Street Listing. We are incredibly fortunate to have such dedicated workers and volunteers to ensure a good election for the people of Swampscott.

Throughout this past year, the Town Clerk's Office continued to be a gateway to local government in Swampscott. The Town Clerk's Office prides itself on its commitment to providing excellent service to the Town and its citizens. We have long and respected traditions to uphold; and we strive to continue to help serve the people of Swampscott to the best of our abilities.

Some of the essential functions of the Office, as prescribed by state statute are listed below:

Vital Records: The Town Clerk's Office is the keeper of vital records for the Town of Swampscott, registering and maintaining all birth, marriage, and death records dating back to the founding of the Town in 1852.

We work closely with the Health Department, hospitals, families, and others to ensure the accuracy of the records that we keep. The Town Clerk's Office is responsible for creating, amending, and maintaining these records both physically and in the Registry of Vital Records Database.

The Town Clerk's Office holds all birth and death records for residents of Swampscott as well as those births and deaths that occurred in Swampscott. However, marriage records are handled differently than

all other vital records as couples can choose to file their marriage intentions in any city or town in Massachusetts.

Town Meeting: In New England, Town Meeting is the legislative body of the Town who passes new Bylaws, amends the charter, and accepts optional provisions of Massachusetts General Law (MGL). The Town Clerk plays several important roles in Town Meeting including posting of the warrant, taking minutes, and recording votes of the Town Meeting.

Swampscott held several Town Meetings in Fiscal Year 2022 bringing many changes to the bylaws and the Town. Over the fiscal year, we had four town meetings. The first of the year occurred in September 2021 and dealt with the actions regarding building the new school in Town. A few short months later, in December 2021, Town Meeting voted to change the wording of our bylaws to make it more inclusive changing the name of the Board of Selectmen to the Select Board in line with the Town's policy of making Swampscott an inclusive town.

We had two Town Meetings in the Spring. The first was the Annual Town Meeting where the budget was set for the upcoming year. In addition, to the regular business of the evening the Town approved a zoning bylaw amendment to the Table of Principal Uses, the Humphrey Street Overlay District, and the Special Permit Criteria to help attract businesses to town. The Town Meeting Members also approved a Climate Action Plan and an Indigenous People's Day Proclamation.

Then in June the Town Meeting approved the purchase of Hawthorne by the Sea and two other parcels of land on Archer Street, making a significant investment in preserving open space in Swampscott for future generations.

More details about the Town Meetings as well as the specific recording of the official votes are in the Town Meeting Section of this report.

Elections: Our office continues to monitor and implement the various changes and updates to election law in the Commonwealth. This year we had only two elections but that does not mean it was slow. The first election was a Special Election with just one question on the ballot regarding the funding of the new school.

The second election was our Annual Local on April 26, 2022, when over 1900 people came out to vote in the High School. Due to the re-precincting that happened this year, all 324 Town Meetings Members were on the ballot, so it was a busier local election season than normal with everyone having to pull nomination papers. While there was a learning curve with the new precincts our dedicated election workers handled everyone with a smile, enthusiasm, and good cheer.

More details about this is located in the Election Section below.

Records Access: The Town Clerk also serves as the Super Records Access Officer. and, as such, bears responsibility for ensuring that timelines and statutory obligations are met when Public Record Requests are received for the Town Office Building and Public Safety Departments.

The Town Clerk’s Office receives hundreds of requests a year for information relating to every department in the Town; some of the highlights include voter information from various elections, information regarding waste water discharge on King’s Beach, information on bylaws passed at Town Meeting, as well as, building permit/inspection information.

Decennial Census and Redistricting: This year, the Decennial Census results were published. According to the Federal Census Bureau, there are 15,111 people within the Town of Swampscott, an increase of approximately 8.8 percent in the past ten years. Swampscott retained its six precincts, however as part of the ten-year redistricting process in the Commonwealth, we have had to redistrict and change the boundaries of the precincts due to the shift in the population density in certain parts of town. These changes were first introduced during the 2022 Annual Town Election, and it will take some time to get used to the changes.

As we look to the future, the Town Clerk’s Office is actively working with vendors and Town staff on new systems and solutions to better serve the citizens of Swampscott. This Office is incredibly grateful for the support of Swampscott residents, and we are proud to serve a Town we care for very deeply.



Swampscott Monument and Town Hall

VITAL STATISTICS

The Registry of Vital Records and Statistics—part of the Massachusetts Department of Public Health—is the state agency responsible for managing a comprehensive state-wide system of birth, marriage, and death records, all of which are locally created. The process of creating birth and death records has been incorporated into a cloud-based program called Vital Information Partnership (VIP). However, they are also kept by each relevant city/town. Deaths and Births are recorded both in the town of occurrence and the town of residence. This allows certificates to be obtained from either town for convenience; all certificates are available from the Registry of Vital Records and Statistics in Dorchester.

The number of Births, Deaths, and Marriages in the Town of Swampscott have remained relatively stable over the course of the past year.

As stated earlier Vital Records are kept by calendar year so for the 2022 year the features of Swampscott's Vital Records include:

- Swampscott's birth rate stayed approximately the same over the course of the year; with 110 births. Most of these births occur outside of Swampscott, the town is the recording community because the parents live in Swampscott when the baby is born. This figure includes home births, with one baby born at home in Swampscott.
- Forty-seven couples pulled licenses from the Town Clerk's Office to get married. Most of the couples were either current residents or one of the parties had grown up in Swampscott. As the office serves any Massachusetts couple that wishes to be married, we do get couples from other surrounding communities to pull their intentions. The office was proud to perform the wedding for 65 of these couples over the course of the year.
- Swampscott recorded 126 deaths this year of which 117 were Swampscott residents. The rest were residents of other towns who passed away in Swampscott. Of those that passed this year 27 were veterans from World War II, Korea, and Vietnam, as well as those that served in the Armed Forces during Peacetime.

ELECTIONS

In FY22, the Town of Swampscott had two elections, one special election and the Annual Town Election. The Special Election was held on October 19, 2021, and we had over four thousand voters come to make their voices heard. The second was the Swampscott Local Election in April of 2022.

This past year was a slower year when compared to the FY21 year. However, there were still a lot of changes to election laws from the new normal after COVID-19. This changed the ways that elections are run, but thanks to the tireless work of all of the Wardens, Assistant Wardens, and all the other poll workers Swampscott had two well run elections. We had some familiar faces who have been with the Elections team, retirees and some new faces - all step up to help with the democratic process.



The Town Clerk's Office would like to thank all of the election workers, we are grateful for all of the hard work that they put into the elections to make sure everyone gets a chance to participate in this wonderful democracy of ours. They are the cornerstone of our democracy and we are so lucky to have them.

The results of the two elections are presented on the following pages.

SPECIAL TOWN ELECTION

The special Town Election held on October 19, 2021 asked voters if they would be in favor of a tax override to fund construction of a consolidated elementary school in the Town of Swampscott.

In accordance with the Warrant for the Special Town Meeting, the polls were declared open at 7:00 am by Town Clerk, Susan Duplin. The polls were closed at 8:00 pm by Town Clerk, Susan Duplin. The results of the election were as follows:

OCTOBER 19, 2021 SPECIAL TOWN ELECTION								
Registered Voters		1932	2121	1879	1970	1950	2023	11,875
Voter Turnout								35%
QUESTION		Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
BLANKS			0	1	0	0	0	1
YES		293	557	322	583	422	564	2741
NO		207	231	135	263	347	287	1470
TOTAL		500	788	458	846	769	851	4212

ANNUAL TOWN ELECTION

In accordance with the Warrant for the Annual Town Election, the polls were declared open at 7:00 am by Town Clerk, Jared H. LaLiberte on April 26, 2022. Wardens for the day were Agatha Marano, Trudy Reid, Madeline Levine, Lee Freedman, Theresa Grasso, Dorothy Albert, and Denis Pilotte. They were assisted in their duties by Sharon Scofield, Jody Watts, Linda Nelson, Kay Grasso, Merry Kurtz, and Laural Feinberg. The polls were closed at 8:00 pm by Town Clerk, Jared H. LaLiberte. The results of the election were as follows:

APRIL 26, 2022 TOWN ELECTION RESULTS

16.24% Voter turnout

Total Registered Voters	1956	1899	1972	2083	2075	1974	11,959
	Prec.1	Prec.2	Prec.3	Prec.4	Prec.5	Prec.6	Totals
MODERATOR							
Blanks	75	72	126	138	121	140	672
MICHAEL D. McCLUNG	178	101	300	239	192	204	1214
Write-Ins/All Others	10	4	9	11	16	7	57
Total	263	177	435	388	329	351	1943
BOARD OF SELECTMEN							
Blanks	102	75	159	145	126	140	747
MARY ELLEN FLETCHER	180	127	205	259	211	237	1219
KIMBERLY LARA MARTIN-EPSTEIN	94	66	247	173	153	150	883
CATHERINE L. PHELAN	148	84	253	195	165	172	1017
Write-Ins/All Others	2	2	6	4	3	3	20
Total	526	354	870	776	658	702	3886
BOARD OF ASSESSORS							
Blanks	80	64	163	134	126	138	705
NEIL G. SHEEHAN	182	112	272	253	197	213	1229
Write-Ins/All Others	1	1	0	1	6	0	9
Total	263	177	435	388	329	351	1943
SCHOOL COMMITTEE							
Blanks	169	142	330	339	259	290	1529
CARIN T. MARSHALL	175	106	271	213	180	195	1140
AMY L. O'CONNOR	175	102	268	216	200	213	1174
Write-Ins/All Others	7	4	1	8	19	4	43
Total	526	354	870	776	658	702	3886
TRUSTEE OF THE PUBLIC LIBRARY							

Blanks	81	72	142	136	115	139	685
NEAL DeCHILLO	181	104	292	250	213	212	1252
Write-Ins/All Others	1	1	1	2	1	0	6
Total	263	177	435	388	329	351	1943
BOARD OF HEALTH							
Blanks	83	71	154	147	122	126	703
PETER R. SHECKMAN	179	105	281	238	206	225	1234
Write-Ins/All Others	1	1	0	3	1	0	6
Total	263	177	435	388	329	351	1943
PLANNING BOARD							
Blanks	70	70	150	130	115	129	664
ANGELA W. IPPOLITO	192	106	285	257	212	221	1273
Write-Ins/All Others	1	1	0	1	2	1	6
Total	263	177	435	388	329	351	1943
HOUSING AUTHORITY							
Blanks	28	30	62	54	32	47	253
CHARLES A. PATSIOS	96	64	103	118	127	137	645
SEAN T. REGAN	139	83	269	216	170	167	1044
Write-Ins/All Others	0	0	1	0	0	0	1
Total	263	177	435	388	329	351	1943
CONSTABLE							
Blanks	453	320	782	707	609	680	3551
JEFFREY S. BLONDER	156	101	253	233	188	195	1126
GABRIELE MONGIELLO	178	107	256	213	179	174	1107
Write-Ins/All Others	2	3	14	11	11	4	45
Total	789	531	1305	1164	987	1053	5829

Town Meeting Members	
PRECINCT 1	
GINO A. CRESTA, JR.	150
RYAN ANTHONY CRESTA	131
MICHAEL A. SERINO	131
POLLY TITCOMB	124
SYDNEY ANN CRESTA	124
RICHARD R. BALDACCI	122
MARIANNE SPERANZA HARTMANN	121
JOHN A. PICARIELLO	113
GERARD DENNIS PERRY	110
JAN WHITE DePAOLO	109
KRISTA A. BURKE	102
DIANE P. O'BRIEN	100
DEBORA T. NEWMAN	98
DAVID M. GRISHMAN	98
ERIC J. HARTMANN	95
DANIELLE STRAUSS	95
ANNE M. DRISCOLL	94
SALLY S. POWELL	92
ANA I. LANZILLI	92
KATHERINE ARRINGTON	92
TARA A. GALLAGHER	91
AMY R. GRISHMAN	90
MICHAEL P. DUNN	90
MARIA KARAMETSOPOULOS	88
KAYLA E. LeCLERC	88
JOAN J. HILARIO	88
MATTHEW W. STRAUSS	87
MAURA McMAHON	86
REBECCA M. GREENE	84
JOAN E. FERRARO	84
LEE BARTLETT GENEST	84
NICO C. FLANNERY-PITCHER	83
MICHAEL L. WOOD	81
CATHERINE PORTER ROBERTS	81
MARY ANNE PULASKI	81
NATHAN F. YOUNG	81
JONATHAN W. LOYTE	81
COLIN LOGGINS	80
REGGIE VALENTINA PAGAN	80
DEBORAH A. DAVIS	79
WILLIAM R. HANCOX	77
LEAH ANNE ANTAYA	76
MARYALICE JOHNSON	76
BRIAN MARK ANTAYA	75
DAVID EDWARD PITCHER	74
JORGE A. BRIONES, JR.	73
RALPH EDWARDS	13
JEREMIAH MURPHY	11
MATTHEW KIRSCHNER	9
DAVID VERA	7
MICHELLE SERINO	4
JULIA SERINO	4
ABBIE GROFF	4
BRADLEY BOMBARDIER	2
All Others	14
TOTAL	4399

Town Meeting Members	
PRECINCT 2	
GLENN P. PASTER	86
SHAUNA BILLINGS DELANO	80
CARIN T. MARSHALL	78
DANA L. SWANSTROM	76
JOHN J. MARSHALL	75
AMY TATEM-BANNISTER	72
REBECCA L. BRANDT	72
CINDY J. BLONDER	69
RYAN B. HALE	68
MATTHEW M. MacDONALD	68
JEFFREY S. BLONDER	67
SUZANNE HALE	66
JUSTIN MEADE SNOW	65
LORENE T. JACKSON	64
MARY K. DOHERTY	63
NEIL MONTAGUE	60
GREG E. McDONALD	59
DANA HOFFMAN	57
WALDEMAR BOGDAN SWIERCZ	52
AMY CRITCH	10
ISABEL KEY	10
JENNIFER MURPHY	9
DEBRA RUBIN	4
SHAUNA GUIDICI	2
CANDACE DELANO	1
JUDITH DUNN	1
All Others	3
TOTAL	1337

Town Meeting Members	
PRECINCT 3	
KIMBERLY LARA MARTIN-EPSTEIN	203
PETER A. SPELLIOS	172
REBECCA S. SPELLIOS	168
LAURENCE NEAL DUFFY	156
SUZANNE SPELLIOS WRIGHT	153
JANELL ALLYSON CAMERON	152
LISA A. JULIEN-HAYES	152
NAOMI R. DREEBEN	148
LAURA A. SPATHANAS	138
MARK A. WOLINSKI	127
SARA ANNE EWING	125
COLLEEN B. HITCHCOCK	119
GARGI B. COOPER	116
HANNAH C. SHARPLESS	116
GARY S. BARDEN	114
JENNIFER HONIG	113
JOSEPH A. DOUILLETTE	111
JER DAVIN JERMA	110
RICHARD FRENKEL	109
MARTHA G. KELLEHER	107
SHAYNE L. SPAULDING	107
IRIS M. GOLDMAN	107
JOHN J. DOHERTY	106
WILLIS JACKSON SCHULTZ, III	106
SCOTT M. SAUNDERS	105
MAURA T. LAU	105
MOLLY CONNER	105
RICHARD W. KRAFT	104
CYNTHIA J. CAVALLARO	103
NANCY T. HUGHES	103
NANCY L. SHULTZ	103
KATHLEEN CORMIER	103
MARC E. BARDEN	102
ROBERTO MASTROIANNI	100
KENNETH A. NORTON	100
DEBORAH A. BOGGS	99
KRAIG JONATHAN HITCHCOCK	97
SYDNEY A. PIERCE	95
WAYNE E. SPRITZ	94
SUSAN C. DIEHL	92
REBECCA TRUFANT WHITE	91
SHEILA ANN YANG	84
JOHN C. ALLEN, IV	78
MARSHA J. DALTON	77
MARIA F. LINCOLN	77
JOSEPH RAYMOND YOUNG	77
EDWARD M. MULVEY	76
LORING B. LINCOLN, JR.	72
AMY P. FAESKORN	67
JODI HENDRY	36
EMILEE REGAN	33
GAIL ROSENBERG	31
EMILY CILLEY	26
RACHEL TARADASH	23
All Others	116
TOTAL	5709

Town Meeting Members	
PRECINCT 4	
MARY ELLEN FLETCHER	188
MARY HOBBS DeCHILLO	137
NEAL DeCHILLO	130
GARY LORD	126
NANCY A. LORD	124
KEVIN C. ROGERS	121
JUSTINA M. OLIVER	110
MICHAEL D. McCLUNG	107
AMY F. POWELL	106
RACHEL E. SMULLIN	105
KATHLEEN GREEHAN	103
CYNTHIA F. McNERNEY	102
EDWARD M. KENNEDY	98
SIERRA POPE MUNOZ	97
MARTHA N. DANSDILL	96
ELLEN M. WINKLER	94
RICHARD A. JAKIOUS	93
JAREN WHITMORE LANDEN	91
JENNIFER E. FORD	90
JOSEPH D. FORD	90
TERENCE J. DANSDILL	89
TIMOTHY J. DORSEY	89
ROBERT JOSEPH POWELL, III	88
THOMAS R. DAWLEY	87
EDWARD J. DOOLEY	87
JEFFREY C. SPRAGUE	85
TONIA D. BANDROWICZ	85
STEPHEN M. IANNAcone	83
ELINORE S. MILLER	82
ANITA FARBER-ROBERTSON	81
LINDSEY M. McKEEN	80
DENIS MAURICE PILOTTE	80
NICOLE M. DOOLEY	79
SIOBHAN M. GIANTIS	77
CASEY MOHAN	76
JEFFREY P. HIRSHBERG	75
RONALD A. LANDEN	73
BRENDAN T. GORDINAS	70
JOHN N. GIANTIS	70
GARY J. CALLAHAN	70
TANIA LILLAK	69
TOREY B. CUMMINGS	64
JUSTIN E. EPPLEY	58
DOUGLAS LAROSE	9
JOE DOMOLOVICZ	9
TRISTAN SMITH	8
MAURA PILOTTE	5
CASEY FREIN	5
WILLIAM QUINN	3
BINDESH SHREGTHA	2
MIA FACELLA	2
ROBERT WILSON	2
DANA KENCH	2
FRANK SHORR	2
All Others	30
TOTAL	4084

Town Meeting Members	
PRECINCT 5	
ANGELA W. IPPOLITO	130
CHARLES A. PATSIOS	114
JILL G. SULLIVAN	110
LARA M. GOODMAN	102
DAVID S. VAN DAM	101
JEANNE MARIE PATZ	96
BARRY M. GREENFIELD	94
ROGER BRUCE TALKOV	94
STEPHANIE SAWYER GREENFIELD	94
TASIA J. VASILIOU	92
HEIDI L. SHEAR	92
JENNA SHERIDAN	87
HEIDI J. WHEAR	87
JACLYN R. WILSON	83
ANDREW P. SAMALIS	83
IRMA W. ZARINSKY	83
STEPHEN T. WILLIAMS	82
MONICA McMANN LAGERQUIST	81
CLIFFORD CHARNEY	81
DOREEN L. HODGKIN	81
HEATHER LYNNE ROMAN-MASUCCI	80
BRUCE D. WHEAR	80
PETER E. MASUCCI	79
PEARL GREENBAUM	79
ERIK SCHNEIDER	79
STEFANIE ANN TUCKER	76
MAURICE GREENBAUM	74
PAUL LAWRENCE CELLA	74
TERRY G. LORBER, II	74
EDWARD J. LYONS	73
INGA L. PARSONS	73
MARK W. FICKEN	71
AARON BERDOFE	68
ANTHONY W. CERRA, JR.	67
KEIKO ZOLL	61
KENNETH GY GRANT	57
ALLISON DONINE	34
RUBERT DEESE	34
GAYLE RUBEN	33
JAMES SMITH	32
GREGORY RACKI	32
JILL SUSARREY	31
KATHLEEN FARREN	26
MARTHA CESARZ	8
MATTHEW DRAGANI	7
AMY ROSE	7
ALFRED ROSE	7
KIMBERLY SAMALIS	7
JACQUELIN DRAGANI	6
SEAN BAROW	6
JOSEPH IPPOLITO	6
WILLIAM WATERS	5
VIVIAN SPARACIO	4
THOMAS O'NEILL	4
All Others	71
TOTAL	3392

Town Meeting Members	
PRECINCT 6	
CLAIRE C. DEMBOWSKI	128
THOMAS H. DRISCOLL, JR.	118
BRENDAN REEN	118
TARA CASSIDY-DRISCOLL	117
HENRY S. DEMBOWSKI	113
AMY L. O'CONNOR	111
ROBERT A. BAKER	106
CAROLE B. SHUTZER	102
SYLVIA BELKIN	102
WILLIAM R. DiMENTO	100
EDWARD R. SELIGMAN	93
JACK MICHAEL BEERMANN	93
KIM BETH ROTNER	92
KENNETH B. SHUTZER	86
PHILIP ROTNER	86
MARZIE GALAZKA	81
ELIZABETH A. GALLO	80
SCOTT N. FILLENWORTH	80
NORMAN ERLICH	79
TARA JO MYSLINSKY	78
MARIANNE McDERMOTT	78
JUDITH E. LOCKE	77
SCOTT D. BURKE	76
MARC D. KORNITSKY	73
SETH A. CAPLAN	72
CHRISTOPHER G. WINTER	71
THOMAS J. PALLERIA	71
MARY MARCHAL	70
MARY M. O'HARE	70
PAUL E. LEVENSON	70
NANCY E. MALONEY	70
PETER O. FRISCH	69
SHERYL LEVENSON	69
LAURIER W. BEAUPRE	69
BRIAN T. MALONEY	68
JONATHAN ALLAN LEAMON	64
AMY V. RIES	59
ALEXIS CLARK RUNSTADLER	58
DAVID MATTHEW ZUCKER	57
JUDITH A. BEVIS	54
RONALD W. BROOKS	54
TREVOR HENRY	53
JEFF WILSON	26
JOANNE O'NEILL	22
MAURA CARROLL	21
IRENE LEAMON	19
DONALD GIARD	19
DANIELLE LEONARD	18
KENNETH MCKENNA	17
KIMBERLY NASSAR	17
ABRAHAM NASSAR	16
BARRIE ATKIN	14
JILL SIMMONS-WHITMORE	5
PETER BROWN	4
All Others	30
TOTAL	3663

TOWN MEETING MINUTES

SEPTEMBER 2021 SPECIAL TOWN MEETING MINUTES

Article 1 *Authorization to impose deed restriction*

To see if the Town will vote to authorize transfer of the parcel of land and improvements thereon located at 20 & 28 Redington Street, shown on Assessors' Map as Parcel 2-27-0, and known as the Hadley School, from the School Committee for school purposes to the School Committee for school purposes and to the Select Board for the sole purpose of imposing a restriction thereon, and to authorize the Select Board to impose a restriction against said property, prohibiting the sale or use of said property for market-rate housing unless authorized by a vote of a later Town Meeting, with said restriction to be recorded contingent upon the approval of a debt exclusion authorizing funds to be borrowed for the construction of the new Stanley Elementary School at 10 Whitman Road; or take any action relative thereto.

Sponsored by the Select Board

Voted: Yay 229 Nay 50. The Motion Carries

Article 2 *Appropriation for New Elementary School and Acquisition of Necessary Easements*

To see if the Town will vote to appropriate the amount of ninety-seven million four-hundred sixty-one thousand five-hundred and twenty-three (\$97,461,523) Dollars for the purpose of paying costs for the design, construction and equipping, of a new elementary school, commonly referred to as the New Elementary School project, located at 10 Whitman Road, Swampscott, Massachusetts, the acquisition of easements set forth herein, and the payment of all costs incidental or related thereto (the "Project"), which school facility shall have an anticipated useful life as an educational facility for the instruction of school children for at least 50 years, and for which the Town may be eligible for a grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended under the direction of the School Building Committee. To meet this appropriation, the Town Treasurer, with the approval of the Select Board, is authorized to borrow said amount under M.G.L. Chapter 44, or pursuant to any other enabling authority. The Town acknowledges that the MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the Town incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town; provided further that any grant that Town may receive from the MSBA for the Project shall not exceed the lesser of (1) forty-eight and nine-tenths percent (48.9%) of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA; provided that any appropriation hereunder shall be subject to and contingent upon an affirmative vote of the Town to exempt the amounts required for the payment of interest and principal on said borrowing from the limitations on taxes imposed by M.G.L. 59, Section 21C (Proposition 2½); and that the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the Town and the MSBA; and further, any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with G.L. c. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount. The Select Board is authorized to acquire, by purchase, gift, and/or eminent domain, a permanent easement for pedestrian and vehicular access to

and from the New Elementary School in, on and under a portion or portions of the parcel of land located at 101 Forest Avenue, being Town Assessor's Parcel 23-E-0, and temporary construction easements therein, which easements shall be under the care, custody and control of the School Committee, or take any action relative thereto.

Sponsored by the Select Board

Voted: Yay 244 Nay 39. The Motion Carries

DECEMBER 2021 SPECIAL TOWN MEETING MINUTES

Article 1 Amend Appropriation for Fiscal Year 2022 Operating Budget

To see if the Town will vote to amend various line items in the FY2022 budget as recommended by the Finance Committee as follows, and further, to raise and appropriate, transfer from available funds, or borrow a sum of money therefor, or take any action relative thereto.

Sponsored by the Finance Committee

Voted: Yay 195 Nay 3. The Motion Carries

GENERAL FUND FY2022 S.T.M. BUDGET TRANSFERS

GENERAL FUND ACCOUNTS REQUIRING ADDITIONAL FUNDING :

DEPT	ORG	DESCRIPTION	AMOUNT NEEDED	NOTES
TOWN ADMINISTRATOR	0112301	TEMPORARY STAFF SUPPORT	12,000.00	Extend hours for Current Temporary Part Time Admin Support
TOWN ADMINISTRATOR	0112302	TEMPORARY STAFF SUPPORT	18,000.00	Contracted Part Time Administrative Staff Support
LEGAL/ INSURANCE	0115102	PROPERTY & CASUALTY INSURANCE	21,800.00	FINAL INSURANCE AMOUNTS CAME AFTER BUDGET WAS VOTED
HUMAN RESOURCES	0115202	EMPLOYMENT SCREENING	11,000.00	FOR LIBRARY DIRECTOR & POLICE CHIEF SEARCHES
TECHNOLOGY	0115502	SOFTWARE LIC/SUBSCRIPTIONS	17,000.00	Zoom, upgraded antivirus software, and Copier lease
COMMUNITY DEVELOPMENT	0117202	CONTRACTED CONSULTING SERVICES	30,000.00	Windsor Ave Playground add'l funding due to rising material costs
POLICE	0121004	CONTRACTED CONSULTING SERVICES	118,000.00	MRI for Interim Chief Kurz thru end of February
POLICE	0121004	EQUIPMENT	55,000.00	Communication Improvements (Total need is \$80K, \$25K capital and \$55k from FY22)
			282,800.00	

GENERAL FUND ACCOUNTS SOURCES OF FUNDING :

DEPT	ORG	DESCRIPTION	AMOUNT FOR FUNDING	NOTES
ACCOUNTING	0113501	ASSISTANT ACCOUNTANT	10,000.00	Adjust for partial year vacancy
ASSESSING	0114101	ASSESSING ADMIN PT	22,000.00	Adjust for partial year vacancy
HUMAN RESOURCES	0115201	DIRECTOR	69,400.00	Adjust for partial year vacancy
HUMAN RESOURCES	0115203	SALARY RESERVE	30,000.00	
FACILITIES	0119201	MAINTENANCE SALARIES	40,000.00	Adjust for partial year vacancy
POLICE	0121001	POLICE CHIEF	69,400.00	Assuming \$140k for new Chief starting Feb 1st
POLICE	0121001	PATROLMEN	30,000.00	Adjust for partial year vacancies
AGING SERVICES	0154101	OUTREACH WORKER	12,000.00	Adjust for partial year vacancy
			282,800.00	

ARTICLE 2 APPROVE FUNDING – PEDESTRIAN SAFETY INFRASTRUCTURE

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow a sum of money to fund the design and construction of pedestrian safety infrastructure improvements in Town, including all incidental or related costs, or take any action relative thereto.

Sponsored by the Town Administrator

Voted: Indefinitely Postponed. Yay 210 Nay 1.

ARTICLE 3 APPROVE TRANSFER OF FREE CASH – COLLECTIVE BARGAINING AGREEMENTS

To see if the Town will vote to transfer a sum of money from Free Cash to fund provisions of Collective Bargaining Agreements between the Town of Swampscott and certain Town and/or School Department unions, or take any action relative thereto.

Sponsored by the Town Administrator

Voted: Yay 209 Nay 8. The Motion Carries

Article 4 *Approve Transfer of Free Cash – Adjustments to Tax Rates*

To see if the Town will vote to transfer from Free Cash a sum of money to the account of Current Revenue to be used and applied by the Board of Assessors in the reduction of the tax levy for Fiscal Year 2022, or take any action relative thereto.

Sponsored by the Town Administrator

Voted Yay 212 Nay 5. The Motion Carries

Article 5 *Appropriation from Transportation Infrastructure Enhancement Fund*

To see if the Town will vote to appropriate the sum of \$3,946.20 from the Transportation Infrastructure Enhancement Fund, a receipt reserved for appropriation account, for expenses associated with the impact of transportation network services on municipal roads, bridges, and other transportation infrastructure, including any incidental or related costs, or take any action relative thereto.

Sponsored by the Town Administrator

Voted: Yay 223 Nay 0. The Motion Carries

Article 6 *Approve Transfer of Water Enterprise Fund Retained Earnings*

To see if the Town will vote to transfer from the Retained Earnings of the Water Enterprise Fund to the account of Current Revenue the sum of \$90,000 to be used and applied by the Board of Selectmen in the reduction of the water rate, or take any action relative thereto.

Sponsored by the Town Administrator

Voted: Yay 219 Nay 1. The Motion Carries

ARTICLE 7 *APPROVE TRANSFER OF SEWER ENTERPRISE FUND RETAINED EARNINGS*

To see if the Town will vote to transfer from the Retained Earnings of the Sewer Enterprise Fund to the account of Current Revenue the sum of \$190,000 to be used and applied by the Board of Selectmen in the reduction of the sewer rate, or take any action relative thereto.

Sponsored by the Town Administrator

Voted: Yay 219 Nay 1. The Motion Carries

Article 8 *Establish a Solid Waste Enterprise Fund*

To see if the Town will vote to accept the provisions of G.L. c.44, §53F ½ and create a Solid Waste Enterprise Fund, commencing as of July 1, 2022 into which receipts from solid waste user fees will be deposited and from which expenditures for solid waste services shall be paid, or to take any action relative thereto.

Sponsored by the Town Administrator

Voted: Yay 198 Nay 17. The Motion Carries

Article 9 *Town Charter Name Change from Board of Selectmen to Select Board*

To see if the Town will vote pursuant to G.L. c.43B, §10 to approve an amendment to the Charter or authorize the Board of Selectmen to petition the General Court for special legislation to amend the Charter of the Town of Swampscott, Chapter 106 of the Acts of 2016, by replacing “Board of Selectmen” with the words “Select Board” in each and every instance in which said term appears; and, further, to delete gendered terms in the Charter and make appropriate editorial revisions to nearby words, without changing the meaning, to address any resulting grammatical issues; all as set forth in a document entitled “2021 Charter Amendments”, on file with the Town Clerk; provided, however, if this is submitted as a special act, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court which are within scope of the general public objectives of the petition, and to authorize the Board of Selectmen to approve such amendments, or take any action relative thereto.

Sponsored by the Board of Selectmen

Vote: 212 Nay 0. The Motion Carries Unanimously

Article 10 *General Bylaws Name Change from Board of Selectmen to Select Board*

To see if the Town will vote to amend the General Bylaws to replace “Board of Selectmen” and “Selectmen” with the words, “Select Board” in each and every instance in which said terms appear; and, further, to delete gendered terms in the General Bylaws and make appropriate editorial revisions to nearby words, without changing the meaning, to address any resulting grammatical issues; all as set forth in a document entitled “2021 General Bylaw Amendment – Article 10”, on file with the Town Clerk, or take any action relative thereto.

Sponsored by the Board of Selectmen

Vote: 212 Nay 0. The Motion Carries Unanimously

Article 11 *Zoning Bylaws Name Change from Board of Selectmen to Select Board*

To see if the Town will vote to amend the Zoning Bylaws to replace the words “Board of Selectmen” and “Selectmen” with the words “Select Board” in each and every instance in which said terms appear; and, further, to delete gendered terms in the Zoning Bylaws and make appropriate editorial revisions to nearby words, without changing the meaning, to address any resulting grammatical issue, all as set forth in a document entitled “2021 Zoning Bylaw Amendment – Article 11”, on file with the Town Clerk, or take any action relative thereto.

Sponsored by the Planning Board

Vote: 212 Nay 0. The Motion Carries Unanimously

Article 12 *National Grid Easement*

To see if the Town will vote to authorize the Select Board to acquire from Massachusetts Electric Company (d/b/a National Grid), by lease or otherwise, the fee to, permanent and temporary easements and/or other rights in, on and under all or a portion or portions of the former railroad corridor between the present Swampscott train station and the Marblehead border at Seaview Avenue, Marblehead, and in parcels of land near or adjacent thereto and, in consideration of the rights granted by National Grid, to release the easements acquired by the Town by instrument recorded with said Deeds in Book 37335, Page 58; or take any action relative thereto.

Sponsored by the Board of Selectmen

Voted: Yay 197 Nay 14. The Motion Carries

Motion to adjourn the meeting. Yay. 161 Nay. 1

MAY 2022 ANNUAL TOWN MEETING MINUTES

Article # 1 *Reports of the Town Boards and Committees*

To hear and act on the reports of Town Officials, Boards and Committees.

Sponsored by the Select Board

Comment: This routine Article appears every year to allow Town groups to make reports.

Article # 2 *Approve Bills of Prior Fiscal Years*

To see if the Town will vote to authorize payment of bills of prior fiscal years totaling \$528.21, and as funding therefor, to raise and appropriate or transfer from available funds a sum of money for such purposes; or take any action relative thereto.

Sponsored by the Town Administrator

Voted: The Motion Carries Unanimously

Description	Dept	Inv. Date	Amount	Org - Obj
Massachusetts Municipal Association (Job Postings)	Human Res.	06/30/2021	\$300.00	0115202-52116
Amazon Business (Webcam with Microphone)	PEG	02/04/2021	\$89.29	90352-52025
Amazon Business (Car Phone Holder Mounts)	Police	05/05/2021	\$103.92	0121004-52230
Gibbs Auto Repair (Inspection Sticker)	Police	06/08/2021	\$35.00	0121004-52026
TOTAL			\$528.21	

Article # 3 *Appropriation for Fiscal Year 2023 Operating Budget*

To act on the report of the Finance Committee on the Fiscal Year 2023 budget and to raise and appropriate or transfer from available funds money for the operation of the Town’s Departments and the payment of debt service and all other necessary and proper expenses for the year, or take any action relative thereto.

Sponsored by the Finance Committee

Voted: The Motion Carries

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
<u>LEGISLATIVE/TOWN MEETING</u>						
TOWN MODERATOR						
\$151	\$200		MODERATOR EXPENSES	0.00	\$200	\$200
<u>\$151</u>	<u>\$200</u>	<u>1</u>	<u>EXPENSE SUBTOTAL</u>	<u>0.00</u>	<u>\$200</u>	<u>\$200</u>
\$151	\$200		TOTAL TOWN MODERATOR	0.00	\$200	\$200
SELECT BOARD						
\$3,817	\$6,000		MEMBERSHIP	0.00	\$4,000	\$4,000 *
\$3,486	\$5,000		OFFICE SUPPLIES/EXPENSES	0.00	\$5,000	\$5,000
\$2,336	\$5,500		COMMUNITY PROGRAMS	0.00	\$20,000	\$20,000 *
<u>\$9,639</u>	<u>\$16,500</u>	<u>2</u>	<u>EXPENSE SUBTOTAL</u>	<u>0.00</u>	<u>\$29,000</u>	<u>\$29,000</u>
\$9,639	\$16,500		TOTAL SELECT BOARD	0.00	\$29,000	\$29,000
*Reduced membership to actual average; Increased Community Programs per Board request						
FINANCE COMMITTEE						
\$2,500	\$2,510		FINANCE COMMITTEE SECRETARY STIPEND	0.00	\$2,510	\$2,510
<u>\$2,500</u>	<u>\$2,510</u>	<u>3</u>	<u>PERSONNEL SUBTOTAL</u>	<u>0.00</u>	<u>\$2,510</u>	<u>\$2,510</u>
\$210	\$500		EXPENSES	0.00	\$500	\$500
<u>\$210</u>	<u>\$500</u>	<u>4</u>	<u>EXPENSE SUBTOTAL</u>	<u>0.00</u>	<u>\$500</u>	<u>\$500</u>
\$0	\$275,000		RESERVE FUND	0.00	\$200,000	\$150,000
<u>\$0</u>	<u>\$275,000</u>	<u>5</u>	<u>TOTAL RESERVE FUND</u>	<u>0.00</u>	<u>\$200,000</u>	<u>\$150,000</u>
\$2,710	\$278,010		TOTAL FINANCE COMMITTEE	0.00	\$203,010	\$153,010
\$12,500	\$294,710		LEGISLATIVE/TOWN MEETING TOTAL	0.00	\$232,210	\$182,210
<u>ADMINISTRATION & FINANCE</u>						
TOWN ADMINISTRATOR						

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$66,732	\$12,000		EXECUTIVE ASSISTANT	1.50	\$90,347	\$90,347 *
\$0	\$70,269		DIR OF COMMUNICATIONS & STRATEGIC INITIATIVES	0.00	\$0	\$0 *
\$152,148	\$156,660		TOWN ADMINISTRATOR (CONTRACT)	1.00	\$159,793	\$159,793
\$18,681	\$19,000		OTHER COMPENSATION (CONTRACT)	0.00	\$19,738	\$19,738
\$600	\$600		SICK INCENTIVE	0.00	\$0	\$0 *
\$238,161	\$258,529	6	PERSONNEL SUBTOTAL	2.50	\$269,878	\$269,878

*Addition of 1.5FTE Admin support, reduction of 1 FTE Director of Communications;
Removed sick incentive for all non union personnel

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$4,923	\$2,375		OFFICE SUPPLIES/EXPENSES	0.00	\$2,400	\$2,400
\$1,550	\$1,425		MEMBERSHIP	0.00	\$1,450	\$1,450
\$11,312	\$47,000		CONTRACTED CONSULTING SERVICES	0.00	\$25,000	\$25,000
\$1,069	\$380		TOWN HALL GENERAL SUPPLIES	0.00	\$500	\$500
\$3,013	\$1,900		TOWN HALL EVENTS	0.00	\$5,000	\$5,000
\$860	\$1,425		CIVIC RECOGNITION	0.00	\$1,400	\$1,400
\$22,727	\$54,505	7	EXPENSE SUBTOTAL	0.00	\$35,750	\$35,750
\$260,888	\$313,034		TOTAL TOWN ADMINISTRATOR	2.50	\$305,628	\$305,628
			TOWN ACCOUNTANT			
\$87,932	\$120,462		TOWN ACCOUNTANT (CONTRACT)	1.00	\$130,500	\$130,500
\$0	\$9,376		PART TIME STAFF	0.00	\$0	\$0
\$0	\$5,000		OTHER COMPENSATION (CONTRACT)	0.00	\$8,000	\$8,000
\$0	\$0		LONGEVITY	0.00	\$0	\$0
\$900	\$1,200		SICK INCENTIVE	0.00	\$0	\$0
\$43,772	\$40,192		ASSISTANT ACCOUNTANT	1.00	\$50,000	\$50,000
\$132,604	\$176,230	8	PERSONNEL SUBTOTAL	2.00	\$188,500	\$188,500

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
			*Removed sick incentive for all non union personnel			
\$0	\$150		MILEAGE	0.00	\$150	\$150
\$2,216	\$3,300		EDUCATIONAL EXPENSE	0.00	\$3,500	\$3,500
\$410	\$500		MEMBERSHIPS	0.00	\$5,000	\$500
\$4,463	\$8,206		CONTRACTED CONSULTING SERVICES	0.00	\$10,000	\$10,000
\$2,350	\$2,000		OFFICE SUPPLIES/EXPENSES	0.00	\$2,000	\$2,000
\$720	\$2,000		CONFERENCE/SEMINARS	0.00	\$2,500	\$2,500
\$10,158	\$16,156	9	EXPENSE SUBTOTAL	0.00	\$23,150	\$18,650
\$65,960	\$75,000		AUDIT	0.00	\$65,000	\$65,000
\$65,960	\$75,000	10	AUDIT EXPENSE SUBTOTAL	0.00	\$65,000	\$65,000
\$208,723	\$267,386		TOTAL ACCOUNTING	2.00	\$276,650	\$272,150
			*Reduced to actual Audit Fee + ACFR Submission (School pays for own EOY Report (\$5k)			
			BOARD OF ASSESSORS			
\$24,194	\$50,183		ASSESSING DIRECTOR (CONTRACT)	0.62	\$69,627	\$69,627
\$22,925	\$32,000		ADMIN SUPPORT (CBA)	0.56	\$23,100	\$23,100
\$0	\$0		OTHER COMPENSATION (CONTRACT)	0.00	\$0	\$0
\$0	\$0		LONGEVITY	0.00	\$0	\$0
\$0	\$600		SICK INCENTIVE	0.00	\$335	\$335 *
\$47,119	\$82,783	11	PERSONNEL SUBTOTAL	1.18	\$93,062	\$93,062
			*Removed sick incentive for all non union personnel, still in Admin CBA			
\$0	\$500		APPELLATE TAX BOARD	0.00	\$500	\$500
\$65,060	\$60,000		CONTRACTED CONSULTING SRVCS	0.00	\$60,000	\$60,000
\$0	\$370		TRAVEL IN STATE	0.00	\$400	\$400
\$0	\$1,000		EDUCATIONAL EXPENSES	0.00	\$1,500	\$1,500
\$100	\$360		MEMBERSHIPS	0.00	\$500	\$500
\$742	\$1,000		OFFICE SUPPLIES/EXPENSES	0.00	\$1,000	\$1,000
\$0	\$150		FUEL	0.00	\$0	\$0
\$0	\$0		INTEREST OWED-ATB	0.00	\$0	\$0
\$0	\$0		CONTRACTED CONSULTING SVCS	0.00	\$0	\$0
\$65,902	\$63,380	12	EXPENSE SUBTOTAL	0.00	\$63,900	\$63,900

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$113,021	\$146,163		TOTAL ASSESSING	1.18	\$156,962	\$156,962

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
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TREASURY/CUSTOMER SERVICE

\$110,326	\$70,269		TREASURER/COLLECTOR (CONTRACT)	1.00	\$82,315	\$82,315
\$54,106	\$52,252		CUSTOMER SERVICE REP. (CBA)	1.00	\$53,532	\$53,532
\$15,438	\$0		PART TIME STAFF	0.00	\$0	\$0
\$1,779	\$0		OTHER COMPENSATION (CONTRACT)	0.00	\$3,000	\$3,000
\$1,500	\$1,000		LONGEVITY	0.00	\$1,000	\$1,000
\$2,384	\$2,100		SICK INCENTIVE	0.00	\$600	\$600 *
\$72,023	\$39,300		ASSISTANT TREASURER	0.66	\$40,087	\$40,087
	\$59,388		CUST SERVICE SUPERVISOR	1.00	\$60,575	\$60,575
<u>\$257,555</u>	<u>\$224,309</u>	<u>13</u>	<u>PERSONNEL SUBTOTAL</u>	<u>3.66</u>	<u>\$241,109</u>	<u>\$241,109</u>

*Removed sick incentive for all non union personnel, still in Admin CBA

\$0	\$300		TRAVEL IN STATE	0.00	\$300	\$300
\$120	\$2,500		CONFERENCES	0.00	\$2,500	\$2,500
\$160	\$800		MEMBERSHIPS	0.00	\$800	\$800
\$26,606	\$30,000		CONTRACTED CONSULTING SERVICES	0.00	\$30,000	\$30,000
\$5,241	\$12,000		OFFICE SUPPLIES/EXPENSES	0.00	\$2,000	\$2,000 *
\$0	\$0		TOWN WIDE OFFICE SUPPLIES	0.00	\$10,000	\$10,000 *
\$53,832	\$60,000		TOWN POSTAGE ACCOUNT	0.00	\$55,000	\$55,000
\$1,906	\$2,500		SURETY BONDS	0.00	\$2,500	\$2,500
\$210	\$5,000		TAX TITLE	0.00	\$5,000	\$5,000
\$7,378	\$7,000		BANK SERVICE FEES	0.00	\$7,000	\$7,000
\$0	\$1,500		CONFERENCE/SEMINARS	0.00	\$1,500	\$1,500
\$542	\$0		PROCUREMENT SERVICES	0.00	\$0	\$0

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$95,994	\$121,600	14	EXPENSE SUBTOTAL	0.00	\$116,600	\$116,600
\$353,549	\$345,909		TOTAL TREASURY/CUSTOMER SVC	3.66	\$357,709	\$357,709

*Split Office Expenses from Town Wide Office Supplies, net 0 increase

LEGAL & INSURANCE

\$198,775	\$180,000		TOWN COUNSEL CONTRACT EXP.	0.00	\$180,000	\$180,000
\$0	\$10,000		INTEREST OWED	0.00	\$2,500	\$2,500
\$7,275	\$10,000		DEDUCTIBLES/SELF-INSURANCE	0.00	\$7,500	\$7,500
\$520,855	\$571,800		PROPERTY & CASUALTY INSURANCE	0.00	\$600,000	\$645,000
\$726,904	\$771,800	15	EXPENSE SUBTOTAL	0.00	\$790,000	\$835,000
\$726,904	\$771,800		TOTAL LEGAL/ INSURANCE	0.00	\$790,000	\$835,000

HUMAN RESOURCES

\$22,611	\$23,785		HUMAN RESOURCES MANAGER	1.00	\$80,000	\$100,000 *
\$1,017	\$0		PART TIME STAFF	0.00	\$0	\$0
\$300	\$1,200		SICK INCENTIVE	0.00	\$0	\$0
\$43,281	\$45,000		HR GENERALIST & BENEFIT COORDINATOR	1.00	\$69,627	\$69,627
\$43,281	\$40,000		DIVERSITY COORDINATOR	1.00	\$10,000	\$10,000 *
\$0	\$5,000		INTERNS/TEMPORARY HELP	0.00	\$20,000	\$20,000 *
\$110,490	\$114,985	16	PERSONNEL SUBTOTAL	3.00	\$179,627	\$199,627

*HR Manager position filled as of June 1st; Utilizing ARPA funding for year 1 DEI program consultant; Increase temp help due to vacancies

\$1,414	\$31,000		EMPLOYMENT SCREENING	0.00	\$2,500	\$2,500
\$0	\$0		RECRUITMENT & ENTRANCE EXAMS	0.00	\$2,500	\$2,500
\$0	\$250		TRAVEL IN STATE	0.00	\$150	\$150

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$10,500	\$7,000		EMPLOYEE TUITION REIMBURSEMENT	0.00	\$9,000	\$9,000 *

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023	
\$7,925	\$3,500		PROFESSIONAL DEV.-TOWN WIDE	0.00	\$5,000	\$5,000	*
\$828	\$2,500		EMPLOYEE RECOGNITION/ASSISTANCE	0.00	\$5,000	\$25,000	*
\$2,894	\$1,000		ADVERTISING EXPENSES	0.00	\$1,000	\$1,000	
\$275	\$500		MEMBERSHIP	0.00	\$500	\$500	
\$242	\$1,500		OFFICE SUPPLIES/EXPENSES	0.00	\$1,500	\$1,500	
\$384	\$1,500		CONFERENCE/SEMINARS	0.00	\$1,500	\$1,500	
\$24,462	\$48,750	17	EXPENSE SUBTOTAL	0.00	\$28,650	\$48,650	
*4 employees have expressed interest in Tuition Reimbursement; increased Town professional development and employee recognition utilizing savings from removed sick incentive							
\$0	\$10,000		SALARY RESERVE	0.00	\$158,531	\$182,797	*
\$0	\$0		END OF EMPLOYMENT COSTS	0.00	\$0	\$0	
\$52,825	\$91,250		END OF EMPLOYMENT-SCHOOL	0.00	\$75,620	\$75,620	*
\$151,506	\$75,000		END OF EMPLOYMENT-TOWN	0.00	\$60,000	\$60,000	*
\$0	\$0		PERFORMANCE MANAGEMENT	0.00	\$30,000	\$30,000	*
\$204,331	\$176,250	18	EXPENSE SUBTOTAL	0.00	\$324,151	\$348,417	
\$339,282	\$339,985		TOTAL HUMAN RESOURCES	3.00	\$532,428	\$596,694	
*Salary reserve for non-union personnel increases and partial reserve for contract negotiations; 2 teachers + 1 admin EOE School; 2 firefighter retirements; restored performance management for retention efforts							
INFORMATION TECHNOLOGY							
\$0	\$5,000		LIBRARY COMPUTER MAINTENANCE	0.00	\$5,000	\$5,000	
\$33,712	\$32,000		EQUIPMENT MAINTENANCE	0.00	\$32,000	\$32,000	
\$1,491	\$0		CONTRACTED CONSULTING SVS	0.00	\$0	\$0	
\$138,254	\$146,000		FINANCIAL SYSTEMS	0.00	\$152,000	\$152,000	
\$128,162	\$126,000		IT CONTRACT SERVICES	0.00	\$126,000	\$126,000	
\$760	\$32,500		PHONE SYSTEM CONTRACT SERVICES	0.00	\$20,900	\$20,900	*
\$17,677	\$22,700		SOFTWARE-POLICE	0.00	\$20,000	\$20,000	*
\$7,087	\$8,500		SOFTWARE-FIRE	0.00	\$8,000	\$8,000	
\$22,784	\$25,000		WIRELESS PHONES	0.00	\$29,400	\$29,400	
\$19,787	\$19,500		SOFTWARE-BUILDING	0.00	\$22,000	\$22,000	

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023	
\$2,046	\$8,150		SOFTWARE-DPW	0.00	\$3,000	\$3,000	*
\$0	\$0		EDUCATIONAL EXPENSES	0.00	\$0	\$0	
\$1,105	\$0		OFFICE SUPPLIES/EXPENSES	0.00	\$0	\$0	
\$91,460	\$122,000		SOFTWARE LIC/SUBSCRIPTIONS	0.00	\$110,000	\$110,000	*
\$24,664	\$25,000		TELEPHONES (MOST DEPTS.)	0.00	\$25,500	\$25,500	
\$10,998	\$5,500		HARDWARE/EQUIPMENT	0.00	\$7,500	\$7,500	
\$499,986	\$577,850	19	EXPENSE SUBTOTAL	0.00	\$561,300	\$561,300	
\$499,986	\$577,850		TOTAL TECHNOLOGY	0.00	\$561,300	\$561,300	

*New 5 year contract for phone system at Town Hall, Library, Police, Fire, and Sr Center; reduce other software to actuals; increase in licenses/subscription for upgraded antivirus (pay 2 years get 3rd free)

PARKING CLERK

\$0	\$1,791		PARKING CLERK STIPEND	0.00	\$1,791	\$1,791	
\$0	\$1,791	20	PERSONNEL SUBTOTAL	0.00	\$1,791	\$1,791	
\$1,176	\$11,250		OFFICE SUPPLIES/EXPENSES	0.00	\$3,000	\$3,000	*
\$1,176	\$11,250	21	EXPENSE SUBTOTAL	0.00	\$3,000	\$3,000	
\$1,176	\$13,041		TOTAL PARKING CLERK	0.00	\$4,791	\$4,791	

*purchased new machine in FY2022, returned line to standard

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023	
TOWN CLERK/ELECTIONS							
\$78,687	\$78,566		TOWN CLERK	1.00	\$75,000	\$80,000	*
\$53,947	\$48,555		ADMIN SUPPORT (CBA)	1.00	\$53,532	\$53,532	
\$2,260	\$3,000		OVERTIME (CBA)	0.00	\$2,300	\$2,300	
\$22,053	\$11,000		POLL WORKERS (TEMPORARY STAFF)	0.00	\$9,800	\$9,800	
\$2,979	\$500		CUSTODIANS	0.00	\$2,500	\$2,500	
\$4,845	\$5,500		PART TIME STAFF	0.00	\$0	\$0	
\$0	\$0		OTHER COMPENSATION	0.00	\$0	\$0	
\$900	\$950		LONGEVITY	0.00	\$0	\$0	*

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023	
\$900	\$1,400		SICK INCENTIVE	0.00	\$600	\$600	*
\$6,084	\$3,500		STIPEND	0.00	\$0	\$0	*
\$0	\$0		ASSISTANT CLERK/COLLECTOR	0.00	\$0	\$0	
\$172,655	\$152,971	22	PERSONNEL SUBTOTAL	2.00	\$143,732	\$148,732	
*Town Clerk vacancy also reduced the longevity and stipends in employment contract							
\$0	\$1,900		EQUIPMENT MAINTENANCE	0.00	\$1,900	\$1,900	
\$0	\$650		TRAVEL/SEMINARS	0.00	\$650	\$650	
\$285	\$300		MEMBERSHIPS	0.00	\$325	\$325	
\$3,702	\$3,000		OFFICE SUPPLIES/EXPENSES	0.00	\$3,000	\$3,000	
\$584	\$7,000		TOWN MEETING	0.00	\$7,000	\$7,000	
\$24,915	\$20,000		ELECTION EXPENSES	0.00	\$20,000	\$20,000	
\$0	\$1,900		TOWN REPORTS	0.00	\$1,900	\$1,900	
\$29,486	\$34,750	23	EXPENSE SUBTOTAL	0.00	\$34,775	\$34,775	
\$202,141	\$187,721		TOTAL TOWN CLERK	2.00	\$178,507	\$183,507	
\$2,705,669	\$2,962,889		ADMINISTRATION & FINANCE TOTAL	14.34	\$3,163,975	\$3,273,741	
COMMUNITY DEVELOPMENT							
CONSERVATION COMMISSION							
\$494	\$500		EXPENSES	0.00	\$500	\$500	
\$885	\$800		PROF DEVELOP/MEMBERSHIPS	0.00	\$800	\$800	
\$0	\$350		PROFESSIONAL DEVELOPMENT	0.00	\$350	\$350	
\$1,379	\$1,650	24	EXPENSE SUBTOTAL	0.00	\$1,650	\$1,650	
\$1,379	\$1,650		TOTAL CONSERVATION COMMISSION	0.00	\$1,650	\$1,650	
COMMUNITY DEVELOPMENT							
\$0	\$0		OFFICE MANAGER	0.00	\$0	\$0	
\$102,529	\$102,392		DIR OF COMMUNITY DEVELOP	1.00	\$106,529	\$109,242	
\$58,578	\$64,507		SENIOR PLANNER	1.00	\$64,507	\$64,507	*
\$36,801	\$43,920		LAND USE BOARD COORDINATOR	0.71	\$43,005	\$43,005	

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$953	\$1,553		SICK INCENTIVE	0.00	\$0	\$0 *
<u>\$198,861</u>	<u>\$212,372</u>	<u>25</u>	<u>PERSONNEL SUBTOTAL</u>	<u>2.71</u>	<u>\$214,041</u>	<u>\$216,754</u>

*Senior Planner currently vacant

\$2,313	\$1,805		EXPENSES	0.00	\$1,805	\$1,805
\$0	\$190		TRAVEL IN STATE	0.00	\$190	\$190
\$25	\$475		EDUCATION	0.00	\$475	\$475
\$0	\$394		MEMBERSHIPS	0.00	\$394	\$394
\$0	\$34,000		CONTRACTED CONSULTING SERVICES	0.00	\$3,000	\$3,000 *
\$0	\$618		CONFERENCE/SEMINARS	0.00	\$618	\$618
<u>\$2,338</u>	<u>\$37,482</u>	<u>26</u>	<u>EXPENSE SUBTOTAL</u>	<u>0.00</u>	<u>\$6,482</u>	<u>\$6,482</u>

*Contracted consulting was increased during year-end shuffle for a specific use, reduced to previous level

\$201,213	\$249,854		TOTAL COMMUNITY DEVELOPMENT	2.71	\$220,523	\$223,236
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EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
BOARD OF APPEALS						
\$10,057	\$7,500		LEGAL ADS	0.00	\$10,500	\$10,500 *
\$73	\$329		OFFICE SUPPLIES/EXPENSES	0.00	\$0	\$0
<u>\$10,129</u>	<u>\$7,829</u>	<u>27</u>	<u>EXPENSE SUBTOTAL</u>	<u>0.00</u>	<u>\$10,500</u>	<u>\$10,500</u>
\$10,129	\$7,829		TOTAL BOARD OF APPEALS	0.00	\$10,500	\$10,500

*Increased due to anticipated need

BUILDING DEPT						
\$75,914	\$97,123		BLDG.INSPECTOR'S SALARY (CONTRACT)	1.00	\$90,000	\$80,000 *
\$24,943	\$24,943		WIRE INSPECTOR'S SALARY	0.25	\$24,943	\$24,943
\$45,591	\$53,533		ADMIN SUPPORT (CBA)	1.00	\$53,532	\$53,532
\$1,719	\$1,301		ASST.PLUMBING INSP.SALARY	0.25	\$1,301	\$1,301
\$25,984	\$25,984		PLUMBING INSPECTORS SALAR	0.25	\$25,984	\$25,984
\$1,719	\$1,301		ASST. ELECTRIC INSPECTOR	0.25	\$1,301	\$1,301

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023	
\$15,579	\$16,506		LOCAL INSPECTOR	0.43	\$50,112	\$50,112	*
\$447	\$1,225		LONGEVITY	0.00	\$825	\$825	
\$1,100	\$1,400		SICK INCENTIVE (CBA)	0.00	\$600	\$600	
\$192,996	\$223,316	28	PERSONNEL SUBTOTAL	3.43	\$248,598	\$238,598	
*Bldg Inspector currently vacant, local inspector is interim; increase local inspector for added support							
\$391	\$2,660		OFFICE SUPPLIES/EXPENSES	0.00	\$2,660	\$2,660	
\$0	\$5,000		INSPECTIONS & TESTS	0.00	\$5,000	\$5,000	
\$7	\$166		TRAVEL	0.00	\$0	\$0	
\$210	\$1,000		EDUCATIONAL EXPENSES	0.00	\$2,000	\$2,000	
\$0	\$400		MEMBERSHIPS	0.00	\$600	\$600	
\$215	\$500		BOOKS	0.00	\$750	\$750	
\$759	\$700		FUEL	0.00	\$0	\$0	
\$0	\$400		EQUIPMENT	0.00	\$200	\$200	
\$1,581	\$10,826	29	EXPENSE SUBTOTAL	0.00	\$11,210	\$11,210	
\$194,577	\$234,142		TOTAL BUILDING	3.43	\$259,808	\$249,808	
HEALTH DEPT							
\$73,608	\$73,510		HEALTH OFFICER	1.00	\$75,000	\$75,000	
\$35,987	\$0		ANIMAL CONTROL OFFICER	0.00	\$0	\$0	
\$385	\$800		OVERTIME	0.00	\$800	\$800	*
\$77,244	\$90,400		NURSE	1.00	\$72,000	\$72,000	*
\$1,850	\$1,850		LONGEVITY	0.00	\$1,850	\$1,850	
\$1,800	\$1,800		SICK INCENTIVE	0.00	\$0	\$0	
\$313	\$0		STIPEND	0.00	\$500	\$500	
\$191,187	\$168,360	30	PERSONNEL SUBTOTAL	2.00	\$150,150	\$150,150	
*Overtime for BOH meetings; Nurse returned to just 1 FTE							
\$0	\$0		BOARD EXPENSES	0.00	\$250	\$250	
\$80	\$700		INSPECTIONS & TESTS	0.00	\$800	\$800	
\$4,993	\$6,184		FLU SHOTS	0.00	\$6,900	\$6,900	
\$21	\$200		TRAVEL IN STATE	0.00	\$200	\$200	
\$326	\$1,000		MEMBERSHIPS/PROF DEVELOPMENT	0.00	\$1,500	\$1,500	
\$16,250	\$17,500		OUTSIDE SERVICES	0.00	\$15,000	\$15,000	

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$2,779	\$2,990		OFFICE SUPPLIES/EXPENSES	0.00	\$2,900	\$2,900
\$1,373	\$900		STATE MANDATED CHARGES	0.00	\$800	\$800
\$115	\$130		FUEL	0.00	\$130	\$130
\$25,936	\$29,604	31	EXPENSE SUBTOTAL	0.00	\$28,480	\$28,480
\$217,123	\$197,964		TOTAL BOARD OF HEALTH	2.00	\$178,630	\$178,630

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
			HISTORICAL COMMISSION			
\$1,487	\$4,038		HISTORICAL COMMISSION	0.00	\$4,000	\$4,000
\$1,487	\$4,038	32	EXPENSE SUBTOTAL	0.00	\$4,000	\$4,000
\$1,487	\$4,038		TOTAL HISTORICAL COMMISSION	0.00	\$4,000	\$4,000

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
			RECREATION DEPT (GENERAL FUND)			
\$24,466	\$25,888		AUXILIARY STAFF	0.00	\$25,000	\$25,000
\$24,466	\$25,888	33	PERSONNEL SUBTOTAL	0.00	\$25,000	\$25,000
			*10 lifeguards, 10 weeks			
\$11,989	\$10,500		BEACH STICKER PROCESSING & SUP	0.00	\$14,689	\$14,689
\$3,014	\$3,000		LIFEGUARD SUPPLIES	0.00	\$3,000	\$3,000
\$13,678	\$7,000		COMMUNITY EVENTS	0.00	\$7,000	\$7,000
\$0	\$8,047		4th of July	0.00	\$10,000	\$10,000
\$43	\$0		FUEL	0.00	\$0	\$0
\$28,724	\$28,547	34	EXPENSE SUBTOTAL	0.00	\$34,689	\$34,689
\$53,190	\$54,435		TOTAL RECREATION (GF)	0.00	\$59,689	\$59,689

\$679,083	\$749,912		COMMUNITY DEVELOPMENT TOTAL (not incl. Revolving Funds)	8.13	\$734,800	\$727,513
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PUBLIC SERVICES

FACILITIES

\$44,560	\$44,169		DIRECTOR OF FACILITIES	1.00	\$48,185	\$48,185 *
\$0	\$52,286		CUSTODIANS	1.56	\$56,745	\$56,745

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023	
\$550	\$0		OTHER COMPENSATION	0.00	\$0	\$0	
\$0	\$40,120		MAINTENANCE SALARIES	3.00	\$74,894	\$74,894	*
\$0	\$931		LONGEVITY	0.00	\$500	\$500	
\$300	\$2,426		SICK INCENTIVE	0.00	\$600	\$600	*
\$0	\$10,800		ASST DIRECTOR OF FACILITIES	0.00	\$10,000	\$10,000	
\$0	\$15,000		ADMIN. ASSISTANT	1.00	\$20,589	\$20,589	*
<u>\$45,410</u>	<u>\$165,732</u>	<u>35</u>	<u>PERSONNEL SUBTOTAL</u>	<u>6.56</u>	<u>\$211,513</u>	<u>\$211,513</u>	
*Director and Maintenance salaries are 60/40 split with schools; admin assistant is a 50/50 split with schools							
\$36,693	\$60,000		BUILDING MAINT-TOWN	0.00	\$60,000	\$60,000	
\$50,000	\$0		BUILDING MAINT-SCHOOL	0.00	\$0	\$0	
\$7,914	\$10,000		CONTRACTED CONSULTING SERVICES	0.00	\$10,000	\$10,000	
\$0	\$200		TRAVEL IN STATE	0.00	\$0	\$0	
\$158,690	\$135,000		OUTSIDE SERVICES-TOWN	0.00	\$135,000	\$135,000	
\$50,000	\$0		OUTSIDE SERVICES-SCHOOL	0.00	\$0	\$0	
\$1,036	\$1,250		OFFICE SUPPLIES/EXPENSES	0.00	\$1,000	\$1,000	
\$105,829	\$110,000		OPER EXP ELECTRIC	0.00	\$110,000	\$110,000	
\$30,832	\$35,000		OPER EXP FUEL GAS	0.00	\$35,000	\$35,000	
\$0	\$350		MEMBERSHIPS	0.00	\$700	\$700	
\$0	\$1,000		CONFERENCE/SEMINARS	0.00	\$1,000	\$1,000	
<u>\$440,994</u>	<u>\$352,800</u>	<u>36</u>	<u>EXPENSE SUBTOTAL</u>	<u>0.00</u>	<u>\$352,700</u>	<u>\$352,700</u>	
<u>\$486,404</u>	<u>\$518,532</u>		<u>TOTAL FACILITIES</u>	<u>6.56</u>	<u>\$564,213</u>	<u>\$564,213</u>	
DPW - CEMETERY							
\$406	\$31,998		DIRECTOR	0.25	\$33,290	\$33,290	*
\$10,312	\$12,725		OVERTIME	0.00	\$10,000	\$10,000	
\$0	\$1,250		OTHER COMPENSATION	0.00	\$0	\$0	
\$152,831	\$120,710		PERSONNEL	2.00	\$120,249	\$120,249	
\$1,919	\$3,188		LONGEVITY	0.00	\$3,238	\$3,238	

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$150	\$150		SICK INCENTIVE	0.00	\$0	\$0
\$165,618	\$170,021	37	PERSONNEL SUBTOTAL	2.25	\$166,777	\$166,777
*25% of Director's Salary						
\$4,675	\$5,545		BUILDING EXPENSES	0.00	\$5,545	\$5,545
\$1,704	\$2,000		EQUIPMENT MAINTENANCE	0.00	\$2,000	\$2,000
\$1,195	\$1,250		UNIFORMS	0.00	\$1,250	\$1,250
\$10,304	\$13,000		LANDSCAPING	0.00	\$7,500	\$7,500 *
\$17,877	\$21,795	38	EXPENSE SUBTOTAL	0.00	\$16,295	\$16,295
\$183,495	\$191,816		TOTAL CEMETERY	2.25	\$183,072	\$183,072
*partially funded from perpetual care fund						
DPW - GENERAL						
\$406	\$31,998		DIRECTOR	0.25	\$33,290	\$33,290 *
\$31,178	\$35,000		OVERTIME	0.00	\$35,000	\$35,000 *
\$60	\$3,450		CUSTODIAN FISH HOUSE	0.00	\$0	\$0
\$3,230	\$5,000		POLICE DETAILS	0.00	\$5,000	\$5,000
\$18,608	\$30,000		PART TIME STAFF	0.00	\$41,040	\$41,040 *
(\$940)	\$1,250		OTHER COMPENSATION	0.00	\$0	\$0
\$381,080	\$323,338		PERSONNEL	6.00	\$321,877	\$321,877
\$0	\$0		DPW - INCENTIVES	0.00	\$0	\$0
\$1,787	\$2,988		LONGEVITY	0.00	\$3,388	\$3,388
\$450	\$150		SICK INCENTIVE	0.00	\$0	\$0
\$435,858	\$433,174	39	PERSONNEL SUBTOTAL	6.25	\$439,595	\$439,595
*25% of Director's Salary; custodians moved under facilities; PT Staff 12 weeks starting in May						
\$5,935	\$11,000		FUEL	0.00	\$15,000	\$15,000
\$30,696	\$50,000		EQUIPMENT MAINTENANCE	0.00	\$40,000	\$40,000
\$6,605	\$6,000		SIGNS	0.00	\$7,500	\$7,500
\$2,168	\$7,500		TOWN VEHICLE MAINTENANCE	0.00	\$2,000	\$2,000
\$50	\$0		TRAVEL IN STATE	0.00	\$0	\$0
\$2,051	\$3,000		CONTRACTED CONSULTING SERVICES	0.00	\$0	\$0
\$48,623	\$60,000		OPER EXP SUPPLIES	0.00	\$60,000	\$60,000

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$360	\$0		OPER EXP FISH HOUSE	0.00	\$0	\$0
\$3,630	\$3,750		UNIFORMS (CBA)	0.00	\$3,750	\$3,750 *
\$25,000	\$25,000		HIGHWAY MAINTENANCE	0.00	\$25,000	\$25,000
\$10,000	\$10,000		SHADE TREES	0.00	\$10,000	\$10,000
\$7,075	\$7,500		CONTRACT WORK	0.00	\$10,000	\$10,000
\$88,092	\$85,000		CONTRACT GRASS WORK	0.00	\$80,000	\$80,000
\$97,676	\$90,000		CONTRACT SIDEWALK WORK/PATCHING	0.00	\$90,000	\$90,000
\$23,581	\$19,580		LANDSCAPING	0.00	\$15,000	\$15,000
\$1,938	\$5,000		LEAF DISPOSAL	0.00	\$2,500	\$2,500
\$33,582	\$80,000		CONTRACT-FIELD MAINTENANCE	0.00	\$80,000	\$80,000 *
\$13,261	\$30,000		DEBRIS REMOVAL	0.00	\$35,000	\$35,000
\$3,476	\$5,000		ELECTRICAL REPAIRS	0.00	\$5,000	\$5,000
\$6,028	\$7,000		WASTE PRODUCT REMOVAL	0.00	\$10,000	\$10,000
\$118,295	\$120,000		STREET LIGHTING	0.00	\$120,000	\$120,000
<u>\$528,120</u>	<u>\$625,330</u>	40	<u>EXPENSE SUBTOTAL</u>	<u>0.00</u>	<u>\$610,750</u>	<u>\$610,750</u>
			*\$625/EE; Organics field treatment			
			SNOW & ICE			
\$57,678	\$60,000		SNOW & ICE OT	0.00	\$60,000	\$60,000 *
\$129,684	\$180,000		SNOW & ICE	0.00	\$180,000	\$180,000 *
<u>\$187,362</u>	<u>\$240,000</u>	41	<u>OTHER EXPENSE SUBTOTAL</u>	<u>0.00</u>	<u>\$240,000</u>	<u>\$240,000</u>
\$1,151,341	\$1,298,504		TOTAL DPW - GENERAL	6.25	\$1,290,345	\$1,290,345
			*Must remain equal to prior fiscal year			
\$1,821,241	\$2,008,852		PUBLIC SERVICES TOTAL	15.06	\$2,037,630	\$2,037,630
			<u>PUBLIC SAFETY</u>			
			POLICE DEPARTMENT			
\$128,328	\$70,600		CHIEF (CONTRACT)	1.00	\$140,000	\$140,000
\$94,410	\$100,984		CAPTAINS SALARY & WAGES (CBA)	1.00	\$100,598	\$100,598
\$284,673	\$339,447		LIEUTENANTS SAL. & WAGES (CBA)	4.00	\$338,146	\$338,146
\$439,149	\$464,464		SERGEANTS SALARY & WAGES (CBA)	7.00	\$464,153	\$464,153

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$1,124,810	\$1,188,664		PATROLMEN (CBA)	23.00	\$1,252,686	\$1,252,686
\$56,561	\$58,985		SECRETARY'S SAL. & WAGES	1.00	\$59,531	\$59,531
\$6,350	\$8,240		MATRONS	0.00	\$8,000	\$8,000
\$17,739	\$19,380		PART-TIME CLERICAL	0.47	\$19,755	\$19,755
\$17,739	\$50,192		ANIMAL CONTROL OFFICER	1.00	\$49,148	\$49,148
\$16,341	\$22,500		INVESTIGATIONS & ID'S (CBA)	0.00	\$20,000	\$20,000
\$314,646	\$335,343		EDUCATIONAL INCENTIVES (CBA)	0.00	\$300,580	\$300,580
\$31,457	\$31,000		ADVANCED MED CERT (CBA)	0.00	\$30,000	\$30,000
\$0	\$0		INJURY LEAVE	0.00	\$0	\$0
\$611,775	\$415,000		OVERTIME/RESERVES & SPEC (CBA)	0.00	\$365,000	\$365,000 *
\$20,000	\$25,000		FITNESS INCENTIVE (CBA)	0.00	\$25,000	\$25,000
\$115,528	\$136,880		HOLIDAY PAY (CBA)	0.00	\$124,000	\$124,000
\$19,007	\$17,300		OVERTIME 5&2 SCHEDULE (CBA)	0.00	\$17,714	\$17,714
\$3,353	\$36,500		OVERTIME COURT (CBA)	0.00	\$6,000	\$6,000
\$24,794	\$17,000		OVERTIME INVESTIGATIONS (CBA)	0.00	\$18,000	\$18,000 *
\$102,422	\$85,850		OVERTIME TRAINING (CBA)	0.00	\$82,000	\$82,000 *
\$2,934	\$2,000		VACATION BUY BACK/ONE TIME PMTs (CBA)	0.00	\$4,730	\$4,730
\$9,477	\$11,000		OUT-OF-GRADE PAY (CBA)	0.00	\$4,000	\$4,000
\$86,730	\$94,302		LONGEVITY (CBA)	0.00	\$84,500	\$84,500
\$900	\$1,200		SICK INCENTIVE	0.00	\$0	\$0
\$0	\$0		OTHER COMPENSATION	0.00	\$0	\$0
\$217,287	\$228,835		SHIFT DIFFERENTIAL (CBA)	0.00	\$233,777	\$233,777
\$21,959	\$21,000		ACCREDITATION STIPEND (CBA)	0.00	\$23,250	\$23,250
\$3,768,368	\$3,781,666	42	PERSONNEL SUBTOTAL	38.47	\$3,770,569	\$3,770,569
			*Reduction in overtime due to leaving civil service and elimination of minimum manning			
\$4,195	\$3,000		EXPENSES-BLDG	0.00	\$5,000	\$5,000
\$18,457	\$28,000		EQUIPMENT MAINTENANCE	0.00	\$25,000	\$25,000

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$350	\$1,500		TRAVEL IN STATE	0.00	\$1,500	\$1,500
\$960	\$0		EDUCATION INCENTIVES (CBA)	0.00	\$2,500	\$2,500
\$9,393	\$10,400		MOBILE RADIO	0.00	\$11,000	\$11,000
\$4,329	\$3,750		MEMBERSHIPS	0.00	\$3,750	\$3,750
\$19,673	\$15,000		TRAINING	0.00	\$24,000	\$24,000 *
\$0	\$0		TESTING & RECRUITING	0.00	\$1,280	\$1,280 *
\$0	\$118,000		CONTRACTED CONSULTING	0.00	\$0	\$0
\$23,339	\$16,500		POL-OFFICE SUPPLY/EXPENSE	0.00	\$16,500	\$16,500
\$34,261	\$36,000		UNIFORMS	0.00	\$28,000	\$28,000
\$11,318	\$11,500		AMMUNITION/WEAPONS	0.00	\$11,500	\$11,500
\$5,500	\$5,500		NEMLEC DUES	0.00	\$5,500	\$5,500
\$0	\$2,500		CONFERENCE/SEMINARS	0.00	\$0	\$0

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$17,607	\$26,500		FUEL	0.00	\$25,125	\$25,125
\$0	\$0		ACO EXPENSES	0.00	\$3,750	\$3,750
\$693	\$60,000		EQUIPMENT	0.00	\$5,000	\$5,000
\$150,075	\$338,150	43	EXPENSE SUBTOTAL	0.00	\$169,405	\$169,405

*Increase in training for accreditation; Recruiting & testing for physical abilities test at hiring

\$3,918,444	\$4,119,816		TOTAL POLICE	38.47	\$3,939,974	\$3,939,974
CONSTABLE						
\$0	\$100		ELECTED OFFICIALS SALARY & WAGES	0.00	\$100	\$100
\$0	\$100	44	PERSONNEL SUBTOTAL	0.00	\$100	\$100
\$0	\$100		TOTAL CONSTABLE	0.00	\$100	\$100
HARBORMASTER						
\$13,854	\$13,800		OFFICER'S SALARY	0.00	\$13,800	\$13,800
\$6,498	\$6,500		HARBORMASTER PATROL	0.00	\$6,500	\$6,500

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$20,352	\$20,300	45	PERSONNEL SUBTOTAL	0.00	\$20,300	\$20,300
\$24,493	\$3,500		EQUIPMENT MAINTENANCE	0.00	\$3,500	\$3,500
\$0	\$750		UNIFORMS	0.00	\$749	\$749
\$13	\$500		FUEL	0.00	\$500	\$500
\$519	\$1,500		EQUIPMENT	0.00	\$1,500	\$1,500
\$25,025	\$6,250	46	EXPENSE SUBTOTAL	0.00	\$6,249	\$6,249
\$45,377	\$26,550		TOTAL HARBORMASTER	0.00	\$26,549	\$26,549
			FIRE DEPARTMENT			
\$128,198	\$130,000		CHIEF (CONTRACT)	1.00	\$132,600	\$133,352
\$380,820	\$344,863		CAPTAINS SALARY & WAGES (CBA)	4.00	\$344,863	\$344,863
\$197,484	\$295,206		LIEUTENANTS SAL. & WAGES (CBA)	4.00	\$295,206	\$295,206
\$1,525,607	\$1,625,661		FIREFIGHTER'S SAL. & WAGES (CBA)	25.00	\$1,625,661	\$1,625,661
\$95,293	\$98,059		DEPUTY CHIEF (CBA)	1.00	\$98,059	\$98,059
\$8,287	\$8,583		OFFICE CLERK STIPEND (CBA)	0.00	\$8,583	\$8,583
\$17,194	\$16,000		TRAINING STIPEND (CBA)	0.00	\$16,000	\$16,000
\$27,894	\$41,106		SICK LEAVE BUY BACK (CBA)	0.00	\$41,106	\$41,106
\$5,514	\$5,556		FIRE INVESTIGATOR STIPEND (CBA)	0.00	\$5,556	\$5,556
\$6,891	\$6,944		MECHANIC STIPEND (CBA)	0.00	\$6,944	\$6,944
\$689,783	\$556,419		OVERTIME-MINIMUM MANNING (CBA)	0.00	\$515,000	\$515,000 *
\$0	\$15,000		FITNESS INCENTIVE (CBA)	0.00	\$15,000	\$15,000
\$107,672	\$118,450		HOLIDAY PAY (CBA)	0.00	\$118,450	\$118,450
\$412	\$0		UNIFORM ALLOWANCE	0.00	\$0	\$0
\$41,140	\$51,088		LONGEVITY (CBA)	0.00	\$51,088	\$51,088
\$4,064	\$6,000		OUT-OF-GRADE PAY (CBA)	0.00	\$6,000	\$6,000
\$0	\$3,000		EMERGENCY MGMT STIPEND (CBA)	0.00	\$3,000	\$3,000
\$111,506	\$116,176		SHIFT DIFF-NIGHT (CBA)	0.00	\$116,176	\$116,176
\$106,289	\$116,176		WEEK END DIFFERENTIAL (CBA)	0.00	\$116,176	\$116,176

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$3,445	\$3,493		EMS TRAINING COORDINATOR (CBA)	0.00	\$3,493	\$3,493
\$0	\$3,493		FIRE TRAINING SUPERVISOR (CBA)	0.00	\$3,493	\$3,493
<u>\$3,457,492</u>	<u>\$3,561,273</u>	<u>47</u>	<u>PERSONNEL SUBTOTAL</u>	<u>35.0</u> <u>0</u>	<u>\$3,522,454</u>	<u>\$3,523,206</u>

*Reduction in overtime due to leaving civil service and elimination of minimum manning

\$8,064	\$8,000		EXPENSES-BLDG	0.00	\$8,000	\$8,000
\$82,733	\$65,000		EQUIPMENT MAINTENANCE	0.00	\$65,000	\$65,000
\$2,600	\$2,500		FIRE PREVENTIONS	0.00	\$2,500	\$2,500
\$20	\$475		TRAVEL IN STATE	0.00	\$475	\$475
\$2,463	\$1,250		COMMUNICATIONS	0.00	\$1,250	\$1,250
\$20,404	\$15,100		TRAINING/TESTING	0.00	\$25,000	\$25,000 *

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$1,588	\$2,194		OFFICE SUPPLIES/EXPENSES	0.00	\$2,194	\$2,194
\$43,291	\$40,000		PROTECTIVE CLOTHING	0.00	\$40,000	\$40,000
\$2,000	\$2,000		CONFERENCE/SEMINARS	0.00	\$2,000	\$2,000
\$4,600	\$2,000		FIRE HOSE	0.00	\$2,000	\$2,000
\$8,375	\$7,000		FUEL	0.00	\$7,000	\$7,000
\$104,397	\$100,000		LYNN DISPATCH	0.00	\$100,000	\$100,000
<u>\$280,535</u>	<u>\$245,519</u>	<u>48</u>	<u>EXPENSE SUBTOTAL</u>	<u>0.00</u>	<u>\$255,419</u>	<u>\$255,419</u>
<u>\$3,738,026</u>	<u>\$3,806,792</u>		<u>TOTAL FIRE</u>	<u>35.00</u>	<u>\$3,777,873</u>	<u>\$3,778,625</u>

*Increased Training/Testing for non civil service test & physical abilities test

EMERGENCY MANAGEMENT						
EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$992	\$2,000		DIRECTOR (STIPEND)	0.00	\$2,000	\$2,000
<u>\$723</u>	<u>\$2,000</u>	<u>49</u>	<u>PERSONNEL SUBTOTAL</u>	<u>0.00</u>	<u>\$2,000</u>	<u>\$2,000</u>
\$4,995	\$2,500		EXPENSES	0.00	\$2,500	\$2,500
<u>\$4,670</u>	<u>\$2,500</u>	<u>50</u>	<u>EXPENSE SUBTOTAL</u>	<u>0.00</u>	<u>\$2,500</u>	<u>\$2,500</u>
\$5,393	\$4,500		TOTAL EMERGENCY MANAGEMENT	0.00	\$4,500	\$4,500

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$7,707,240	\$7,957,758		PUBLIC SAFETY TOTAL	73.47	\$7,748,996	\$7,749,748
			HUMAN SERVICES			
			SENIOR CENTER (GENERAL FUND)			
\$3,933	\$0		DIRECTOR	0.00	\$0	\$0
\$6,833	\$85,000		EXECUTIVE DIRECTOR	1.00	\$85,327	\$85,327
\$17,757	\$14,935		ADMINISTRATIVE ASSISTANT	0.44	\$11,820	\$11,820
\$42,008	\$58,269		OUTREACH WORKER	1.00	\$55,212	\$55,212
\$0	\$40,000		PROGRAM & VOLUNTEER COORD.	1.00	\$56,316	\$56,316
\$12,818	\$22,440		VAN DRIVER	1.06	\$22,000	\$22,000
\$400	\$1,200		SICK INCENTIVE	0.00	\$0	\$0
\$83,748	\$221,844	51	PERSONNEL SUBTOTAL	4.50	\$230,674	\$230,674
\$0	\$0		PROGRAM COORDINATOR	0.00	\$0	\$0
\$0	\$0		EXPENSES	0.00	\$0	\$0
\$4,094	\$3,000		VEHICLE MAINTENANCE	0.00	\$2,000	\$2,000
\$496	\$4,000		GENERAL MAINTENANCE	0.00	\$2,000	\$2,000
\$1,925	\$2,210		OFFICE SUPPLIES/EXPENSES	0.00	\$2,250	\$2,250
\$459	\$2,000		JANITORIAL SUPPLIES	0.00	\$2,200	\$2,200
\$1,324	\$5,500		COMMUNITY PROGRAMS	0.00	\$5,500	\$5,500
\$4,477	\$20,000		ADULT CARE SERVICES	0.00	\$15,000	\$15,000
\$1,230	\$2,500		FUEL	0.00	\$2,300	\$2,300
\$302	\$2,000		EQUIPMENT	0.00	\$2,000	\$2,000
\$14,306	\$41,210	52	EXPENSE SUBTOTAL	0.00	\$33,250	\$33,250
\$98,054	\$263,054		TOTAL SENIOR CENTER	4.50	\$263,924	\$263,924
			VETERANS SERVICES			
\$30,000	\$30,000		VETERAN'S AGENT SERVICES	0.00	\$33,200	\$33,200
\$0	\$150		OFFICE SUPPLIES/EXPENSES	0.00	\$0	\$0
\$0	\$2,500		MEMORIAL DAY	0.00	\$0	\$0
\$0	\$550		VETERAN'S DAY	0.00	\$0	\$0
\$30,000	\$33,200	53	EXPENSE SUBTOTAL	0.00	\$33,200	\$33,200
\$35,314	\$50,000		ASSISTANCE	0.00	\$50,000	\$50,000
\$35,314	\$50,000	54	EXPENSE SUBTOTAL	0.00	\$50,000	\$50,000

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$65,314	\$83,200		TOTAL VETERAN'S SERVICES	0.00	\$83,200	\$83,200

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
LIBRARY (GENERAL FUND)						
\$86,324	\$86,135		DIRECTOR	1.00	\$80,000	\$80,000 *
\$65,230	\$65,143		ASSISTANT DIRECTOR	1.00	\$66,319	\$66,319
\$26,089	\$25,403		SECRETARY/BOOKKEEPER (CBA)	0.54	\$25,354	\$25,354
\$50,177	\$52,000		CHILDREN'S LIBRARIAN (CBA)	1.12	\$58,981	\$58,981
\$46,425	\$50,489		CIRCULATION LIBRARIAN (CBA)	1.00	\$50,392	\$50,392
\$54,065	\$54,972		REFERENCE LIBRARIAN (CBA)	1.17	\$63,406	\$63,406
\$50,976	\$55,580		LIBRARY ASSISTANTS (CBA)	1.11	\$54,249	\$54,249
\$46,388	\$55,000		ADULT ASSISTANTS - P/T (CBA)	1.91	\$59,519	\$59,519
\$34,722	\$34,642		AV PROCESSORS (CBA)	1.00	\$34,574	\$34,574
\$43,409	\$63,344		LIBRARIAN (CBA)	1.43	\$67,488	\$67,488
\$3,425	\$4,125		OTHER COMPENSATION (CBA)	0.00	\$4,500	\$4,500 *
\$6,401	\$7,758		LONGEVITY (CBA)	0.00	\$5,213	\$5,213
\$4,008	\$6,454		SICK INCENTIVE (CBA)	0.00	\$5,804	\$5,804 *
\$517,641	\$561,045	55	PERSONNEL SUBTOTAL	11.29	\$575,799	\$575,799

*Director currently vacant; Other Compensation is stipend for opening or closing the library; Sick incentive still in CBA

\$1,830	\$2,500		BUILDING EXPENSES	0.00	\$2,500	\$2,500
\$0	\$0		TRAVEL IN STATE	0.00	\$100	\$100
\$170	\$12,400		PROGRAMMING	0.00	\$2,400	\$2,400

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$0	\$1,000		TRAINING/TESTING	0.00	\$1,000	\$1,000
\$74,901	\$75,000		OUTSIDE SERVICES	0.00	\$77,500	\$77,500 *
\$997	\$950		OFFICE SUPPLIES/EXPENSES	0.00	\$950	\$950
\$3,622	\$0		COMMUNITY PROGRAMS	0.00	\$10,000	\$10,000
\$110	\$902		TELEPHONES (MOST DEPTS.)	0.00	\$900	\$900
\$81,630	\$92,752	56	EXPENSE SUBTOTAL	0.00	\$95,350	\$95,350
*Increase in NOBLE contract						
\$84,711	\$128,125		LIBRARY MATERIALS	0.00	\$128,750	\$128,750
\$84,711	\$128,125	57	EXPENSE SUBTOTAL	0.00	\$128,750	\$128,750
\$683,982	\$781,922		TOTAL LIBRARY	11.29	\$799,899	\$799,899
\$847,350	\$1,128,176		HUMAN SERVICES TOTAL	15.79	\$1,147,023	\$1,147,023
PUBLIC SCHOOLS						
\$547,019	\$587,126	58	TOTAL REGIONAL VOC TECH	0.00	\$598,869	\$598,869
\$28,632,254	\$29,376,863	59	TOTAL PUBLIC SCHOOLS	341.19	\$30,119,844	\$30,222,917
\$0	\$1,567,938		<i>Nahant Tuition Revolving</i>	0.00	\$1,607,136	\$1,607,136
\$0	\$150,000		<i>Special Education Tuition Revolving</i>	0.00	\$85,000	\$85,000
\$28,632,254	\$31,094,801		TOTAL PUBLIC SCHOOLS (incl Revolving Funds)	341.19	\$31,811,980	\$31,915,053
\$29,179,273	\$31,681,927		SWAMPSCOTT PUBLIC SCHOOLS TOTALS	341.19	\$32,410,849	\$32,513,922
DEBT SERVICE						
\$2,725,021	\$2,695,323		PRINCIPAL	0.00	\$4,075,140	\$4,075,140 *
\$788,212	\$775,000		INTEREST	0.00	\$2,772,216	\$2,772,216 *
\$1,079	\$10,000		BOND ISSUANCE COSTS	0.00	\$10,000	\$10,000
\$3,514,313	\$3,480,323	60	EXPENSE SUBTOTAL	0.00	\$6,857,356	\$6,857,356
\$3,514,313	\$3,480,323		TOTAL DEBT SERVICE	0.00	\$6,857,356	\$6,857,356
*Includes 03/2022 bonds & BANS issue with new school						
\$3,514,313	\$3,480,323		DEBT SERVICE TOTAL	0.00	\$6,857,356	\$6,857,356

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
<u>EMPLOYEE BENEFITS</u>						
\$499,113	\$525,000		PAYROLL TAX	0.00	\$505,000	\$505,000
\$33,232	\$50,000		UNEMPLOYMENT	0.00	\$15,000	\$15,000 *
\$106,852	\$150,000		INJURY POLICE/FIRE	0.00	\$130,000	\$115,000
\$365,055	\$425,000		WORKERS COMP BENEFITS	0.00	\$400,000	\$290,000
\$5,949,459	\$6,226,911		EMPLOYEE GROUP/HEALTH	0.00	\$6,742,274	\$6,807,217 *
\$5,210,520	\$5,347,027		CONTRIB PENSION CONTRIB	0.00	\$5,603,587	\$5,603,587
\$13,599	\$13,600		NON-CONTRIB PENSION CONT	0.00	\$13,600	\$13,600
<u>\$12,177,830</u>	<u>\$12,737,538</u>	61	<u>EXPENSE SUBTOTAL</u>	<u>0.00</u>	<u>\$13,409,461</u>	<u>\$13,349,404</u>
\$12,177,830	\$12,737,538		TOTAL EMPLOYEE BENEFITS	0.00	\$13,409,461	\$13,349,404
*Unemployment returned to pre-pandemic standard; Health Insurance with 5.75% estimated premium increase						
\$12,177,830	\$12,737,538		<u>EMPLOYEE BENEFITS TOTAL</u>	0.00	\$13,409,461	\$13,349,404
\$1,517,073	\$1,535,000		TRANSFER TO SOLID WASTE ENTERPRISE	0.00	\$1,350,000	\$0
\$1,517,073	\$1,535,000		EXPENSE SUBTOTAL	0.00	\$1,350,000	\$0
\$1,517,073	\$1,535,000		TOTAL TRANSFERS TO ENTERPRISE	0.00	\$1,350,000	\$0
<u>STATE CHARGES/ASSESSMENTS</u>						
\$22,761	\$23,412		MOSQUITO CONTROL PROJECTS	0.00	\$24,115	\$24,120
\$5,563	\$5,734		AIR POLLUTION DISTRICTS	0.00	\$5,788	\$5,788
\$8,174	\$8,428		METRO. AREA PLANNING	0.00	\$8,440	\$8,440
\$14,460	\$14,460		RMV NON-RENEWAL SURCHARGE	0.00	\$11,700	\$11,700
\$341,060	\$346,473		MBTA	0.00	\$348,947	\$348,947
\$71,304	\$60,897		School Choice Assessment	0.00	\$96,751	\$96,751

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$822,109	\$1,096,388		Charter School Assessment	0.00	\$1,201,056	\$1,337,028
\$0	\$31,100		PUBLIC LIBRARY OFFSET	0.00	\$29,240	\$31,072
\$1,285,431	\$1,586,892		SUBTOTAL (NOT AN APPROPRIATION)	0.00	\$1,726,037	\$1,863,846
*Governor's proposed budget, still waiting on House Ways and Means						
\$1,285,431	\$1,586,892		STATE CHARGES/ASSESSMENTS TOTAL	0.00	\$1,726,037	\$1,863,846
<u>\$61,449,975</u>	<u>\$64,406,039</u>	-	<u>TOTAL GENERAL FUND APPROPRIATIONS</u>	<u>467.98</u>	<u>\$67,776,201</u>	<u>\$68,010,257</u>

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
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ENTERPRISE FUNDS

SEWER ENTERPRISE FUND

\$320,851	\$227,642		PERSONNEL (CBA)	4.00	\$232,759	\$232,759
\$406	\$31,998		DIRECTOR (CONTRACT)	0.25	\$33,290	\$33,290 *
\$679	\$53,532		CLERICAL (CBA)	1.00	\$53,367	\$53,367
\$4,344	\$12,500		OVERTIME (CBA)	0.00	\$10,500	\$10,500
\$20,849	\$23,500		STANDBY (CBA)	0.00	\$23,500	\$23,500
\$0	\$0		SEWER BLOCKS	0.00	\$0	\$0
\$947	\$2,100		POLICE DETAILS	0.00	\$3,000	\$3,000
\$0	\$1,250		OTHER COMPENSATION	0.00	\$0	\$0

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$1,439	\$2,763		LONGEVITY (CBA)	0.00	\$1,300	\$1,300
\$250	\$1,050		SICK INCENTIVE	0.00	\$0	\$0
\$373	\$29,420		ENGINEER	0.50	\$39,000	\$39,000 *
\$350,137	\$385,755	62	PERSONNEL SUBTOTAL	5.75	\$396,715	\$396,715
*25% of Director's Salary; 50% of Assistant Engineer's Salary						
\$22,082	\$25,000		FUEL	0.00	\$30,000	\$30,000
\$18,470	\$25,000		EQUIPMENT/MAINTENANCE	0.00	\$25,000	\$25,000
\$0	\$25,000		CONSULTING SERVICES	0.00	\$0	\$0 *
\$149,079	\$210,000		LIFT STATION OPER/MAINT	0.00	\$210,000	\$210,000
\$6,396	\$6,000		SEWER BILLS	0.00	\$7,000	\$7,000
\$76,661	\$75,000		OPER EXP ELECTRIC	0.00	\$80,000	\$80,000
\$2,500	\$2,500		UNIFORMS	0.00	\$2,500	\$2,500
\$42,075	\$65,000		EXPENSES	0.00	\$65,000	\$65,000
\$0	\$50,000		PAVING	0.00	\$50,000	\$50,000
\$0	\$30,000		SEWER RESERVE FUND	0.00	\$30,000	\$30,000
\$0	\$0		PROCUREMENT SERVICES	0.00	\$0	\$0
\$907,657	\$1,250,000		LYNN SEWER ASSESSMENT	0.00	\$1,250,000	\$1,250,000
\$1,224,920	\$1,763,500	63	EXPENSE SUBTOTAL	0.00	\$1,749,500	\$1,749,500
*Consulting Services was to support office during engineer vacancy						
\$456,648	\$456,648		INDIRECT TOWN SERVICES	0.00	\$466,013	\$466,013
\$243	\$1,000		ADMINISTRATION FEES/CHRG	0.00	\$1,000	\$1,000
\$118,370	\$146,166		PENSION CONTRIBUTION	0.00	\$148,078	\$148,078
\$314,805	\$315,040		PRINCIPAL ON BONDS	0.00	\$370,400	\$370,400
\$144,959	\$135,953		INTEREST ON BONDS	0.00	\$207,243	\$207,243
\$1,035,025	\$1,054,807	64	EXPENSE SUBTOTAL	0.00	\$1,192,734	\$1,192,734
\$2,610,083	\$3,204,062	-	TOTAL SEWER ENTERPRISE FUND	5.75	\$3,338,949	\$3,338,949
WATER ENTERPRISE FUND						
\$352,455	\$214,287		PERSONNEL (CBA)	4.00	\$211,793	\$211,793
\$406	\$31,998		DIRECTOR (CONTRACT)	0.25	\$33,290	\$33,290 *
\$0	\$53,532		CLERICAL (CBA)	1.00	\$53,367	\$53,367

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
			PUBLIC, EDUC, GOVT (PEG) CABLE TV ACCESS ENTERPRISE FUND			
\$6,251	\$20,040		ASSISTANT PRODUCER	1.00	\$39,050	\$39,050 *
\$29,406	\$26,520		PEG COORDINATOR STIPEND	0.00	\$27,050	\$27,050
\$4,881	\$29,980		VIDEO INTERNS	0.00	\$32,333	\$32,333
<u>\$40,538</u>	<u>\$76,540</u>	68	<u>PERSONNEL SUBTOTAL</u>	<u>1.00</u>	<u>\$98,433</u>	<u>\$98,433</u>
			*Assistant Producer made full time			
\$7,599	\$50,000		NEW EQUIPMENT	0.00	\$40,000	\$40,000
\$8,833	\$21,120		EQUIPMENT MAINTENANCE	0.00	\$16,500	\$16,500
\$3,701	\$11,350		DUES/SUBSCRIPTIONS	0.00	\$9,350	\$9,350
\$0	\$2,150		TRAINING	0.00	\$3,250	\$3,250
\$1,144	\$5,600		GENERAL SUPPLIES	0.00	\$5,550	\$5,550
\$174,949	\$165,756		SMALL CAPITAL & OTHER EXPENSES	0.00	\$135,214	\$135,214
\$0	\$12,750		INDIRECT TOWN SERVICES	0.00	\$12,750	\$12,750
<u>\$196,226</u>	<u>\$268,726</u>	69	<u>EXPENSE SUBTOTAL</u>	<u>0.00</u>	<u>\$222,614</u>	<u>\$222,614</u>
<u>\$236,764</u>	<u>\$345,266</u>	-	<u>TOTAL PUBLIC, EDUC, GOVT (PEG) CABLE TV ACCESS</u>	<u>1.00</u>	<u>\$321,047</u>	<u>\$321,047</u>
			SOLID WASTE ENTERPRISE FUND			
\$0	\$0		DPW OVERTIME (CBA)	0.00	\$8,640	\$8,640
<u>\$0</u>	<u>\$0</u>	70	<u>PERSONNEL SUBTOTAL</u>	<u>0.00</u>	<u>\$8,640</u>	<u>\$8,640</u>
\$0	\$0		SOLID WASTE & RECYCLING CONTRACT	0.00	\$1,464,000	\$1,464,000
\$0	\$0		YARD WASTE	0.00	\$12,000	\$12,000
\$0	\$0		WASTE ZERO	0.00	\$10,500	\$10,500
\$0	\$0		REPLACEMENT CARTS & PARTS	0.00	\$2,500	\$2,500
\$0	\$0		MATTRESS RECYCLING	0.00	\$500	\$500
\$0	\$0		COMPOSTING	0.00	\$4,032	\$4,032

EOY Expense FY2021	Approved Budget FY2022	Line Item No.	DEPARTMENTAL BUDGETS	FTE	Town Administrator Recommended FY2023	Finance Committee Recommended FY2023
\$0	\$0		SOLID WASTE ADVISORY EXPENSE	0.00	\$2,500	\$2,500
\$0	\$0		EXPENSES & MAILINGS	0.00	\$1,500	\$1,500
\$0	\$0		INDIRECT TOWN SERVICES	0.00	\$17,778	\$17,778
<u>\$0</u>	<u>\$0</u>	<u>71</u>	<u>EXPENSE SUBTOTAL</u>	<u>0.00</u>	<u>\$1,515,310</u>	<u>\$1,515,310</u>
<u>\$0</u>	<u>\$0</u>	-	<u>TOTAL SOLID WASTE</u>	<u>0.00</u>	<u>\$1,523,950</u>	<u>\$1,523,950</u>
<u>\$6,878,762</u>	<u>\$7,865,849</u>	-	<u>ENTERPRISE FUNDS TOTALS</u>	<u>12.50</u>	<u>\$9,844,890</u>	<u>\$9,844,890</u>
<u>\$68,328,737</u>	<u>\$72,271,888</u>	-	<u>TOTAL APPROPRIATIONS - ALL FUNDS</u>	<u>480.48</u>	<u>\$77,621,091</u>	<u>\$77,855,147</u>

Article # 4 *Collective Bargaining Agreements*

To see if the Town will vote to transfer a sum of money from Free Cash, or other identified funds, to fund the cost items contained in the Memoranda of Agreements amending the Collective Bargaining Agreements between the Town of Swampscott and the Massachusetts Coalition of Police Local #417 Union which were approved by the Select Board during Fiscal Year 2022 or take any action relative thereto.

Sponsored by the Town Administrator

Voted: The Motion Carries Unanimously

Article # 5 *Approve Transfer of Water Enterprise Fund Retained Earnings*

To see if the Town will vote to transfer from the Retained Earnings of the Water Enterprise Fund to the account of Current Revenue the sum of \$20,000 to be used and applied by the Select Board to mitigate increases in the water rate, or take any action relative thereto.

Sponsored by the Town Administrator

Voted: The Motion Carries

Article # 6 *Approve Transfer of Sewer Enterprise Fund Retained Earnings*

To see if the Town will vote to transfer from the Retained Earnings of the Sewer Enterprise Fund to the account of Current Revenue the sum of \$63,000 to be used and applied by the Select Board to mitigate increases in the sewer rate, or take any action relative thereto.

Sponsored by the Town Administrator

Voted: The Motion Carries

Article # 7 *Appropriation from Transportation Infrastructure Fund*

To see if the Town will vote to appropriate the sum of \$4,509 received in the Transportation Infrastructure Fund, a receipt reserved for appropriation account, for expenses associated with the impact of transportation network services on municipal roads, bridges, and other transportation infrastructure, including any incidental or related costs, or take any action relative thereto.

Sponsored by the Town Administrator

Votes: The Motion Carries

Article # 8 *Foster Care Transportation Reimbursement*

To see if the Town will vote to authorize the Swampscott Public Schools to enter into contracts to seek federal reimbursement for foster care transportation activities being carried out by the Town, and to provide that payments for services under such contracts be made from the reimbursements or revenues recovered as a result of the services performed, without appropriation of such revenues, in accordance with the provisions of M.G.L. Ch. 44 § 0; or take any other action relative thereto.

Sponsored by School Committee.

Voted: The Motion Carries

Article # 9 *General Bylaws – Revolving Funds*

To see if the Town will vote to amend General Bylaws Article XXI, Section 2 to establish the annual spending limit for the Recreation Department Revolving Fund in accordance with G.L. Chapter 44, §53E ½, with such updated expenditure limit, to be applicable for each fiscal year until such time as Town Meeting votes, prior to July 1 in any year, to increase the same for the ensuing fiscal year; provided, however, that at the request of the entity authorized to expend such funds, the Select Board, with the approval of the Finance Committee, may increase such limit, for that fiscal year only, all as set forth below:

PROGRAM OR PURPOSE	FISCAL YEAR SPENDING LIMIT
Recreation*	\$300,000

(*was \$275,000)

, or take any action relative thereto.

Sponsored by Town Administrator

Voted: The Motion Carries

Article # 10 *Appropriation for Chapter 90 Roadway Improvements*

To see if the Town will vote to accept and appropriate the sum of **\$300,000** or such other amount as is made available, to repair, construct or reconstruct streets, together with all necessary work incidental thereto, including engineering, in conjunction with the Commonwealth of Massachusetts, under General

Laws Chapter 90 or otherwise; and to transfer for this purpose any unexpended balance of appropriations voted for this purpose at prior Town Meetings, or take any action relative thereto.

Sponsored by the Town Administrator

Voted: The Motion Carries

Article # 11 *Appropriation for Recommended Capital Projects*

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the necessary funds to pay costs of various capital projects, including, as applicable, equipping of capital items to be acquired, and all incidental and related costs for capital projects, all as described in the chart below (*Project Nos. refer to Appendix A*) (*CIC Changes highlighted in green*)

Proj No.	Department	Project Title	Administrator Recommended	CIC Recommended	Finance Committee Recommended	Funding Source
1	Community Development	Repave Clarke School Basketball Court	\$29,475	\$29,475	\$29,475	Borrowing – General Fund
2	DPW	Cemetery Surplus Fill Removal	\$500,000	\$250,000	\$250,000	Borrowing – 50% Water/50% Sewer
3	DPW	Equipment Replacement Plan	\$250,000	\$250,000	\$250,000	Borrowing – General Fund
4	DPW	Fisherman’s Beach Floats	\$150,000	\$150,000	\$150,000	Borrowing – General Fund
5	DPW	Seawall Repairs	\$715,000	\$715,000	\$715,000	Borrowing – General Fund
6	DPW	Street Paving (Non Chp-90)	\$215,000	\$465,000	\$465,000	Borrowing – General Fund
7	DPW	Water Main Replacement	\$250,000	\$250,000	\$250,000	Borrowing – Water Fund (0% Int MWRA Loan)
11	Facilities	Cleaning Machines	\$25,000	\$25,000	\$25,000	Borrowing – General Fund
12	Facilities	District Network Upgrades	\$70,000	\$70,000	\$70,000	50% Borrowing – General Fund/50% E-Rate Grant Funding
16	Facilities	Fire Stations 3 rd Floor Stairway and Reno	\$50,000	\$50,000	\$50,000	Borrowing – General Fund
22	Facilities	Green Communities Projects	150,000	150,000	150,000	Green Communities Grant Funding
23	Facilities	High School Energy Efficiency Upgrades	\$50,000	\$50,000	\$50,000	Borrowing – General Fund

Proj No.	Department	Project Title	Administrator Recommended	CIC Recommended	Finance Committee Recommended	Funding Source
24	Facilities	High School Exterior Improvements	\$150,000	\$150,000	\$150,000	Borrowing – General Fund
26	Facilities	High School Media Center	\$50,000	\$50,000	\$50,000	Borrowing – General Fund
29	Facilities	High School Shop Improvements	\$30,000	\$30,000	\$30,000	Borrowing – General Fund
31	Facilities	Library Envelope	\$150,000	\$150,000	\$150,000	Borrowing – General Fund
32	Facilities	Middle School Building Envelope Improvements	\$90,000	\$90,000	\$90,000	Borrowing – General Fund
34	Facilities	Middle School Gym & Library Flooring Replacement	\$60,000	\$60,000	\$60,000	Borrowing – General Fund
35	Facilities	Middle School Hot Water, Refrigeration, and Facilities Build Out	\$110,000	\$110,000	\$110,000	Borrowing – General Fund
38	Facilities	Police Station Flooring System	\$30,000	\$30,000	\$30,000	Borrowing – General Fund
41	Facilities	Senior Center Commercial Kitchen Upgrade	\$100,000	\$100,000	\$100,000	Borrowing – General Fund
N/A	Facilities	Town Hall Basement Build-Out	\$50,000	\$0	\$0	Borrowing – General Fund
42	Facilities	Town Hall Exterior Restoration	\$30,000	\$30,000	\$30,000	Borrowing – General Fund
45	Facilities/Police/DPW	Building Camera Systems Upgrades	\$150,000	\$150,000	\$150,000	Borrowing – General Fund
46	Fire	Decommission Municipal Wire Alarm System & Replace with Modern Equipment	\$96,526	\$96,526	\$96,526	Borrowing – General Fund
47	Fire	Fire Station Sprinkler System	\$100,000	\$100,000	\$100,000	Borrowing – General Fund
50	Police	Cruiser & Cruiser Laptop Replacement Program	\$42,000	\$42,000	\$42,000	Borrowing – General Fund
52	Police	Pick-Up Truck	\$45,000	\$45,000	\$45,000	Borrowing – General Fund

Proj No.	Department	Project Title	Administrator Recommended	CIC Recommended	Finance Committee Recommended	Funding Source
53	Police	Police Radio Infrastructure	\$147,100	\$147,100	\$147,100	Borrowing – General Fund
54	Police	Taser Replacement	\$24,000	\$24,000	\$24,000	Borrowing – General Fund
N/A	Police	Work Space Redesign Project	\$15,000	\$0	\$0	Borrowing – General Fund
56	Recreation	Replace Sailboats	\$26,000	\$26,000	\$26,000	Borrowing – General Fund
59	Sewer	Sewer Rehab ABSB	\$248,000	\$248,000	\$248,000	Borrowing – Sewer Fund
60	Water	Calgon Station Demolition	\$185,000	\$185,000	\$185,000	Borrowing – Water Fund
TOTAL Appropriations			\$4,383,101	\$4,318,101	\$4,318,101	

PROPOSED FUNDING	Administrator Recommended	CIC Recommended	Finance Committee Recommended
GENERAL FUND BORROWING	\$3,015,101	\$3,200,101	\$3,200,101
WATER BORROWING	\$685,000	\$560,000	\$560,000
SEWER BORROWING	\$498,000	\$373,000	\$373,000
GRANT FUNDING (E- Rate)	\$35,000	\$35,000	\$35,000
GRANT FUNDING (GREEN COMMUNITIES)	\$150,000	\$150,000	\$150,000
TOTAL FUNDING	\$4,383,101	\$4,318,101	\$4,318,101

Each numbered item will be considered a separate appropriation; with the budgeted amount to be spent only for the stated purpose; or take any action relative thereto.

Sponsored by the Capital Improvement Committee

Voted: Article was Indefinitely Postponed

Article # 12 *Citizens Petition Article – Repair and/or Replace Middle School Windows*

To see if the Town will vote to appropriate seven hundred thousand dollars (\$700,000) for the repair and/or replacement, as reasonably determined, of windows at the Swampscott Middle School located at 207 Forest Avenue; and, to authorize the Treasurer, with the approval of the Select Board, to borrow

said sum pursuant to M.G.L., ch.44, secs. 7 or 8, or any other enabling authority, and issue bonds or notes of the Town therefore, or transfer from available funds, or otherwise, and further, that any premium received by the Town upon the sale of any bonds or notes, may be applied to the payment of costs approved by this vote and in accordance with M.G.L., ch.44, sec.20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount, or take any action relative thereto.

Sponsored by Tasia Vasiliou, et al.

Voted: Indefinitely Postponed

Article # 13 *Citizens Petition Article – Amend the Method of Appointment of the Finance Committee*

To see if the Town will vote to amend Section 2-7 of the Town of Swampscott Charter to read: **Section 2-7**, Finance Committee. The select board, by majority vote, and the moderator shall appoint, on an alternating schedule to commence with the select board, members of a finance committee consisting of 1 voter from each precinct and 3 additional voters at large; provided, however, that not more than 2 voters from any 1 precinct shall serve at the same time on the finance committee. All members shall serve for 3-year terms, but if a member resigns or otherwise becomes unable to serve, a new member shall be appointed as described above. Matters referred to this committee shall include all questions pertaining to the appropriation or expenditure of money, the creation of debt, the disposition of town property and all other questions affecting the town, for the purpose of making recommendations, but this shall not prohibit the appointment of special committees to investigate matters pertaining to the town or to execute work authorized by it. The finance committee may consult with all departments, officers, employees, agents, or committees of the town and all such departments, officers, employees, agents and committees shall furnish such information as they possess that may be required by the finance committee. The finance committee may also examine all books, vouchers, papers and other instruments in the custody or possession of any officer, employee, agent or committee or the town.

Sponsored by Debora Newman, et al.

Voted: Indefinitely Postponed

Article # 14 *Zoning By-Law Amendment – Table of Principal Uses, Humphrey Street Overlay District and Special Permit Criteria Amendments*

To see if the Town will vote to amend the Town of Swampscott Zoning By-Law by making changes to the Table of Principal Uses, Section 2.2.3.0.E regarding Commercial Uses; Humphrey Street Overly District, Section 4.7.3.0 regarding Permitted Uses and Review Process; and the Special Permit Criteria in Section 5.3.2.0 as provided in **Appendix B** below with deletions in strikethrough and additions underlined, or take any action relative thereto.

Sponsored by the Planning Board

Voted: The Motion Carries Unanimously As Amended

Article # 15 *Climate Change Resolution*

To see if the Town will vote to authorize adopt the Climate Action Plan Resolution included in Appendix D, which was developed by the Swampscott Climate Action and Resilience Coalition, a citizen-led group of volunteers, that establishes goals to achieve Zero Carbon Energy, and further to authorize the Select Board to enter into any agreements upon such terms and conditions as the Board deems appropriate related to such resolution, including but not limited to any grant agreements with the Massachusetts

Department of Energy Resources or any other funding agency, to achieve the resolution's goals, or take any action relative thereto.

Voted: The Motion Carries Unanimously

Article # 16 *Indigenous Peoples' Day Proclamation*

To see if the Town will vote to adopt the Official Indigenous Peoples' Day Proclamation set forth in Appendix E, proclaiming that the second Monday in October shall be known as Indigenous Peoples' Day in the Town of Swampscott, or take any action relative thereto.

Voted: The Motion Carries Unanimously As Amended

ARTICLE # 1 ACQUISITION OF LAND

To see if the Town will vote to authorize the Select Board to acquire, by purchase, gift or eminent domain, a fee simple interest in the following properties located at:

- 149-169 Humphrey Street, Swampscott, which is comprised of Assessor's Tax Map 2-185-0, containing 1.378 acres, more or less, and Assessor's Tax Map 2-189-0, containing .095 acres, more or less, and described in deeds recorded with the Essex South District Registry of Deeds in Book 8716, Page 373 and Book 40062, Page 545, together with all improvements thereto, and that personal property included therewith;
- Real property located off Archer Street, Swampscott, Massachusetts, known as Assessor's Tax Map 7-1-0, containing 5.033 acres, more or less, and described in a deed recorded with the Essex South District Registry of Deeds in Book 33363, Page 547, together with all improvements located thereon, if any, and all appurtenant rights thereto; and
- Real property located off Archer Street, Swampscott, Massachusetts, known as Assessor's Tax Map 7-213 through 7-248 inclusive and Assessor's Tax Map 7-250 through 7-255 inclusive, which in total contain 4.5 acres, more or less, together with all improvements located thereon, if any, and all appurtenant rights thereto.

for general municipal purposes, including, but not limited to, open space, conservation and active recreational purposes, and constructing, maintaining, operating, repairing and replacing any improvements and leasing all or portions of the property in support of the foregoing purposes, on such terms and conditions as the Select Board deems appropriate; as funding for said acquisitions, to raise and appropriate, transfer from available funds, borrow, or otherwise provide a sum or sums of money to acquire the properties described herein and for all legal fees and other costs incidental and/or related thereto; and, to meet this appropriation, to authorize the Treasurer, with the approval of the Select Board, to borrow all or a portion of said sum under G.L. c. 44, §§7 and 8 and/or any other enabling authority, and to issue bonds or notes of the Town therefor; and to authorize the Select Board to apply for, accept and expend any sums that may be provided by the Commonwealth or other public or private sources to defray all or a portion of the costs of said acquisition; and, further, to authorize the Select Board to enter into all agreements and execute any and all instruments on behalf of the Town as may be necessary or appropriate to effectuate said acquisitions, or take any action relative thereto.

Voted: The Motion Carries Unanimously

ARTICLE # 2 AMENDMENT TO THE ZONING BYLAW AND ZONING MAP

To see if the Town will vote to amend the Town of Swampscott Zoning By-law (the "Zoning By-law") Section

2.1.2.0 to establish a new Overlay District, subsection 2.1.2.7 Glover Multifamily Overlay District and Section

2.1.3.0 and the Zoning Map of the Town of Swampscott prepared under the direction of

the Planning Board (“Zoning Map”) to show the location of the new Glover Multifamily Overlay District as covering the same area as the Smart Growth (MGL c.40R) Zoning Overlay District identified in Section 2.1.2.4 as shown on the current Zoning Map; and further, to amend the Zoning By-law to add a new Section 4.10.0.0 immediately after Section 4.9.0.0, as provided in Appendix A, or take any action relative thereto.

Voted: The Motion Carries Unanimously

ARTICLE # 3 *APPROPRIATION FOR RECOMMENDED CAPITAL PROJECTS*

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the necessary funds to pay costs of various capital projects, including, as applicable, equipping of capital items to be acquired, and all incidental and related costs for capital projects, all as described in the chart below (*Project Nos. refer to Appendix B*) (*CIC Changes highlighted in green*)

Proj. No.	DEPARTMENT	PROJECT TITLE	Administrator Recommended	CIC Recommended	Finance Committee Recommended	Funding Source
1	Community Development	Repave Clarke School Basketball Court	\$29,475	\$29,475	\$29,475	Borrowing – General Fund
2	DPW	Cemetery Surplus Fill Removal	\$500,000	\$250,000	\$250,000	Borrowing – 50% Water/50% Sewer
3	DPW	Equipment Replacement Plan	\$250,000	\$250,000	\$250,000	Borrowing – General Fund
4	DPW	Fisherman’s Beach Floats	\$150,000	\$150,000	\$150,000	Borrowing – General Fund
5	DPW	Seawall Repairs	\$715,000	\$715,000	\$715,000	Borrowing – General Fund
6	DPW	Street Paving (Non Chp-90)	\$215,000	\$465,000	\$465,000	Borrowing – General Fund
7	DPW	Water Main Replacement	\$250,000	\$250,000	\$250,000	Borrowing – Water Fund (0% Int MWRA Loan)
11	Facilities	Cleaning Machines	\$25,000	\$25,000	\$25,000	Borrowing – General Fund
12	Facilities	District Network Upgrades	\$70,000	\$70,000	\$70,000	50% Borrowing – General Fund/50% E-Rate Grant Funding
16	Facilities	Fire Stations 3 rd Floor Stairway and Reno	\$50,000	\$50,000	\$50,000	Borrowing – General Fund

Proj. No.	DEPARTMENT	PROJECT TITLE	Administrator Recommended	CIC Recommended	Finance Committee Recommended	Funding Source
22	Facilities	Green Communities Projects	150,000	150,000	150,000	Green Communities Grant Funding
23	Facilities	High School Energy Efficiency Upgrades	\$50,000	\$50,000	\$50,000	Borrowing – General Fund
24	Facilities	High School Exterior Improvements	\$150,000	\$150,000	\$150,000	Borrowing – General Fund
26	Facilities	High School Media Center	\$50,000	\$50,000	\$50,000	Borrowing – General Fund
29	Facilities	High School Shop Improvements	\$30,000	\$30,000	\$30,000	Borrowing – General Fund
31	Facilities	Library Envelope	\$150,000	\$150,000	\$150,000	Borrowing – General Fund
32	Facilities	Middle School Building Envelope Improvements	\$90,000	\$90,000	\$90,000	Borrowing – General Fund
34	Facilities	Middle School Gym & Library Flooring Replacement	\$60,000	\$60,000	\$60,000	Borrowing – General Fund
35	Facilities	Middle School Hot Water, Refrigeration, and Facilities Build Out	\$110,000	\$110,000	\$110,000	Borrowing – General Fund
38	Facilities	Police Station Flooring System	\$30,000	\$30,000	\$30,000	Borrowing – General Fund
41	Facilities	Senior Center Commercial Kitchen Upgrade	\$100,000	\$100,000	\$100,000	Borrowing – General Fund
N/A	Facilities	Town Hall Basement Build-Out	\$50,000	\$0	\$0	Borrowing – General Fund
42	Facilities	Town Hall Exterior Restoration	\$30,000	\$30,000	\$30,000	Borrowing – General Fund
45	Facilities/Police/DPW	Building Camera Systems Upgrades	\$150,000	\$150,000	\$150,000	Borrowing – General Fund
46	Fire	Decommission Municipal Wire Alarm System & Replace with Modern Equipment	\$96,526	\$96,526	\$96,526	Borrowing – General Fund
47	Fire	Fire Station Sprinkler System	\$100,000	\$100,000	\$100,000	Borrowing – General Fund
50	Police	Cruiser & Cruiser Laptop Replacement Program	\$42,000	\$42,000	\$42,000	Borrowing – General Fund
52	Police	Pick-Up Truck	\$45,000	\$45,000	\$45,000	Borrowing – General Fund
53	Police	Police Radio Infrastructure	\$147,100	\$147,100	\$147,100	Borrowing – General Fund

Proj. No.	DEPARTMENT	PROJECT TITLE	Administrator Recommended	CIC Recommended	Finance Committee Recommended	Funding Source
54	Police	Taser Replacement	\$24,000	\$24,000	\$24,000	Borrowing – General Fund
N/A	Police	Work Space Redesign Project	\$15,000	\$0	\$0	Borrowing – General Fund
56	Recreation	Replace Sailboats	\$26,000	\$26,000	\$26,000	Borrowing – General Fund
59	Sewer	Sewer Rehab ABSB	\$248,000	\$248,000	\$248,000	Borrowing – Sewer Fund
60	Water	Calgon Station Demolition	\$185,000	\$185,000	\$185,000	Borrowing – Water Fund
TOTAL Appropriations			\$4,383,101	\$4,318,101	\$4,318,101	

PROPOSED FUNDING	Administrator Recommended	CIC Recommended	Finance Committee Recommended
GENERAL FUND BORROWING	\$3,015,101	\$3,200,101	\$3,200,101
WATER BORROWING	\$685,000	\$560,000	\$560,000
SEWER BORROWING	\$498,000	\$373,000	\$373,000
GRANT FUNDING (E-Rate)	\$35,000	\$35,000	\$35,000
GRANT FUNDING (GREEN COMMUNITIES)	\$150,000	\$150,000	\$150,000
TOTAL FUNDING	\$4,383,101	\$4,318,101	\$4,318,101

Each numbered item will be considered a separate appropriation; with the budgeted amount to be spent only for the stated purpose; or take any action relative thereto.

Sponsored by the Capital Improvement Committee

Voted: The Motion Carries

ACCOUNTING DEPARTMENT

Annual Report

January 31, 2023

To the Honorable Select Board and Citizens of the Town of Swampscott:

Subsequent to the close of each year, state law requires the Town of Swampscott to publish a complete set of financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) that are audited in accordance with generally accepted auditing standards by a firm of licensed certified public accountants. Pursuant to that requirement, we hereby issue the Annual Comprehensive Financial Report (ACFR) of the Town of Swampscott, Massachusetts, for the year ending June 30, 2022, for your review.

The report is designed to be used by the elected and appointed officials of the Town and others who are concerned with its management and progress such as bond analysts, banking institutions and credit raters. Just as important, the design and format of this report is aimed at providing the residents and taxpayers of Swampscott a more easily readable and, therefore, a more easily understandable financial report.

This report consists of management's representations concerning the finances of the Town of Swampscott. Consequently, management assumes full responsibility for the completeness and reliability of all of the information presented in this report. As management, we assert that, to the best of our knowledge and belief, this financial report is complete and reliable in all material respects. In order to provide a reasonable basis for making these financial representations, management continues to review and improve its established comprehensive internal controls. The framework for these controls is designed to protect, to the extent possible, the government's assets from loss, theft, or misuse. The cost of internal controls should not outweigh their benefits. As a result, the Town of Swampscott's comprehensive framework of internal controls has been designed to provide reasonable rather than absolute assurance that the financial statements for the year ended June 30, 2022, are fairly presented in conformity with GAAP.

The Town of Swampscott's financial statements have been audited by Powers & Sullivan, LLC, a firm of licensed certified public accountants. The goal of the independent audit was to provide reasonable assurance that the financial statements of the Town of Swampscott for the year ended June 30, 2022, are free of material misstatement. The independent audit involved examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements; assessing the accounting principles used and significant estimates made by management; and evaluating the overall financial statement presentation. The independent auditor concluded, based upon the audit, that there was a reasonable basis for rendering an unmodified opinion on the Town of Swampscott's financial statements for the year ended June 30, 2022, and that they are fairly presented in conformity with GAAP. The independent auditor's report is presented as the first component of the financial section of this report.

The independent audit of the financial statements of the Town of Swampscott is part of a broader, federally mandated "Single Audit" designed to meet the special needs of federal grantor agencies. The standards governing Single Audit engagements require the independent auditor to report not only on the fair presentation of the financial statements, but also on the audited government's internal controls and compliance with legal requirements, with special emphasis on internal controls and legal requirements involving the administration of federal awards. These reports are available in the Town of Swampscott's separately issued Report on Expenditures of Federal Awards.

GAAP requires that management provide a narrative introduction, overview, and analysis to accompany the basic financial statements in the form of Management's Discussion and Analysis (MD&A). This letter of transmittal is designed to complement the MD&A and should be read in conjunction with it. The Town of Swampscott's MD&A can be found immediately following the report of the independent auditors.

Profile of the Town

Swampscott was originally incorporated in 1852. Early historical accounts of Swampscott indicated that the Native Americans, referred to as Naumkeags, came to what was called the "land of the red rock" in the seventeenth century to fish and hunt. Early accounts of Swampscott considered it a "community of modest means" and indicated that one man in three was a fisherman. Of the rest, a goodly number were shoemakers (also known as cordwainers), shoe cutters (known as clickers), yeomen or farmers and merchants. As a seafaring fishing village, Swampscott hosted a large commercial fishing fleet which sailed daily from our protected bay. From its fishing interests, Swampscott reached worldwide status as the place where Ebenezer Thorndike invented the lobster pot in 1808 to revolutionize lobster harvesting. Also, the Swampscott Dory, a fishing boat still in use throughout the world today, was invented in 1840 by Theophilus Brackett to row and to pull lobster pots. The dory was considered the best seaworthy boat for fishermen due to its unique flat-bottomed design. Stately homes which evolved in Swampscott include Professor Elihu Thomson's Georgian revival mansion with its unique and ornate interior carvings. Professor Thomson founded the Thomson-Houston Electric Company which is now the General Electric Company. The building, designed by James T. Kelley, now serves as the Town Administration Building, and is also listed on the National Historic Register.

Swampscott has retained the essence of a quiet setting along the north shore of the Atlantic Ocean with the soothing sounds of the ocean lapping along the seashore.

The Town is governed by a Representative Town Meeting form of government and is located on the North Shore of Massachusetts in Essex County approximately 12 miles from Boston. Swampscott is accessible by roads including Routes 129, 114, and 1A. The Town is bordered by the City of Lynn, the City of Salem, and the Town of Marblehead. The Atlantic Ocean borders the Town on the eastern boundary. Swampscott's land area is approximately 3.3 square miles and its population has increased by 8.81% to 15,155 since the most recent town census.

The Town provides general governmental services for the territory within its boundaries, including police and fire protection, public education in grades kindergarten through twelve, water, sewer, street maintenance, parks, beaches, and other recreational facilities.

The Massachusetts Bay Transportation Authority provides public transportation to the Town by way of inter-city bus and commuter rail. By utilizing this transportation option, residents can connect to surrounding communities including the City of Boston, which is a major domestic and international transportation hub. The Swampscott Housing Authority provides public housing for eligible low income families, the elderly and the handicapped.

Local legislative decisions are made by a Representative Town Meeting. Subject to the legislative decisions made by the Town Meeting, the affairs for the Town are generally administered by a Select Board. The Select Board is supported by the Town Administrator.

Local school affairs are administered by a School Committee of five persons, elected for staggered three-year terms on an at-large basis. The Water and Sewer operations are managed by the Select Board. Local taxes are assessed by a board of three assessors, elected for staggered three-year terms.

Budgetary Controls

The Town Administrator is responsible for preparing the budget and reviewing it with the various departments, boards, and committees. This budget is then presented to the to the Select Board and Finance Committee. A nine member Finance Committee made up of citizen volunteers appointed by the Town Moderator reviews the budget and makes recommendations to Town Meeting.

The level of budgetary control is established by Town Meeting and this approval defines the level at which expenditures may not exceed appropriations. This level is typically at the individual department salary and expense level. The Town Accountant is responsible for ensuring all payroll and invoices are within the budgetary control level before authorizing payment. Additional appropriations may be approved at subsequent Town Meetings. The Finance Committee, upon request of the Town Administrator, may approve during the year a transfer from a reserve fund established at Town Meeting. These controls ensure compliance with the budget approved by Town Meeting.

Factors Affecting Economic Condition

Local Economy

The Town of Swampscott continues to reflect a strong economic condition. The per capita income is significantly higher than state averages, and the unemployment rate has always been extremely low. Swampscott has a primarily residential tax base which has grown through rapidly rising home values.

In 2022, the average price of a home in Swampscott was \$599,244 (based upon 2020 sales data), an increase of approximately 7.7% from the previously available data. The current economic environment indicates that property values are once again on the rise. The strong building permit activity over the last several years has appeared to reach a peak and is trending to level out once again. Swampscott is an ocean front community with a pristine coastline, as well as having an excellent reputation for academics, athletics, and many cultural and natural amenities. Easy access to the commuter rail facilitates the commute to Boston. All of this has made Swampscott a highly desirable location.

Along with capital costs, the Town continues to be faced with the challenge of how to deal with a relatively flat revenue stream at a time when the cost of providing services to residents of Swampscott continues to increase. State aid continues to be erratic mostly due to Charter School Funding and Enrollment. State aid revenues were relatively stable from FY 2021 to FY 2022, while state assessments decreased by 16% during that period. The three-year average for Net State Aid is a modest 5.82%. Local Receipts showed a one-year increase of over 6.77%, due primarily to a one-time revenue windfall as well as the introduction of a new short-term rental income. The three-year average for local receipts was nearly 5.9%. The Town is also anticipating future new revenues from taxes relating to the retail marijuana establishments.

Proposition 2½ caps the Town's ability to raise taxes and excess levy capacity is limited. The Town has approved a Proposition 2½ operating override twice in the past two decades for building construction of the new High School and Police Station. It is unclear whether this will be a viable solution in the near future.

Fortunately, the Town has long enjoyed a cooperative approach to problem solving among its many boards and committees, departments, unions, and citizens. This cooperation has led to solid fund balances.

During the 2022 budget cycle, departments continued to work together to create a budget that did not rely heavily on long-term reserves. The Town further addressed revenue needs with increased fees wherever practical. Department heads, committees, and boards understand that, all in all, revenues are not going to dramatically increase anytime soon. Knowing this, everyone involved in the budget process is committed to providing services more efficiently and at a lower cost.

Long-Term Financial Planning

The Town's long-term financial planning is focused on addressing the numerous needs of the community, particularly in view of the revenue constraints of Proposition 2½. Discussions are ongoing concerning issues regarding how to provide the community with the level of services it has come to expect under difficult financial conditions. Town departments, the School Committee, Finance Committee, have all provided input.

The Town continues to review and modify its sustainable long-term financial plan. Management recognizes that in order to continue to provide services to the community, while at the same time maintaining its existing infrastructure, a formalized plan is necessary. Issues being discussed include long range capital planning, appropriate reserve levels, and stabilizing the average single-family tax bill. The Town will be planning and designing the new Elementary School, improvements to the old Police Station on Burrill Street, the Rail Trail, and improvements to the Water and Sewer storm drains.

As of FY 2022, the Town had \$7,125,102 in the General Stabilization Fund and \$1,678,331 in the Capital Stabilization Fund.

Relevant Financial Policies

The Town uses a zero-based conservative budgeting strategy with the goal of maintaining target ranges for general fund stabilization, capital stabilization, debt limits, and free cash, while utilizing those funds to maintain or decrease the average single-family tax bill.

Major Initiatives

The Town, through its long-range planning development and strong financial position, saw its bond rating reaffirmed at AA+ status and we are all very proud of this achievement. It was through these efforts that the Town has secured and maintained such a lofty bond rating. I did want to highlight the fact that with this most recent rating, S&P Global Ratings raised the Town’s Management score to “very strong.” This reflects S&P’s view that the Town’s financial management policies and practices are “very strong” under their Financial Management Assessment methodology. This methodology looks at budget preparation and tracking policies and practices, as well as policies on debt, reserves, and investments. It also considers whether an issuer prepares multi-year capital and budget forecasting plans. There are not many Massachusetts issuers that have this score, and this is a distinction of which the Select Board, Finance Committee and the Town’s management team, and other stakeholders should be proud.

Awards and Acknowledgements

The Government Finance Officers Association (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to the Town of Swampscott for its annual comprehensive financial report (ACFR) for the fiscal year ended June 30, 2021. In order to, receive this prestigious award, a government must publish an easily readable and efficiently organized ACFR that satisfies both generally accepted accounting principles and applicable legal requirements.

A Certificate of Achievement is valid for one year only. We believe that the fiscal year 2022 ACFR continues to meet the Certificate of Achievement Program’s requirements and we are submitting it to the GFOA for consideration for another certificate.

Preparing a document of this magnitude requires a significant investment of time and resources. I am grateful to Financial Team for completing this document. This document reflects well upon the professionalism of our organization and provides a wealth of information to the community.



Respectfully Submitted,

Amy Sarro

Independent Auditor's Report

To the Honorable Select Board
Town of Swampscott, Massachusetts

Report on the Audit of the Financial Statements Opinions

We have audited the accompanying financial statements of the governmental activities, the business-type activities, each major fund, and the aggregate remaining fund information of the Town of Swampscott, Massachusetts, as of and for the year ended June 30, 2022 (except for the Swampscott Contributory Retirement System which is as of and for the year ended December 31, 2021), and the related notes to the financial statements, which collectively comprise the Town of Swampscott, Massachusetts' basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, the business-type activities, each major fund, and the aggregate remaining fund information of the Town of Swampscott, Massachusetts, as of June 30, 2022 (except for the Swampscott Contributory Retirement System which is as of and for the year ended December 31, 2021), and the respective changes in financial position, and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Town of Swampscott, Massachusetts and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Town of Swampscott, Massachusetts' ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and Government Auditing Standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and Government Auditing Standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Town of Swampscott, Massachusetts' internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Town of Swampscott, Massachusetts' ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and required supplementary information, as listed in the table of contents, be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries

of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the Town of Swampscott, Massachusetts' basic financial statements. The accompanying combining statements, as listed in the table of contents, are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the combining statements are fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Information

Management is responsible for the other information included in the Annual Comprehensive Financial Report. The other information comprises the introductory and statistical sections but does not include the basic financial statements and our auditor's report thereon. Our opinions on the basic financial statements do not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

Other Reporting Required by Government Auditing Standards

In accordance with Government Auditing Standards, we have also issued our report dated January 31, 2023, on our consideration of the Town of Swampscott, Massachusetts' internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Town of Swampscott, Massachusetts' internal control over financial reporting or on compliance. That report is an integral part of an audit performed

in accordance with Government Auditing Standards in considering the Town of Swampscott, Massachusetts' internal control over financial reporting and compliance.

Powers & Sullivan, LLC

January 31, 2023

Full Audit Report can be found online at [Town of Swampscott website](#)

BOARD OF ASSESSORS

Neil G. Sheehan, Chairman

Tasia Vasiliou

Lara Goodman

Richard D. Simmons, Jr. Interim Director of Assessing

Lisa Taylor, Administrative Assistant.

In compliance with Article 4, Section 2 of the by-laws of the Town of Swampscott, the Board of Assessors is submitting its annual report to the citizens of Swampscott for Fiscal Year 2022.

In Fiscal Year 2022, the town went through its required annual interim valuation. The Department of Revenue (DOR) requires that all cities and towns value all properties within its jurisdiction at full market value as of the January 1st prior to the beginning of the fiscal year and submit the results for a review and approval by the DOR. Single family assessed values increased by 9.04% for FY2022 while commercial assessments increased by 16.8%.

The Department of Revenue requires that each town physically measure and inspect all real estate within the community every ten years; this includes all new construction and modifications to all buildings within the town (new growth). The department works with our contractor, Patriot Properties to ensure that the accuracy of the data is maintained and that assessments reflect present market values as of January 1st of any given year. Next year the assessing office will perform such a Quinquennial Recertification of Values for the town.

At the town-wide election in April, Mr. Neil G. Sheehan was re-elected to the Board of Assessors for a three-year term. Mr. Sheehan was subsequently nominated and unanimously re-elected to the position of chair.

The Board of Assessors is charged with the administration of real estate exemption for individuals that qualify for relief. To that end the Board granted 81 requests for relief: 6 blind, 10 senior, and 65 veteran's exemptions. The Board also granted 24 Real Estate Tax Senior Work-off Abatements.

In a joint meeting between the Board of Assessors and the Select Board on December 1, 2021, the Select Board once again voted to maintain a split tax rate. The approved rate for Fiscal Year 2023 was \$12.83 per thousand for residential properties and \$23.20 for commercial, industrial, and personal property.

The Board issued 13,723 motor vehicle excise tax bills for FY22 and 167 boat excise tax bills.

The Board of Assessors wishes to express its appreciation to Benjamin Straight who retired from his position in June of this year, for his contribution to the office as Director of Assessing and to Lisa Taylor who joined the office in March of this year for her continued service to the town as Administrative Assistant to the Board of Assessors. Finally, the Board wishes to acknowledge the contribution of Richard D. Simmons, Jr. who joined the office as interim assessor in September and will be working with the Board of Assessors and the Select Board in setting the tax rate for FY2023.

Submitted respectfully,

Richard D. Simmons, Jr., Director of Assessing.

COMMUNITY AND ECONOMIC DEVELOPMENT

MISSION STATEMENT

The Office of Community and Economic Development shapes the future of Swampscott by: developing a vision for the community through planning documents; fostering key development design and land use through bylaws and regulations; improving our built and natural surroundings through environmental protections and leadership; preserving our unique heritage and culture; encouraging a broad range of housing and business opportunities; and connecting our neighborhoods and points of interest with efficient and various transportation options. The staff provides technical and administrative support for residential, commercial, and industrial development, subdivision control, and Wetlands Protection Act review. Support is also provided to develop new or revise existing bylaws and rules and regulations to remain compliant and appropriate with the evolving community.

SIGNIFICANT CHANGES

- Senior Planner vacancy

PREVIOUS YEAR ACCOMPLISHMENTS

Secured \$500,000 in grant funding

- \$250,000 – Housing Choice Communities for pedestrian, cycling infrastructure improvements near the MBTA commuter rail neighborhood
- \$200,000 – Shared Streets Program for bike repair stations, rapid flashing beacon crosswalk infrastructure
- \$50,000 – Division of Conservation Services for harbor and waterfront related improvements

Continued grant administration of the following:

- \$400,000 – Compete Streets Grant-rehabilitation of Walker Road
- \$150,000 – Shared Streets and Spaces Grant- Rail Trail
- \$120,000 – Community Development Block Grant (CDBG) to support small businesses during COVID-19 as well as the Anchor Food Pantry
- \$44,800 – Parkland Acquisition and Renovation for Communities (PARC) Grant to rehabilitate Windsor Playground

Completed the following:

- Essex Heritage Grant for interpretive signage. Signs will be installed in spring of 2022
- Updated GIS System

FY23 GOALS

- Assist Planning Board with Master Plan implementation
- Finalize the Housing Production Plan
- Continue to staff and collaborate on projects with all land use boards and committees
- Support current and on- going community development and economic plans
- Continue to staff a business resource center at Town Hall
- Continuing to recognize and celebrate local businesses
- Secure grant funding to support town infrastructure

CONTRIBUTORY RETIREMENT SYSTEM

July 1, 2021, to June 30, 2022

Thomas H. Driscoll, Esq., Chairman, Appointed

John F. Behen Jr., Vice Chair, Elected

Robert Powell, III, CFP(r), Appointed

Kevin F. Breen, Elected

Amy Sarro, Ex-Officio

Nancy A. Lord, Retirement Administrator

Tracy Spear, Retirement Administrative Assistant

Established in 1937, the Swampscott Contributory Retirement System is administered by a five-member Retirement Board, one full-time staff employee and one part-time staff employee. The Board is governed by Chapter 32 of the Massachusetts General Laws and by the Public Employee Retirement Administration Commission, a state agency that provides guidance and oversight for 104 Massachusetts Retirement Boards. Membership in the plan is mandatory immediately upon commencement of employment for all permanent employees working 20 hours or more per week. The plan is a defined benefit plan covering all Town employees deemed eligible by the Retirement Board, except for schoolteachers, who contribute to the Massachusetts Teachers' Retirement System.

The System provides for retirement allowance benefits up to a maximum of 80% of a member's highest three-year average annual rate of regular compensation. Benefit payments are based upon a member's age, length of creditable service, salary, and group classification. Members become vested after ten years of service. For certain hazardous duty and public safety positions, maximum retirement is at age 65. A retirement allowance consists of an annuity, which represents members accumulated total deductions including interest and a pension portion, which is funded by the Town. The average retirement benefit is 80-85% pension 15-20% annuity. Active members contribute either 5,7,8 or 9% of their gross regular compensation to the Retirement System. Any member hired after January 1, 1979, contributes an additional 2% on wages over \$30,000. Member contribution rates are determined by the date upon which the employee's membership in the Retirement System begins.

The Retirement Board has a fiduciary responsibility to the members and retirees of the System to properly invest the fund's assets. As of 6/30/22, the market value of the fund was approximately \$76.1M. To assist the Board in managing the System's investments, the Retirement Board retains the services of DAHAB Consultants. DAHAB meets with the Board on a quarterly basis to review current investments as well as provide guidance on potential future investments. The Board meets yearly with all its fund managers as well. Currently the Board has investments in the following funds: PRIT, Intercontinental, LMCG, Aristotle and TA Realty.

Every other year, the Retirement Board has an independent, actuarial valuation and review performed on the System. The most recent valuation was completed in January 2021 by Segal Consulting. With this valuation, the Retirement System had a funding ratio of 62.45%, with an unfunded liability of \$42.4M. In addition, the investment return assumption rate was lowered from 7.375% to 7.125%. To provide a synopsis of years past, the 2019 valuation showed the Retirement System had a funding ratio of 59.62% with an unfunded liability of \$40.4M. The 2017 valuation showed the Retirement System had a

funding ratio of 53.5% with an unfunded liability of \$44.4M. It is anticipated that the System will be fully funded by the year 2031.

In fiscal year 2022, the Swampscott Contributory Retirement Board unanimously voted to approve a 3% Cost of Living Adjustment (COLA) increase for its retirees and survivors. In March 2021, the Retirement Board voted unanimously to increase the COLA base from \$13,000 to \$14,000 effective 7/1/2021 and to submit an article to Town Meeting for approval. In May 2021, the \$14,000 COLA base increase was approved by Town Meeting. The last time the COLA base amount was increased was in 2011. The COLA base amount can only be increased by \$1,000 dollar increments. All increases must be voted on by the Retirement Board and approved at Town Meeting. The COLA base maximum for any Massachusetts Retirement System is currently \$18,000.

For fiscal year 2022, the median retirement allowance of Swampscott retirees was approximately \$22,775. Of the 247 retirees, 127 had an annual allowance of less than the median income and 67 had a yearly income of less than the \$14,000 COLA base rate.

The Retirement Board is pleased to announce the hiring of a part-time Administrative Assistant in June 2022 to fill a vacancy due to a retirement in January 2018.

During the period July 1, 2021, through June 30, 2022, a total of sixty-six new members enrolled in the Retirement System. A total of eleven members retired. In addition, the Retirement System mourned the passing of eight of its retirees.

Respectfully submitted,

Thomas H. Driscoll Jr., Esq., Chairman

7/1/2021 to 6/30/2022 Deceased Retirees/Members/Survivors

- Lou Gallo – Retired Custodian
- Mary Snow - Spouse of former Firefighter Charles Snow
- William Hyde - Retired Firefighter
- Priscilla Dilisio - Spouse of former Public Works Employee Ralph Dilisio
- Betty Lou Popp - Retired School Employee
- Daniel Myers - Retired School Custodian
- Frances Dube - Retired Firefighter
- Christine Kowal - Retired School Aide

7/1/2021 to 6/30/2022 Retirements

- Janice Calichman - School Administrative Assistant
- Yvonne Connelly - School Extended Day
- Cynthia Tennant - School ESP
- Ronald Madigan - Police Chief
- Dennis Davison - School Custodian
- Alyce Deveau - Library Director
- Michele Poste - Public Works Administrative Assistant
- Joan Nigrelli - School ESP
- Ann Nechtem - Library Assistant
- Rose Cheever - Police Detective
- Todd Pierce - Police Officer

FACILITIES DEPARTMENT

The Facilities Department continued to grow and evolve over the course of FY'22. Over the years the identity of Facilities in Swampscott has been in flux but has finally stabilized.

The Town has committed to a joint Facilities Department and this model has been successfully implemented with Town and School Buildings being successfully managed under one unified Facilities Department. Director Max Kasper has been the head of the joint department since mid-2021. The structure of the department has reemphasized maintenance as a priority with the addition in FY '22 of a Maintenance Technician position. The Department also hired the first full-time Administrative Assistant for Facilities. Facilities Department continues to strive for streamlined processes and efficient operations.

Other highlights for the Facilities Department in FY '22 included:

- Advancement of the long awaited New Elementary School Project which is partially funded through an MSBA grant.
- Demolition of the Stanley School Building in anticipation of the construction of the new school.
- Successful renovation of the Blaney Swing Space which will temporarily house the majority of the displaced Stanley School Students.
- Completion of the New Roof Project at the Swampscott Middle School.
- Completion of remodeled accessible restrooms at the Swampscott Fish House.
- New Gutters and Exterior Painting at the Clarke School.
- Continued status as a Green Community allowing for funding for energy efficient projects. The latest projects in FY'22 included Controls upgrades at the Middle School and Clarke School.
- Ventilation upgrade project for the Hadley Gymnasium.



Renovation of the former Police Station which is now the home of the Anchor Food Pantry, the Historical Commission, and the contracted Ambulance Service

The Facilities Department continues to prioritize advancing Capital Projects as we strive to catch up from years of deferred maintenance in the Town and School Buildings. In addition to Capital, the Department also looks to continue to improve our Maintenance and Cleaning programs as all are critical to successful Facilities Management.

Respectfully Submitted,

Max Kasper

FIRE DEPARTMENT

MISSION STATEMENT

It is the mission of the Swampscott Fire Department to provide for the safety and welfare of the public through preservation of life, health, property and the environment. Our objective is always to prevent loss of life and property through a proactive approach of public education and fire prevention.

SIGNIFICANT CHANGES

- Moved forward with our first recruitment and vetting of candidates for hire as new firefighters after exiting the Commonwealth's Civil Service system. In FY 2022, we hired four outstanding new firefighters.



Dennis Berry



Brittany Coppinger



London Spain



Gino De Giorgio

- Began the replacement of our service vehicles with the placing into service of our new Squad 21 F250 service truck and the ordering of a new Car 23 transport vehicle.

FY 2022 ACCOMPLISHMENTS

- Responded to 2366 incidents including 15 building fires and one motor vehicle fire.
- Received 1,305 calls for medical assistance and 92 motor vehicle accidents. The Department also provided mutual aid to neighboring communities 44 times.
- Performed routine inspections on businesses and residential buildings with 3 or more units and carried out annual inspections of each of the 5 school buildings as well as 24 liquor license establishments.
- Fire Prevention performed 286 smoke certificate inspections, over 160 other inspections, and issued over 200 permits including permits for blasting, tank removals, open burning, and beach cooking permits.
- Offered a virtual format of the SAFE program - instructors brought the message of Fire Safety to our school population. Standardized and improved our training through an integrated on-line/hands-on training platform.



Fire Camp Summer 2022

- Improved record keeping of training and equipment maintenance.
- Continued the complete overhaul and updating of policies and procedures as well as standard operating guidelines.

FY 2023 GOALS

- Continue to recruit highly qualified candidates who represent a diversity of experiences, ideas, and perspectives to help us engage ever more deeply with the community
- Broaden our community outreach to improve our visibility and let the public know who we are and what we do
- Continue to examine the facility and adapt as necessary to accommodate a changing workforce.

EMERGENCY MANAGEMENT

MISSION STATEMENT

The Emergency Management Agency and the Director (position held by Fire Chief Archer) is responsible for obtaining, coordinating, and managing resources in the event the Town has an incident – natural or man-made – that exceeds the resources and/or capabilities of the Town in order to minimize property loss and preserve life. The Director reports directly to Region 1 of the Massachusetts Emergency Management Agency at the State level and the Town Administrator and Select Board at the local level.

The Agency is mandated by Federal law and the Town is required to maintain a current and up-to-date Comprehensive Emergency Management Plan that addresses “all hazards” and includes annexes for hazardous materials and terrorism. The Director is the “White Team” representative for the Statewide Anti-terrorism Unified Response Network (SATURN). The Agency is also active in the Local Emergency Planning Committee (LEPC) and the Community Emergency Response Team (CERT).

The Agency represents the Town in applying for grants or directing a grant to an appropriate department in the area of weapons of mass destruction (WMD) – many of which the Town receives nothing for – but still must participate in order to maintain eligibility for further grant considerations. The Agency is responsible for mitigation and financial recovery from natural disasters as well as hazardous accidents that may occur.

PREVIOUS YEAR ACCOMPLISHMENTS

- As we began to emerge from the COVID-19 Pandemic, Emergency Management began to shift focus toward the future and preparing for new challenges ahead. We purchased a decontamination shower unit for first responders working at fires or in other environments where removing contaminants quickly is essential.
- Continued to work to strengthen the communications systems and enhance interoperability

FY23 GOALS

- Continue to enhance our response capabilities to a variety of emergency situations.
- Improve emergency messaging to the community to disseminate important safety tips before, during, and after an emergency.
- Improve communication capabilities between the public safety departments and schools.
- Designate individuals and teams for predetermined roles to react to various scenarios
- Recruit, train and equip a Community Emergency Response Team (CERT) of volunteers with various skills and experiences to be community leaders in the event of an emergency.

Respectfully Submitted,

Chief Graham Archer

HEALTH DEPARTMENT

Marianne Hartmann, RN, MPH, Member, Board of Health

Emily Cilley, RN, Member, Board of Health

Peter Sheckman, MD, Member, Board of Health (beginning in November, 2021)

Jeffrey Vaughan, BS, RS, CHO, Director of Public Health and Manager of Solid Waste

Neia Illingworth, RN, MSN, MPH, Public Health Nurse

Both the Swampscott Board of Health and Health Department are dedicated to promoting the health and well-being for all residents of Swampscott and they value the importance of educating residents in many areas of public health and safety. The Swampscott Health Department works to detect, prevent, and respond to infectious and communicable diseases, most notably the ongoing COVID-19 pandemic, and the Swampscott Health Department also works with many other departments and communities to ensure a healthy community.

COVID-19 PANDEMIC

It cannot be overemphasized how much the COVID-19 pandemic, which began in March, 2020, and continued throughout both 2021 and 2022, upended life as we knew it. Since March, 2020, the COVID-19 pandemic became and continued to be the primary focus of both the Swampscott Board of Health and Health Department's time and efforts. This report is just a brief summary of what occurred during this timeframe and cannot truly capture the entire breadth and scope of everything that the Swampscott Board of Health and Health Department dealt with. Both the Swampscott Board of Health and Health Department worked tirelessly on the pandemic, while also having to be innovative and constantly adjusting to the ever-changing federal and state COVID-19 pandemic guidance. From the beginning of the COVID-19 pandemic through the end of 2021, the Swampscott Health Department staff frequently worked 7 days a week and they also had to deal with prolonged stress due to the ongoing pandemic. In addition, other public health responsibilities had to be set aside while dealing with the pandemic during this time.

There was a hopeful feeling to the start of summer in 2021, which was primarily due to many individuals getting vaccinated beginning in the early months of 2021 and continuing throughout the spring and summer of 2021; however, that hopeful feeling did not last long. With pandemic fatigue occurring, many people were looking forward to returning to some semblance of 'normalcy'. While many others were 'done' with COVID-19, unfortunately, COVID-19 was nowhere near done with us. By August, 2021, the infectious delta variant had taken hold and, as the fall turned into the winter, the even more highly infectious omicron variant caused even more cases of COVID-19 across the country and also in Swampscott. Both of these highly infectious variants wreaked havoc on our entire community – impacting our residents, their families, as well as local businesses.

Both the Swampscott Board of Health and Health Department attempted to navigate and then communicate the ever-changing federal and state guidance regarding isolation and quarantine, masking, etc. The Swampscott Health Department participated in the Massachusetts Department of Public Health's (MDPH's) weekly Massachusetts Virtual Epidemiologic Network (MAVEN) webinars as well as

the MDPH's weekly calls with Local Boards of Health (LBOHs) in order to obtain the most up-to-date guidance and information from the state. However, this proved to be frustrating because often the LBOHs were given these updates at the same time as and/or after the public. During this time, both the Swampscott Board of Health and the Swampscott Health Department provided information and guidance to town officials, schools, daycares/childcare providers, assisted living facilities, employers, town employees, residents, etc. regarding isolation and quarantine, mitigation measures, masking, working in-person vs. working remotely, if they could resume and/or how to safely resume various activities, sports, events, etc. Since COVID-19 knows no borders, the Swampscott Health Department worked closely with epidemiologists from the Massachusetts Department of Public Health as well as the Health Directors and Public Health Nurses in our region and across the state. Throughout this pandemic, Boards of Health and Health Departments across the country - including here in Massachusetts - have had to deal with the politicization of Public Health, the constant misinformation related to COVID-19, isolation and quarantine, masks, vaccines, etc. as well as verbal abuse and threats. This unfortunately shifted the focus from the actual science and data that was used to drive local Public Health decision-making in order to protect the health of the public.

Since the beginning of the pandemic, the Swampscott Board of Health moved to virtual meetings for their monthly Board of Health meetings. In addition, the Swampscott Health Department participated in virtual meetings whenever possible to keep everyone safe. The Swampscott Health Department met virtually with town officials, school officials, as well as other stakeholders in the community, in order to, provide guidance and recommendations on isolation and quarantine, masking, whether town meeting should be in-person or virtual, returning to in-person work, etc. The Swampscott Health Department met virtually each week as part of the town's Emergency Management team and the Public Health Nurse provided weekly updates about COVID-19 case numbers, federal and state guidance, vaccinations, etc. As the COVID-19 pandemic progressed, these virtual meetings were changed to weekly emails in the spring of 2022. In August, 2021, the Swampscott Health Department held a Tabletop exercise for the Emergency Management team at Swampscott High School to discuss various COVID-19 scenarios that may be encountered during the upcoming school year. In addition, the Swampscott Health Department met regularly with the Boards of Health and Health Departments of Beverly, Danvers, Lynn, Marblehead, Nahant, Peabody, and Salem in to discuss the COVID-19 pandemic, mitigation and response efforts, etc. In May, 2022, the Swampscott Public Health Nurse and the Peabody Public Health Nurse worked together in order to develop and then implement regional multi-day Local Public Health Resiliency and Retention Training/Conference for the Health Directors and Public Health Nurses in our region, which was the first of its kind in the state and other regions have reached out to replicate this.

The Health Director and Public Health Nurse presented COVID-19 information and updates to the Swampscott Board of Health at each monthly Board of Health meeting. While the Public Health Nurse follows up on all reportable communicable cases that occur in our residents, in November, 2020, the Swampscott Health Department decided to utilize the state's Community Tracing Collaborative (CTC) to assist with following up on COVID-19 cases and close contacts so that the Public Health Nurse could focus on any clusters, outbreaks, etc. Once the statewide contract for the CTC ended in December, 2021, the Swampscott Health Department had to pivot quickly and the Town's website was more prominently utilized in order to provide residents with information about the state's updated isolation and quarantine guidance, etc. In addition, each week the Public Health Nurse updated the Town's website with COVID-19 case numbers, vaccination percentages, and then updated the other COVID-19 pages (ex. testing information) as necessary. The Public Health Nurse also updated another website, <http://www.swampscott-covid19.com/>, each week with the number of lab-confirmed and probable COVID-19 cases along with the total number of deaths attributed to COVID-19. In addition to the Town's

website, the Swampscott Health Department also communicated information and updates through emails, reverse calls and texts, as well as online posts on the Town's Facebook page.

During 2021 and 2022, the Swampscott Health Department participated in regional COVID-19 vaccination and booster dose clinics with the Boards of Health and Health Departments from Beverly, Danvers, Salem, Marblehead, and Peabody. These history-making regional COVID-19 vaccination clinics were a monumental undertaking, and it should be noted that these clinics were planned, organized, set up and run solely by the local Boards of Health and Health Departments in our region without the use of any commercial entities and/or private vendors. These regional COVID-19 vaccination clinics were truly a collaborative effort among the local Boards of Health and Health Departments in our region, all of whom have combined decades of experience in not only public health emergency preparedness, but also planning for and then implementing mass vaccination clinics through our annual flu vaccination clinics. Along with the support of the wonderful Medical Reserve Corps (MRC) volunteers, many individuals in our region came to our well-run and well-organized COVID-19 vaccination clinics and received their COVID-19 vaccine. Some highlights of these regional COVID-19 vaccination clinics included vaccinating children ages 5-11 once the vaccine for this age range had been approved by both the CDC and FDA as well as booster dose clinics for First Responders. Again, these historic, regional COVID-19 vaccination clinics were truly a collaborative effort with the other Boards of Health and Health Departments from Beverly, Danvers, Salem, Marblehead, and Peabody.

COMMUNICABLE DISEASES

Our Public Health Nurse tracked all reportable communicable diseases in the Town, watching closely for any clusters or outbreaks. The Public Health Nurse utilizes the statewide database, Massachusetts Virtual Epidemiologic Network (MAVEN), to track all reportable communicable diseases. The Public Health Nurse continued to work closely with the Massachusetts Department of Public Health (MDPH), school nurses and doctor's offices. Due to the ongoing COVID-19 pandemic, the Public Health Nurse also worked closely with daycare/childcare programs, employers, as well as the Assisted Living Facilities in the town.

Since the COVID-19 pandemic began in March, 2020, COVID-19 cases dominated the number of reportable communicable diseases that the Public Health Nurse followed-up on. From 7/1/21-6/30/22, there were 2,465 lab-confirmed COVID-19 cases in Swampscott, and this figure does not include any probable cases in MAVEN and/or any positive rapid antigen (at-home) test results, since the at-home tests are not under medical supervision and are not reported to the state. The Public Health Nurse reviews every confirmed and probable COVID-19 case in MAVEN in order to determine if the cases were linked to clusters, outbreaks, vulnerable populations, etc. As previously stated, due to the sheer volume of lab-confirmed cases and close contacts, from July, 2021 through December, 2021, the Swampscott Health Department continued to use the state's Community Tracing Collaborative (CTC) to assist with COVID-19 disease investigation and follow-up; however, once the statewide contract for the CTC ended in December, 2021, the Swampscott Health Department utilized the Town's website in order to provide residents with information about the state's updated isolation and quarantine guidance, etc. In addition, this allowed the Public Health Nurse to continue to focus on any clusters, outbreaks, etc. The Public Health Nurse also followed up on other reportable communicable diseases, including, but not limited to Salmonella, Campylobacter, Shigella, Vibrio, and Legionella. There were additional suspect, probable, and revoked cases in MAVEN, which the Public Health Nurse was notified of, and investigated, if necessary.

INFUENZA 'FLU' CLINICS

In addition to the regional COVID-19 vaccination and booster dose clinics that the Swampscott Health Department participated in along with the Boards of Health and Health Departments from Beverly, Danvers, Salem, Marblehead, and Peabody during 2021 and 2022, the Swampscott Health Department also held flu clinics for residents and Town employees. However, due to the ongoing COVID-19 pandemic as well as the highly infectious variants that took hold during the fall/winter of 2021, the Swampscott Health Department decided to hold a drive-through flu clinic for residents in the fall of 2021 and this was held in the parking lot of the Congregation Shirat Hayam of the North Shore. This drive-through flu clinic built upon the success of the Swampscott Health Department's first-ever drive-through flu clinic that was held in the fall of 2020. This 2021 drive-through flu clinic was also a success due to the support/assistance of the other Public Health Nurses in our region as well as volunteers from the Medical Reserve Corps (MRC). For the 2021 drive-through flu clinic, the Swampscott Health Department, with assistance from the Swampscott Fire Department, utilized the town's Emergency Management trailer, which proved to be very useful due to the changing weather conditions. In addition, the Swampscott Health Department and Public Health Nurse also vaccinated Town employees at Town Hall via appointment. In the spirit of collaboration, the Swampscott Public Health Nurse also assisted the Public Health Nurses from Beverly, Danvers, Salem, Marblehead, and Peabody at their flu vaccination clinics.

The Swampscott Health Department also had to use the state's new online registration system, COLOR, in order to schedule appointments, document vaccination, etc. The COLOR platform also allows for an individual's vaccination records to be updated directly to the state's immunization database, and also bills their health plans for the administration costs.

The Swampscott Health Department would like to express our gratitude to all of the Public Health Nurses in our region as well as all of the MRC volunteers for their ongoing time, help, support, and commitment to vaccinating our residents.

EMERGENCY PREPAREDNESS

The Swampscott Health Department continues to participate in the North Shore – Cape Ann Emergency Preparedness Coalition, a fifteen (15) community coalition that meets monthly to plan resources and responses to public health threats and emergencies. Such emergencies include bioterrorism and outbreaks of infectious diseases. Due to the ongoing COVID-19 pandemic, these meetings were held remotely during this timeframe.

The Swampscott Board of Health and Health Department encourages all residents with medical and non-medical backgrounds to volunteer to help in emergencies by signing up to become a Medical Reserve Corps (MRC) volunteer at: <https://maresponds.org/>.

TRASH & RECYCLING

Trash and recycling continued to be a big part of the Health Director's day-to-day operations. The Health Director deals with multiple phone calls, questions, requests and complaints many of which need to be investigated before they can be resolved.

In the past, the Board of Health sponsored two (2) household hazardous waste day drop-off events in conjunction with the Marblehead Board of Health. This year, we were one of the first communities in

the state to offer hazardous waste pick-up from residents' homes. We offered four (4) pick-up events to better help serve the needs of our community.

New initiatives for the department included the start of our mattress recycling program, drop-off pumpkin event for composting, and a boat shrink wrap recycling initiative.

RESTAURANT INSPECTIONS

As previously stated, while other public health responsibilities had to be set aside while dealing with the pandemic during this time, the Health Director did follow-up on complaints at food establishments, provided information to owners regarding COVID-19 protocols, masks, etc., and also conducted inspections of new food establishments in order to ensure that the establishment is in compliance with the State Health and Sanitary codes. In addition, the Health Department sends out permits to all food establishments yearly.

BEACH TESTING

Beach testing is performed weekly between mid-June and Labor Day. We have six (6) beaches that are required to be tested throughout the summer. Signs would be posted at the main entrance of the affected beach stating "No Swimming" until follow-up tests revealed acceptable results. The Board of Health recommends no swimming at town beaches within twenty-four hours of heavy rainstorms.

CAMP INSPECTIONS

From June through August, 2021 the Swampscott Health Department inspected one (1) summer camp for the purpose of meeting the regulations developed by the Massachusetts Department of Public Health and local rules. This inspection included a thorough investigation of the camp policies, protocols, staff and camper records and an inspection of the actual camp site/location to ensure that the environment was safe for the attending children. In addition, due to the ongoing COVID-19 pandemic, the state required additional measures to be implemented/followed for the summer 2021 camp season.

CONFERENCES/TRAININGS ATTENDED

The Health Department attended virtual and in-person conferences/trainings and/or were educated about the following: COVID-19 Pandemic, COLOR platform, Vaccine reimbursement webinar, Immunization Update webinars, Recreational Camps for Children webinar, Swimming Pools, Housing Court, Bedbugs, and the 2022 Local Public Health Resiliency and Retention Training/Conference for Health Directors and Public Health Nurses.

GRANT(S)

During the course of this timeframe, the Swampscott Health Department was part of regional grants that helped to increase regional public health capacity and pandemic response efforts.

HUMAN RESOURCES DEPARTMENT

MISSION STATEMENT

The Human Resources Department establishes and maintains an equitable personnel system that promotes the efficiency and economy of government and the morale and well-being of all Town employees. The Department creates and monitors personnel policies and procedures, ensures fair and consistent hiring practices, oversees the coordination of collective bargaining, manages employee benefits, acts as a liaison to managers, mediates employee relation issues, and provides staff training and development opportunities. The Department is responsible for recruiting, selecting, and developing employees on the basis of their abilities, knowledge, and skills. This also includes ensuring the work environment and the procedural guidelines of the Department are free from any instances of discrimination of any kind.

SIGNIFICANT CHANGES

In FY2022, the Department became fully staffed after some turnover. In September 2021, Bonnie Lavoie was hired as the HR Generalist / Benefits Coordinator. In May 2022, Pete Kane was hired as the Assistant Town Administrator / Human Resources Director bringing the Department to full staffing.

ACCOMPLISHMENTS

FY2022 saw significant hiring within the Town government. This included 18 full-time and 8 part-time staff members:

- Town Administrator's Office – a full-time Executive Assistant
- Accounting Office – a full-time Assistant Accountant
- Assessor's Office – a part-time Administrative Assistant
- Building Department – a full-time Building Commissioner
- Fire Department – 3 full-time firefighters/EMTs and 1 full-time firefighter
- Human Resources Department – a full-time Human Resources Director and full-time HR Generalist / Benefits Coordinator
- Police Department – a full-time Police Chief and full-time Animal Control Officer
- Public Library – a full-time Library Dept Head, a part-time Library Assistant, and two part-time Library Aides
- Public Works – a full-time Assistant Engineer, two full-time Mechanical Equipment Operators, and one part-time intern
- Recreation Department – a part-time Recreation Program Coordinator
- Senior Center (Council on Aging) – a full-time Program Volunteer Manager, a full-time Outreach Worker, a part-time Office Assistant, and a part-time Van Driver
- Town Clerk's Office – a full-time Town Clerk

FY2023 GOALS

The Department has identified the following goals for the upcoming year:

- Publish a fully revised and encompassing Personnel Policy for staff
- Implement an ongoing training program for staff (“Swampscott yoU”)
- Launch the employee financial assistance program
- Incorporate staffing support for Diversity-Equity-Inclusion (DEI)

Respectfully Submitted,

Pete Kane

SENIOR CENTER/COUNCIL ON AGING

On July 1, 2021 the Senior Center was open and activities were beginning to return to the center. Some began and were immediately full while others took time to generate a new following. Class sizes fluctuated, movable furniture made the dining room available for exercise classes to be in a larger room and participants to be physically distanced. As we monitored the COVID rates, mask mandates fluctuated throughout the year: masks were mandatory for a few months, then optional, then we completely shut down and then masks were back on and now optional again.

Since reopening, the Senior Center has increased our hours from 9am – 3pm to 8:30am to 4pm. We are intermittently open some evenings depending on if the activity is in-house or on the road.

- Daily average attendance: 34
- New Members in FY 2022: 226

Meals:

The lunch program went through many changes over this year. We started with volunteers shopping and preparing the meals. We then collaborated with the school cafeteria program and food was brought here and then served by a school staff person. With great thanks to volunteers, we have provided two meals weekly.

- Success has fluctuated.
- We average about 15 meals per day.
- In house parties: Summer Cookout, Veteran's Breakfast, Thanksgiving, St. Patrick's, Nearly New Year's Eve, and Pi Day
- Holiday themed Grab and Go meals were provided an Ice Cream Social, December, and Valentine's Day.

Classes and Programs:

Resumed:

- Fitness classes included: Zumba, Cardio, Chair Yoga, Tai Chi, Osteo, Tap dancing, Walking group, Balance, Beginners Yoga, and Laughter Yoga were offered serving individuals.
- Resumed classes: Bridge, Mah Jongg, Cribbage, Bingo, Poker, and Gin Rummy
- Monthly Men's Club
- Bi-Weekly Friday Morning Movies with Bagels
- Tech Ninjas – students coming here to assist with technology
- Monthly trips to Encore
- Podiatry
- Weekly Creative Writing and Knitting groups
- Bocce and Golf

New:

- Initiated weekly groups for Scrabble, Pickleball, Cardio Dance Exercise,
- Monthly Memory Cafes – for caregivers and their loved ones living with dementia

- Library Pop-ups every Tuesday.
- New Special programs:
- Summer Tech Camp
- Collaboration with ElderAct: Marblehead and Swampscott Rotary program for seniors
- Haircuts every other week.
- Monthly quilt sewing group.
- Walking Challenge
- Wine Tastings
- Craft classes – Seaglass, cake decorating, potholders, Make it Mondays, painting class
- Excursions became a most sought-after event. Trips included: Fall and Christmas shopping, Holiday lights, lunch trips to Essex Agricultural Lunch program, Tides, Art Shows, Gardens, Quilt Shows, etc.

Outreach Efforts:

Our Outreach Social Worker has been steadily increasing services being provided to our residents. She has used students and volunteers to help expand the program and especially engage with the High School. Creative ideas have increased the substantive programming, attracting a diverse audience and meeting the varied needs of our residents.

- Received a grant to develop, print and mail a resource guide that was mailed to every home in Swampscott with a resident 40 years or older. Printed and mailed 1,914 guides. Distributed remaining 3,886 to organizations and businesses throughout Swampscott and the Senior Center
- Initiated a new Website
- Talk About Town – a presentation either in person or taped and presented over Cable TV to inform residents who don't have access to computers. Topics included: Tax abatement, Home Organization, Cannabis.
- Initial steps toward recreating TRIAD to include coordination with Fire, Police and Sheriff's offices.
- Initiated monthly lunch with Town Administrator and/or Select Board members.
- Blanket collection and distribution to shut ins.
- Bi-weekly "Succeeding as a Solo Senior" group.
- Summer Safety Series with Police, Fire and Sheriff's offices including presentations on home, driving and cyber safety
- Weekly support group for caregivers of loved ones living with dementia
- Organized, advertised and held a COVID flu clinic
- Health workshops: My Health, My Life and Matter of Balance
- Supervised Salem State Social Work intern working with outreach and the research for a resource guide



- SHINE (Serving the Health Information Needs of Elders) appointments were provided to 85 residents helping them identify the optimal insurance coverage.
- Collaborations with LEO here

Intergenerational Programming:

- Black History, Our History – with High School Boys of Color
- Juneteenth celebration – with High School Girls of Color
- Pride Month – with High School Gay Straight Alliance and NAGLEY
- Nostalgia Program – with High School Group and High School Library
- Walking challenge – students signed on to walk on behalf of a senior – May – October 2022
- Intergenerational Current Events with the High School InterAct club.

Volunteer Force:

- Enrolled 6 volunteers who assist staff at the front desk weekly. Four Kitchen volunteers have assisted with shopping, preparing and serving meals. Additional volunteers help serve and clean-up
- Regularly scheduled volunteer orientations draw volunteers interested in the tax work off program as well as to help their neighbors

Transportation:

This year 79 individuals used this service. Van capacity fluctuated throughout the year depending on COVID prevalence. A total of 1,027 rides were provided.

- Increased transportation by adding rides for medical appointments on Tuesday, Wednesdays and Thursdays
- Regular shopping to Vinnin Square, Highland Ave, Farmers Market and Walmart
- Resumed rides to and from the Senior Center

Staffing Changes:

- Hired Outreach Social Worker – Sabrina Clopton, LICSW
- Hired Program and Volunteer Manager – Sonja Nathan
- Hired Administrative Assistant Part time – Marie Beaupre
- Hired Van Driver – Mohammed Robi Islam
- Resigned Administrative Assistant – Dottie Kitoski

Staff training in CPR, First Aid, AED, Active Shooter and safe driver training for van drivers.

COA Board:

The COA Board met monthly using a hybrid model when those who wished to join by Zoom and others gathered at the Senior Center in FY2022. Marilyn Cassidy remained the Chairperson. Robert Powell, Molly Rowe, Debora Newman, Maureen Callahan, Barbara DiPietro, and Marie Yannaco-Grant. Jennifer Nisbet joined the board in FY2022.

POLICE DEPARTMENT

MISSION STATEMENT

The Swampscott Police Department is a community-oriented police department, committed to providing professional service to all with fairness, compassion and respect, regardless of religion, age, race, color, creed, nationality, or lifestyle. Working in concert with the Community, we endeavor to prevent crime, protect life and property, and preserve the peace, order, and safety in Swampscott. We nurture public trust by holding ourselves to the highest standards of performance and ethics.

Staffing

The Swampscott Police Department engaged in one of the most intensive and comprehensive hiring processes in its history. This historic hiring process would not have been achieved without the support of the Town's approval to remove the Police Department from the State's Civil Service Division. The purpose in removing this barrier was to increase diversity within the ranks and allow the Department to represent largely underrepresented populations who had been excluded in the past.

This process was a huge success and resulted in the hiring of the first non-civil service Police Chief in the history of the Police Department. Additionally, the first non-civil service police cadets were selected to attend the Massachusetts Police Training Committee's Recruit Officer Course.

COMMUNITY ENGAGEMENT

Working with the community by building trust, showing respect, and preserving human rights is at the core of the mission of the Swampscott Police Department. This year the Police Department established policy and protocols to quantify positive police-community contacts and outreach efforts. As evidenced by this year's statistics, our officers took the opportunity to proactively connect with business owners, religious partners, schools, and community members. From June to December 2022, our Officers participated in approximately 250 Community Engagement activities ranging from events around Town to school outings and sports games. Our goal is to ensure humanism is at the heart of everything we do.

Officer Recognition

This year Officer Sal Caruso and Detective Ted Delano were recognized by the Massachusetts Latino Police Officers Association for their dedication to the community. Officer Caruso received the annual Community Service Award for his multiple initiatives performed alongside the Swampscott Housing Authority while Detective Delano received special recognition for his extraordinary work with the Mental Health Task Force.

Public Safety Funds Earmark

A \$30,000 Earmark was awarded to the Police Department for the purchase of a Gator-style UTV (Utility Vehicle) for the Police Department. Sergeant Locke worked closely with State Senator Brendan Crighton to secure this grant which was funded by the Executive Office of Public Safety and Security.

This vehicle will allow officers a new level of community engagement. Acquiring this UTV allows for easier access for officers when patrolling the beaches, parks and any community event that may draw a large crowd. This UTV is valuable year-round as it is weather resistant and can be safely used during rain and snowstorms.

Officers will be able to navigate areas with terrain that is usually difficult to patrol on foot, as well as maintain equipment they may need from their patrol vehicle. The UTV is equipped with a utility compartment that can hold important supplies, such as medical devices and other life-saving equipment.

Municipal Road Safety (MRS) Program

The Police Department was awarded the Municipal Road Safety (MRS) Program grant in the amount of \$27,360. This grant is funded by the National Highway Traffic Safety Administration through the Office of Grants and Research Highway Safety Division. This grant opportunity was made possible largely due to the efforts of Lieutenant Hennessy.

Included below is the enforcement and training from this MRS grant:

1. Pedestrian Enforcement- March '22
2. Distracted Driving Deployment- April '22
3. Summer Speed Campaign- June '22
4. Pedestrian Enforcement- August '22
5. Advanced Roadside Impairment Detection and Enforcement (ARIDE) Training- 4 officers- September '22
6. OUI Enforcement- December '22

The MRS Grant has also been accepted and awarded to SPD for this upcoming 2023 year as well.

TRAFFIC DIVISION

Officer Loyte was assigned the Traffic Safety Officer position on August 25, 2022. The primary functions of the Traffic Safety Officer are to work with the community to identify and address the needs and issues concerning vehicle traffic and parking safety. As traffic related matters formed and emerged, Officer Loyte worked in concert with supervisors from the Patrol Division to create enforcement strategies to address traffic safety issues.

Major changes in the Town of Swampscott's schools and downtown area traffic re-circulation patterns served as a primary in August and September of 2022. Due to the construction of the new elementary school, the Stanley School population was temporarily relocated to Blaney Street in very close proximity to Hadley School. Officer Loyte worked with various department directors, the school superintendent, fire department, as well as School Resource Officer to administer a new traffic pattern for the area to better suit the needs of area residents. Officer Loyte continually updated Town officials to ensure adequate sign postings and street markings in the school zone.

The Traffic Safety Officer also attended several community engagement events to increase public awareness of these major traffic pattern changes. These traffic safety updates included presentations at the Swampscott Senior Center, Farmer's Market, and various community forum meetings held throughout the Town.

The Traffic Safety Officer is also a member and co-chair of the Traffic Study Advisory Committee comprised of various Town department members and residents. This committee meets regularly on a monthly basis, working with the community to identify and resolve traffic and parking related issues.

A selective enforcement procedure with the Patrol Division was established to address emerging areas of concern regarding parking and traffic enforcement. These emerging areas of enforcement locations varied throughout the year. Paradise Rd, Essex St, Puritan Rd, Stetson Ave, Pine St, and Franklin Ave were the primary areas of focus in 2022 based on resident concerns. Trailer speed boards have greatly assisted traffic safety throughout Swampscott to collect traffic data as well as act as an overt deterrent for speeding vehicles. The Traffic Safety officer analyzes and reports and constantly evaluates the data collected by these units. Over the course of the year, the speed boards have been placed in the following locations: Pine St, Stetson Ave, Norfolk Ave, Salem St, Essex St, Nason Rd, Middlesex Ave, Buena Vista St, Burpee Rd, and Redington St with notable success.

Lt Hennessey in conjunction with the Traffic Safety Officer compiled monthly traffic statistics. In 2022, 1,453 citations were issued, averaging 121 citations per month. They break down in the following distinct categories (warning, civil motor vehicle infraction, CMVI, criminal application, and arrest) in the following way:

1. Speeding- 59 CMVI, 499 warnings
2. Fail to Stop/Yield- 31 CMVI, W92 warnings
3. Crosswalk Violation- 10 CMVI, 183 warnings
4. Unlicensed Operation of a MV- 27 criminal applications, 2 arrests
5. Operating After License Suspension- 3 arrests, 12 criminal applications
6. Unregistered MV- 42 CMVI, 43 warnings
7. Uninsured MV- 13 criminal applications
8. OUI Liquor- 18 Arrests, 1 criminal application
9. OUI Drugs- 1 Arrest
10. Negligent Operation of a MV- 31 criminal applications
11. Reckless Operation of a MV- 3 criminal applications
12. Leaving the Scene After Property Damage/Injury- 10 criminal applications
13. Receive Stolen Vehicle- 1 criminal application
14. Open Container of Alcohol in MV- 6 CMVI
15. Minor in Possession of Alcohol- 1 criminal application
16. Learner's Permit Violation- 2 CMVI
17. Marked Lanes Violation- 25 CMVI, 27 warnings
18. Load Unsecured/Uncovered- 2 CMVI, 3 warnings
19. Inspection Sticker Violation- 17 CMVI, 20 warnings

20. Registration Sticker Violation- 3 warnings
21. Lights/Equipment Violation- 8 CMVI, 61 warnings
22. MV Not Meeting RMV Safety Standards- 1 warning
23. Use of Electronic Device While Operating MV- 2 CMVI, 63 warnings
24. Engine Idling Over 5 Minutes- 2 CMVI
25. Passing Violation- 7 CMVI, 9 warnings
26. Failure to Signal- 2 CMVI
27. Improper Turn Violation- 5 CMVI, 14 warnings
28. Unsafe Operation of a MV- 1 Criminal Application, 1 CMVI
29. License Not in Possession- 6 CMVI, 14 warnings
30. MV Registration Not in Possession- 1 CMVI, 4 warnings
31. Number Plate Violation- 3 criminal applications, 2 CMVI, 5 warnings
32. Horn Violation, Harsh and Objectionable Noise- 1 Warning
33. Allowing Unlicensed Operation of MV- 1 criminal application, 1 CMVI
34. Use of a MV Without Authority- 1 criminal application
35. Obstructing an Emergency Vehicle- 1 CMVI
36. Failure to Stop for Police- 1 Arrest, 1 criminal application
37. Failure to Identify while Operating a MV- 1 Arrest
38. State Highway Violation- 1 CMVI
39. Municipal MV Bylaw Violation- 1 warning
40. Window Tint Violation- 3 CMVI
41. Seat Belt Violation- 1 CMVI
42. Failure to Notify RMV of Address Change- 2 CMVI, 2 warnings
43. Littering from a MV- 1 criminal application
44. Interlock Device Not Used When Required- 1 criminal application
45. MV Homicide- 1 criminal application*
46. Manslaughter- 1 criminal application*

*Manslaughter/MV Homicide charges stem from a fatal MVA on Paradise Rd on 12/29/21

There were 141 reported motor vehicle crashes in 2022, averaging approximately 12 accidents per month (109 property damage accidents, 32 personal injury accidents).

SCHOOL RESOURCE OFFICER

The Swampscott Police Department in collaboration with the Swampscott School Community is committed to ensuring that all students receive an education in a safe environment free from harassment or threat of crime. Funding for this position was subsidized by the School Department in recognition that the safety and security of the school environment in our community is paramount.

Officer Wilson was assigned as the full-time School Resource Officer (SRO), and recently added was his K9 therapy partner Sora. Sora is a fully certified comfort dog and in her short tenure has made a lasting impact on the students in every grade level. Our SRO officer works to promote a positive relationship with the school community and interaction between police and students. His presence further acts as a

deterrent to crime and provides a degree of security and safety for students, faculty, and visitors. Our SRO along with Sora has assisted students experiencing mental health crises with the care and compassion needed.

This year our SRO also attended a two-week Summer Public Safety Kids Camp formerly known as DARE sponsored by the Essex County District Attorney's Office. Attendance of this program allows 40 Swampscott students to attend the camp free of charge. This program provides over 300 students from the North Shore communities the opportunity to attend educational workforce and team-building activities with youth, police and peer leaders. Another notable event this year organized in partnership with the Essex County District Attorney's Office was an addiction policy forum which included a heartfelt panel of individuals that have been impacted with the challenges in dealing with addiction.

The SRO investigated criminal activity that occurred in and around all school properties as well as followed up on cases that occurred outside of school boundaries as well. Many of these incidents involve online bullying, drug and vaping issues, and serious issues involving threats that were handled in a safe, timely, and effective manner. These cases are handled not only by the SRO, but in collaboration with partner agencies to ensure students have every available resource at their disposal.

The SRO works closely with the City of Lynn juvenile probation courts to assist students who have been placed on probation or have been assigned to the school due to a Child Requiring Assistance CRA (CRA) affidavit. Educational monitoring and student success is paramount to the SRO's duties.

The SRO has conducted courses and seminars to teach students the dangers of vaping, cyber-bullying, and assisted with instructing forensics classes in how a crime scene is processed.

Youth Police Academy

This past summer, Officer B. Reen, the SRO, and various members of the Police Department coordinated a free one-week Youth Police Academy (YPA). This program gives students the opportunity to experience law enforcement operations, lead team-building exercises, build on leadership abilities, and provide one-on-one mentorship. The YPA covered many topics such as CPR/first aid, health and wellness, drug and alcohol awareness, motor vehicle law and driver safety, internet safety and crime scene investigation. We are proud of the success of this program and will continue it in the coming years.



OVERDOSE RESPONSE TASK FORCE

The Overdose Response Team consists of a group of first responders, and mental health outreach professionals and advocates from the community. Officer B. Reen is the lead representative to coordinate a response to address the opioid crisis in the Town and prevent overdoses by providing education, support, and resources within the community.

Since 2016, the Swampscott Police Department has been a part of the Police Addicted Assistance Recovery Initiative (PAARI). The PAARI network now includes more than 600 police departments in 34

states. The focus of our outreach efforts is to implement non-arrest addiction referral programs across Essex County. When an overdose event occurs, Swampscott Police officers implement a follow-up with the person who suffered the overdose. A referral is made to the police department's dedicated Recovery Coach within PAARI. Along with Swampscott Police Department, the Recovery Coach will coordinate a follow-up session to offer resources that include the availability of detoxification beds nearby, harm reduction strategies, resources to wellness treatment, and naloxone.

In 2022, there were 8 overdoses reported to the Swampscott Police Department. Of those reported overdoses 2 were fatal and 6 were non-fatal due to the use of Narcan. This team continues to work diligently to provide a continuum of care to ensure we address this epidemic together as a community.

Criminal Investigations Division / Detective Division

This division is comprised of 1 Detective Sergeant and 2 detectives. Detectives are responsible for initiating, investigating, and following up on various crimes that occur in Swampscott. Crimes investigated range from credit fraud, telephone scams and property crimes, to violent crime. The detectives ensure all members of the Police Department receive the most up-to-date information regarding crimes both at the local and national level including any case law decisions that have occurred.

The Detective Sergeant is the prosecutor for the Police Department and regularly attends hearings at the Lynn District Court.

Mental Health Task Force

The Swampscott Police Department Criminal Justice Mental Health Task Force utilizes an integrated public health and public safety collaboration to respond to individuals impacted by behavioral health issues. This team also helps to support officer wellness, develop policy and procedure, and improve communication across behavioral health and criminal justice partners.

The training and behavioral response models are developed with a multidisciplinary approach informed by collaborations between law enforcement, mental health professionals, stakeholders, families, and individuals impacted by behavioral health issues. Together the team focuses on safety for officers and citizens and informs response to direct and facilitate connection of services with a goal of increasing the quality of life and diversion from the criminal justice system. Through training, guidance, implementation, and adaptation of the police records management systems, the aim is to increase utilization of behavioral health resources, increase data collection, and establish best practice interventions.

Family Services Officer

The Family Services Officer (FSO) monitors and conducts follow-up to investigations involving domestic violence, restraining orders, and harassment orders. The FSO tracks the progress of events and is a conduit to victim services and the Essex County DA's Office (Domestic Violence Unit). The FSO handles

most investigations that include sexual assaults and communicates to the Division of Children and Families (DCF) when there is an allegation of abuse.

The FSO reviews all disputes of domestic violence. The FSO also monitored restraining orders and harassment orders. His duty is to maintain communicative relationships with the victims of domestic violence and assist them as they traverse the court procedures. The FSO also acts as a conduit to the Lynn Court Domestic Violence Unit, and a local victim advocacy group (HAWC).

Civil Rights Officer

The Civil Rights Officer (CRO) is tasked with the investigation of all bias crimes. These crimes often undermine the social fabric of the community. There has been a significant increase in such crimes across the region and the Swampscott Police Department is here to assist. One of the main goals of the CRO is to collaborate within the many faith-based tiers within the community. In this position, the CRO has continued dialogue and has held regularly scheduled meetings with leaders of all faiths and stakeholders.

The Swampscott Police Department has always tracked vandalism incidents that may involve bias including hate crimes. These types of events are separately tracked by the CRO. As the CRO, it is important to recognize an increase in hate crimes and hate incidents. The Swampscott Police Department and Swampscott Public Schools remain committed with the Anti-Defamation League (ADL) to ensure all individuals are free from hate and bias. An equal part of this relationship is the educational component to ensure we continue to move forward in keeping with the many goals of the ADL and our community partners.

Park and Walk Patrol Shifts

Officers were encouraged to conduct park and walk patrols during shifts. Police Officers often use park and walk patrols as an opportunity to not only increase their presence in particular areas that may endure crime but to increase community interactions. This increases the visibility of police officers and gives residents and local business owners an opportunity to meet and speak to officers about concerns. These engagements play a large part in the community policing efforts throughout the Town.

Bike Patrol

The Swampscott Police Department has maintained a Mountain Bike Patrol Unit for many years. The unit is led by Officer K. Reen. The Swampscott Police Department has a total of seven officers who are available for bike patrol at any given moment. The bike officers undergo extensive training via the Cops on Bicycles with Education for Bicyclists (COBWEB) certification program. Their mission is to patrol areas within the Town that are not easily accessible by police cruisers. This unit often focuses their patrols in the beach areas as well as the downtown Humphrey St business area.

Additionally, the bike officers are used to patrol many events in the Town such as the July 4th fireworks celebration, parades, outdoor concerts, and any other large events that occur within the Town. Mountain bike officers have proven to be more approachable and enjoy the opportunities to positively

interact with the public. The Mountain Bike Unit continues to flourish and is a great asset to the Police Department.

Motorcycle Unit

The Police Department's Motorcycle unit consists of 3 Officers: Officer Caruso, Wilson and Cassidy Jr. Each Officer has completed a rigorous 40-hour training program prior to being assigned to the Motorcycle Unit. The unit assists with special events and remains an integral function of road safety within the Town.

Liquor License – Compliance Checks

There were 24 annual liquor license renewals and 4 liquor license amendments processed and approved as well as 8 one day liquor license permits issued in 2022.

Each 'listed manager' was fingerprinted at the Police Department as part of the annual renewal process. An intense training, in conjunction with the Alcoholic Beverages Control Commission (ABCC), was held for all active licensees. This training covered topics including preventing the sale and/or delivery of alcoholic beverages to underage individuals, the sale or delivery of alcoholic beverages to intoxicated individuals, as well as the use of illegal narcotics on licensed premises. In addition, select department members completed additional training offered by the ABCC.

This year the Criminal Investigations Division performed an administrative compliance check to ensure each establishment was equipped with the proper signage and regulations.

Housing Authority

The Town of Swampscott is currently home to three public housing facilities that are managed by the Swampscott Housing Authority (SHA). Duncan Terrace and Doherty Circle house many elderly and disabled residents while Cherry Court is a family housing facility. Officer Saverio Caruso is assigned the role as the department's Housing Liaison Officer (HLO) and worked in tandem with SHA Executive Director Irma Chez as a crucial liaison to the Police Department.

The HLO assists to streamline any issues that may arise on SHA property or that involve its residents. Since Executive Director Chez's inception, the HLO has mirrored her approach to address what is most important for the residents. Often, the residents of public housing feel unappreciated and marginalized. The partnering mindset created synergy to ensure our residents feel like they are a part of the community. Using this approach, there has been a noticeable decrease in calls for police service and overall improved quality of life for the residents.

Over the last two years the Swampscott Housing Authority and the police department have held several holiday events that were attended by residents from all walks of life. In addition to community events, other programs have been created to bring about awareness regarding fraud/scams, driver safety, and household safety. This alliance has helped to create a greater sense of community as well as a stronger relationship with the Police Department.

This continued relationship has helped to identify the needs of the public housing residents. The SHA residents have found comfort in the efforts of this partnership and the resources made available to them. Together, we can continue to make a positive impact on the lives of the residents and within the community.

Criminal Justice Information System

CJIS is an online system that compiles specific criminal information on individuals for the use of law enforcement personnel as well as the specified members of the public. Members of the Swampscott Police Department use CJIS in their daily operations. Each employee must complete an online training every 2 years in order to maintain their status as an active user. A sergeant and officer are primary CJIS representatives for the department.

FIREARMS/LESS LETHAL TRAINING REQUIREMENTS

In early March of 2022, two police department firearm instructors attended the Sig Sauer Academy in Epsom, N.H. for low light pistol instructor training. This intensive 2 day training reviewed instructional techniques and focused at increasing officer proficiency and providing tactics in low light conditions.

By late March, these instructors conducted training for the entire Police Department at the Lynn Police Department indoor range. By doing so, they were able to simulate low to no light conditions and trained officers through a cadre of drills to enhance proficiency in these conditions.

In April, instructors conducted the mandated Spring firearm qualifications at the Hamilton/Wenham Rod and Gun Club in Hamilton, MA. This intensive training included firearms and less lethal use of force review. In addition, an extensive review of the Swampscott Police Department use of force policy was conducted to include current nationwide review of events pertaining to the use of force. All officers qualified under the Massachusetts Police Training Committee (MPTC) regulations for handgun and rifle standards with a strong emphasis on de-escalation and verbal communication.

With new MPTC direction regarding the certification of Firearms and Taser Instructors, the Swampscott Police Department firearms instructors attended mandatory training to maintain their certification. SPD firearms instructors attended the following:

- 3-day Tactical Training (formerly PTAC) course, an instructor's level course with a focus on instructional best practices and student development.
- 2 Instructors attended a 2 day simunitions (blank ammunition) class, certifying them in the MPTC standards for use of the MILO scenario-based training system.
- 3 instructors attended the MPTC Taser Instructor training. Massachusetts requires Taser instructors to certify through an 8-hour training, (in addition to Axon's requirement), to be certified in the use of the Taser Conducted Energy Weapon (CEW). Furthermore, Axon requires a minimum of 16 hours of training in the use of the Taser CEW platform.
- 1 Taser instructor was certified through Axon this year while other instructors retain their certifications through 2023.

- With the recent implementation of 2 new firearms instructors, these officers attended the mandatory MPTC training course that include a 5-day handgun course, a 3-day rifle course, and a 2-day shotgun course.
- 2 firearms instructors respectively attended a 4-hour Active Shooter Emergency Response (ASHER) training and a 4-hour firearms instructor training to maintain their certification through the MPTC.

TRAINING

Active Shooter Training

In September of 2022, the Swampscott Police Department participated in active shooter training. This training was conducted in coordination with the Swampscott Public Schools at the Swampscott High School (during a long weekend break). This important and vital training and was conducted under the supervision and oversight of the Massachusetts State Police Special Tactical Operations (STOP) Team.

During the mandatory Fall firearms qualification, all officers qualified in handgun, rifle and the use of the less lethal shotgun. As noted above, a strong emphasis is placed on the safe handling of weapons, de-escalation techniques, and review of current policies and national events.

In October 2022, the police department transitioned from the Taser X26P CEW to the newer Taser 7 platform. Firearms instructors trained the entire department through a mandatory day-long transition course that included a practical qualification mandated by Axon and the MPTC. During this training, officers provided a course in advanced handcuffing techniques and skills.

Body Worn Cameras

In October 2022 the Police Department implemented Body Worn Cameras (BWC). The cameras were purchased from AXON. The goal of the cameras is to enhance public safety, ensure transparency, protect individual's rights, and improve public safety. In addition, BWC's have provided critical evidence in investigations that have proceeded to trial or would have otherwise been unattainable if not for this technology. The Swampscott Police Department is proud to be in the top 10% of all law enforcement agencies who currently utilize this technology.

Tasers

As part of the BWC purchase, the Town approved funding which allowed the Swampscott Police Department to transition from the Taser X26P CEW to the newer Taser 7 platform. This important purchase affords officers the most sophisticated less lethal de-escalation technology when faced with a dangerous situation. The Taser and BWC's have integrated software, allowing the BWC to activate if a Taser is deployed.

Use of Force / Response to Resistance

Swampscott Police Department policy requires that anytime an officer uses any amount of physical force greater than the simple application of handcuffs (to safely bring a suspect into custody), the officer must complete a standardized “Response to Resistance Report” as well as attach any related police investigative reports. Additionally, all secondary officers must also complete a supplemental report during a use of force application. If at any point throughout the review process, if it is believed that a policy violation has occurred, the report is forwarded to the Chief of Police and an Internal Affairs investigation would commence.

In 2022, the Swampscott Police Department received approximately 19,864 calls for service. Of those calls, Swampscott Officers responded 9 times to resistance shown by offenders. In all, Swampscott Police Officers used physical force less than .05% of the time when responding to all calls for service.

In-Service Training

In accordance with Massachusetts General Law, each member of the Department is required to complete 24 hours of annual in-service training. Previously, due to COVID protocols, the in-service training had been available via an online portal although now mandatory in person training has resumed.

Emergency Medical Training / Medical Officer

As a part of the mandatory in-service training, each officer is required to complete medical training which includes CPR, automated external defibrillator (AED) and first responder training. MPTC requires officers to remain proficient in their training and complete these requirements each year.

A specially selected patrol sergeant has been designated to organize each of the training courses, serve as the liaison to the ambulance service provider, and serve as the State mandated Designated Infection Control Officer. Since COVID, this position has been crucial in operations and vital to maintain emergency medical training for our first responders.

Automated External Defibrillator (AED) Grant

In June 2022, the Swampscott Police Department secured a grant in the amount of \$1,440 to purchase an automated external defibrillator (AED). The AED is a portable device that delivers an electric shock to the heart to revive a person who is in sudden cardiac arrest. Patrol vehicles and the Harbormaster boat are equipped with AEDs.

Critical Incident Stress Management (CISM)

Critical Incident Stress Management (CISM) is a team who provides support and crisis intervention to assist those working in the public safety field. The Swampscott Police Department participates in CISM in conjunction with the Northeastern Massachusetts Law Enforcement Council (NEMLEC). One patrol sergeant is certified while another officer is in the process of becoming certified.

Sex Offender

The Sex Offender Registry (SOR) is managed by Captain Kable. All level 2 sex offenders are those offenders considered by the SOR to be at a moderate risk of re-offending and pose a moderate risk to the public. There are 6 level 2 sex offenders who live in Swampscott. There is also 1 level 2 sex offender that works in Swampscott.

A level 3 classification represents those deemed at high risk of re-offending and pose a high degree of danger to the public. There are no registered level 3 Sex Offenders either living or working in Swampscott.

Internal Affairs

Captain Joseph Kable is assigned as the Department's Internal Affairs Officer. The primary responsibility of the Internal Affairs function is to respond to allegations of misconduct against the Police Department and its employees. Captain Kable is responsible for recording, registering, and controlling the investigation of complaints. Additionally, the department continually inspects and reviews officer conduct. In calendar year 2022, there was one internal affairs investigation that was sustained.

A relationship of trust and confidence between employees of this Police Department and the citizens of the community is essential to the successful accomplishment of the public safety goals of the department. We are committed to investigate all complaints against the department or a member of the department regardless of the source of such complaints, through a regulated, fair, and impartial Internal Affairs Program.

In the event of a complaint, citizens are encouraged to file a standard complaint form, which is used to record all complaints of misconduct, mistreatment, or unethical practices by the police department. However, a verbal complaint may be lodged as well. All complaints will be investigated fairly, promptly, and judiciously.

In some cases, a complaint may be resolved to the complainant's satisfaction at the time by the shift supervisor or Officer in Charge. Immediate resolution can often be accomplished if the incident is clearly not of a serious nature or arises from a misunderstanding or lack of knowledge about the law and/or limitation of police officer authority.

Every person who has filed a complaint shall be notified of the results of the investigation.

HARBORMASTER

The Harbormaster Unit is staffed by 1 lieutenant, 2 sergeants, and 1 patrol officer. Lieutenant Waters serves as the Harbormaster. The Harbormaster Office is located at the foot of the pier in the Swampscott Fish House. The Harbormaster has worked diligently to restore the office to provide a professional and inviting appearance to those wishing to visit for any requests or engagement.



The unit is the primary law enforcement agency for the Town of Swampscott's territorial waters. The mission of the unit is to provide safety and protection to those visiting the territorial waters within the Town of Swampscott; including recreational boaters, commercial fisherman, and for all residents who enjoy our beaches and harbor. The Harbormaster also worked closely with the United States Coast Guard and the Massachusetts Environmental Police. The unit maintains a 23-foot North Coast boat powered by a 250 HP Honda V-tec outboard engine. The

vessel is equipped with a radar unit, GPS, VHF marine radio, a mounted Motorola Police radio, and a fire suppression unit. The boat is equipped with Police emergency lights and a siren. The vessel can reach speeds up to 50 mph for faster response in emergency situations.

The unit is responsible for the placement and managing of all moorings. The unit manages approximately 150 moorings in any given season, but the number can fluctuate to about 200. Moorings are placed primarily by boat type, size, and draft. Priority placement is given by seniority with an emphasis placed on safety. The unit's primary function is to provide a safe and reassuring presence around the harbor and Town beaches.

The unit deploys dedicated patrols from Memorial Day through Labor Day. Boating safety checks are conducted intermittently to assure that boaters are complying with the minimum safety equipment as required. An emphasis is placed on boater safety to ensure all rules and regulations pertaining to Mass General Laws Ch. 90B are observed.

Respectfully,

Ruben Quesada

Chief of Police

PUBLIC LIBRARY



Jonathan Nichols, Library Director is welcomed by the Select Board and Town Administrator

Fiscal year 2022 saw the Public Library fully return to normal services. Our doors opened once again, from a year of closures due to the pandemic, to welcome our patrons inside the building to explore the collections, interact with staff, and attend our various programs and events. We were also able to reinstate our weekend and nighttime hours of operation which increased our total open hours by 176% from last fiscal year. With increased hours, we saw an increase in library visits by 184%. The Library staff took this opportunity to work hard to welcome all those that came through our doors to reestablish vital connections with the community and to highlight new offerings and services from the library.

More than 115,000 physical items were borrowed during this fiscal year, which is a 24% increase from our last report! Patrons were happy to get the opportunity to select their books and other items and have a chance to visit with Library staff. An additional 27,000 digital items were borrowed through Overdrive/Libby, which is a 30% increase.

Library programming is a vital component of our work, and between children's, young adult, and adult programming, over 400 programs were held at the Public Library, and these programs had attendance of over 4000 – a 38% increase in participation. This increase highlights our patrons' enthusiasm with the library reopening and also to offering in-person programming in a time when most services and schools were still remote or hybrid. Additionally, the Library assisted with the completion of a Girl Scout gold star project where we hosted multiple workshops on how social media can negatively affect mental health, especially in young girls – all were well attended.

One of the most significant offerings during this fiscal year was our annual comic convention, SwampyCon. This event saw over 300 patrons of all ages participating in various crafts and activities from book and movie franchises. We look forward to offering more large-scale community events in the coming year.

The Public Library continued its dedication to the citizens of Swampscott by hosting several pop-up events over the spring and summer at the Senior Center. These events allowed the Public Library staff to engage with our senior population and provide them with not only books, but various resources as well – from recommendations to online databases and local history. We also resumed home and nursing home deliveries, which have now grown to weekly drop-offs and pick-ups at multiple locations across Swampscott. To improve collections and usability of the library, we expanded and organized the

Cyrillic language collection. This reorganization was no small task, with every item in the collection needing to be relabeled and cataloged under the new organizational system.

The Friends of the Swampscott Public Library continued their support of the Public Library by funding programs, purchasing supplies, and backing the Library Museum Passes, which are a valuable resource for our patrons. With their continued support we also added additional passes to the Museum of Fine Arts and to the North Shore Children's Museum. The Friends continued to pay for the Public Library newsletter, and supported the need to provide it monthly via a mailer.

The Public Library is appreciative of the continued support from the Town of Swampscott, the Board of Library Trustees, the Friends of the Swampscott Public Library, our volunteers, and especially the town residents who continued to use the library during our reopening.

Respectfully submitted,

Jonathan Nichols, Library Director

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Caroline Margolis, Head of Circulation

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PUBLIC WORKS

The Town experienced a typical New England winter in FY22, receiving 56.5 inches of snow (roughly 12-inches above the annual average). There were no fewer than fifteen sanding/salting operations, which resulted in the Town purchasing over 1,365 tons of road salt and 1,800 gallons of calcium chloride. The sixteen-man Public Works work force should be commended for their dedication to assuring that the Town streets were as safe as humanly possible.

The DPW endured a significant turnover within the Department during the fiscal year. Michele Poste retired from her clerical position on September 17th after 18.5 years of service. Kelly Stevens resigned from her position as the Town's Assistant Engineer on October 18th following 3 years of incredible service. Paul Plourde resigned from his position as Water Foreman on November 19th following 17 years of service, and Johnathan Gillette resigned from his position as a Mechanical Equipment Operator Special on March 10th after 12.5 years of service. All four should be commended for their dedicated service to the Town of Swampscott throughout the years. Consequently, there were four new hires within the Department. Justin Mitchell was hired on July 12th as a Mechanical Equipment Operator Heavy to fill a prior year vacancy. Steven Alex was rehired on January 31st following a one-year leave of absence to become the new Water Foreman. Derek Pitman was hired on May 23rd as a Mechanical Equipment Operator Heavy to bring the labor force back to sixteen members. Additionally, Aleena Alsaraby was hired on March 14th to become the Town's Assistant Engineer. To supplement the limited workforce the Department contracts out landscaping services for Town owned parks and other public areas, Leahy Landscaping has been adeptly maintaining the Town's landscaping needs for the twentieth consecutive year after a competitive bidding process in March 2021 yielded Leahy as the lowest responsible bidder. The Department, with the much-appreciated support of the Finance Committee, also hired six seasonal workers for ten weeks who were dedicated to ground maintenance at the cemetery and town parks.

For the thirty-first year, the Department was a recipient of the "Tree City USA" award. With the greatly appreciated assistance of the Tree Committee and a \$40K capital article, the Department was able to plant seventy-eight trees at various locations throughout the Town and is committed to planting more trees in the coming years, as well as maintaining the 2900+ existing shade trees. Unfortunately, the Department had to take down sixty-two trees due to them being either diseased or dead. The October 26-27 nor'easter contributed to the removal of a dozen of these trees. The Department also conducted two Tree Hearings during the fiscal year. The hearings provided residents with the opportunity to speak for, or against, the removal of potentially hazardous trees throughout the Town. The Department continues to utilize its 55-foot aerial bucket truck, which was funded through the support of the Capital Improvement Committee and allows for the Department to promptly remove and prune trees that may be presenting a danger to the community. The truck allows the Department to perform tree work in-house, resulting in significant cost savings to the taxpayers of the Town of Swampscott. The bucket truck has also been instrumental in aiding the School and Police Departments.



THE WATER DIVISION was quite busy over the course of the year, repairing eight water main breaks and sixteen service leaks. Many of the breaks were repaired using in-house labor, with four main breaks requiring the assistance of an outside contractor. N. Granese & Sons, Raffaele Construction and McGrath Enterprises were instrumental in assisting the Town with these repairs. A select few members of the work force replaced and repaired thirteen hydrants in-house after the annual hydrant flushing effort in Spring of 2022 where every hydrant town-wide was systematically exercised and flushed. In addition, a comprehensive leak detection survey of the entire water system was conducted by Liston Utility Services. During the survey two leaks were located. The two leaks were responsible for a loss of 28,000 gallons of water per day prior to the repairs being made. The Water Division continues to be responsible for bi-monthly bacteriological water samples that ensure that the water quality is safe for consumption for the residents of the Town of Swampscott. The Town also undergoes annual testing for both lead and copper, which is also monitored by the MWRA. This past year, as in previous years, tests have consistently shown no indications of any health hazards associated with the Town's potable water supply. The Water Division was also responsible for the winterization of the 100+ hydrants in Town, as well as the removal and reinstallation of 160 seasonal irrigation meters.

THE SEWER/DRAIN DIVISION re-built six catch basins and three manholes, cleaned approximately 150 catch basins, and repaired two sewer main breaks and six sewer service breaks. The Sewer Division was responsible for freeing up several sewer blockages throughout the year, with the help of outside contractors, in addition to preventive maintenance. Most of these blockages occurred outside the regular workday which results in many hours of overtime for the already shorthanded crew. The Department also issued 153 street opening permits to private contractors resulting in \$15,300 of additional revenue to the Town. The Department continues to function successfully under an enterprise fund system for both sewer and water. The water and sewer rates increased moderately resulting in an overall increase in the combined rate of 2.5% in FY22. The future goal of the Department remains to be able to fund capital projects through surplus enterprise funds, while keeping the rates at an equitable figure.

With the use of Chapter 90 aid from the Massachusetts Highway Department, and an additional \$210,000 provided by the Town through its Capital Improvement Committee, the Department of Public Works was able to award a contract to D&R Paving to pave nineteen roadways including Shelton Road, Beverly Road, Priscilla Road, Deer Cove Road, Puritan Park, Atlantic Road, Brown Road, Charles Road, Stearns Street, Linden Ave, Virginia Circle, Nason Road, Ocean View Road, Banks Terrace, Erie Street, Huron Street, Essex Street (Burrill Street to Essex Ave), MacArthur Circle and Danvers Road. Additionally, with funds secured from a grant acquired by the Community Development Office, the Town was able to make safety improvements to the Walker Road/ Banks Road intersection while also installing new sidewalks and pavement on Walker Road, Brewster Terrace, and Outlook Road. Burpee Road was also paved using funds provided by B'nai Brith as part of the redevelopment of the Machon School. Chapter 90 funds were also helpful in purchasing sixteen Rectangular Rapid Flashing Beacons (RRFB) that were installed by Public Works staff at eight crosswalks throughout the Town. The Highway Division continues to maintain our parks and beaches, and is responsible for: street line painting, street sweeping, beach raking and litter control. The street sweeper was busy keeping the Town roads clean, being out for three weeks during the autumn months and three weeks during the spring. The Highway Division was able to place over 42 tons

of asphalt in the hundreds of potholes that developed over the winter months. In-house paving has become a staple of the Highway Division with over 650 tons of asphalt roadways and sidewalks being cut out and replaced by members of the DPW staff. In-house labor was also used to replace over 1000 square feet of concrete sidewalks, while a contractor was used to replace 1700 square feet of concrete sidewalk on Humphrey Street in front of the Fish House parking lot. The Parks Division devoted over 400 man-hours to marking and maintaining athletic fields for school sanctioned events. The Highway Division, under the direction of Town resident John McLaughlin planted over 750 flowers on the Swampscott Monument and other properties throughout the town, while also weeding and maintaining the flower beds on a weekly basis. Thank you, John!

THE CEMETERY DIVISION was responsible for forty-two full body interments and thirty-eight cremations, as well as the overall maintenance of over thirty acres of landscape. Additionally, the Cemetery Division planted over 1700 flowers as part of the Swampscott Cemetery's perpetual care.

THE ENGINEERING DEPARTMENT was instrumental in overseeing several capital improvements projects. N. Granese & Sons installed a new 8-inch water main on Jesse Street, and cleaned and relined the 10-inch water main on Atlantic Ave (Humphrey Street to Shepard Ave). New hydrants were installed on both Atlantic Ave and Jesse Street. National Water Main Cleaning Company replaced/relined sewer mains and services on Paradise Road, Norfolk Ave, Farragut Road, Berkshire Street, Hampden Street, Middlesex Ave, Ellis Road, and Andrew Road. This ongoing sewer work in the Stacy's Brook catchment area is being done to keep the Town in compliance with the EPA consent decree to remove illicit discharge onto Kings Beach. Engineering oversaw the Phase I Kings Beach Seawall Repairs that were completed by Xtreme Shotcrete. Subsequent phases will be necessary to complete the restoration of the Kings Beach Seawall. Engineering also monitored the resiliency improvements to the entrances to Phillips Beach and the northern end of Fisherman's Beach (aka Cassidy Park). SPS New England installed a new ADA compliant bus stop across from 60 Humphrey Street which was funded by the Massachusetts Bay Transit Authority (MBTA). National Grid installed new gas mains on Farragut Road, Berkshire Street, Hampden Street, Norfolk Ave and Ellis Road. Engineering supervised these installations as well. Finally, the Engineering Department continues to manage the testing of 78 backflow prevention devices within the water distribution system, as mandated by the Department of Environmental Protection.



The Department of Public Works provided continuous service to the town despite the wettest July through September on record. The Town of Swampscott received 25-inches of rain during this period resulting in numerous challenges to the Department.

In closing, I would be remiss if I did not thank the Public Works Business Manager, Natalie Swanstrom. Thank you, Natalie, for your ongoing dedication to the residents of the Town of Swampscott.

Respectfully submitted,

Gino A. Cresta Jr.
Director of Public Works

RECREATION DEPARTMENT

The mission of the Recreation Department is to provide all members of our community with leisure time activities. We implement and promote programs and events throughout the year that all Swampscott residents can participate in. We also administer the Farmers Market, staffing of lifeguards on the towns' beaches, and organize beach and railroad parking stickers. We seek to accomplish all of this in a friendly, professional, cost-effective manner.

SUMMER

- Summertime was once again a busy time for us after the cancellations and restrictions of the previous summer. Although the 4th of July Fireworks were cancelled due to COVID, many events and programs went forward without restrictions.
- Our Farmers Market continued throughout the summer without any restrictions.
- Although Outdoor Movie Night was scheduled, Mother Nature was against us, and it rained every Thursday a movie was scheduled.
- The Summer Concert Series was unfortunately restricted to a single concert but was back on Town Hall Green without any restrictions.
- For kids, 'Park & Rec' continued as did the Outdoor Sports Clinics without restrictions.
- A new program was added: Boston Jumps for Kids
- Summer Beach Yoga for adults on Eisman's Beach continued without restrictions.
- For Juneteenth this year we celebrated on the Town Hall Green with music, speakers and food by local minority owned businesses.
- HarborFest in June was celebrated in collaboration with the Swampscott Summer History Festival to celebrate our 170th Anniversary as a town. As always there were plenty of activities, music, and a sing along of Sea Shanties on Fisherman's Beach.
- On Town Hall Green there were historic craft demonstrations and old-fashioned kids games along with the Farmers Market. ReachArts participated with an exhibit of Beach Painters and Humphrey House was open to visitors. Both Town Hall and the Library were open with exhibits and there was a self-guided walk of the Olmsted District.

FALL

- We had our SwamptoberFest on Labor Day Weekend which was a great success with beer and food trucks, live music from several local bands and a kids play area. The evening ended with huge fireworks display.
- The Castleberry Craft Fair in September, was again on the schedule.
- In October the Annual Classics By the Sea Car Show was well received with cars on both Town Hall Green and Linscott Park. The Fire Department had one of their trucks on display at the Monument roundabout.
- In early November we had a Turkey Hunt, a town wide scavenger hunt for families.

WINTER

- Winter activities for adults were on Zoom. There was a Holiday Wine Tasting also on Zoom.
- The Gingerbread House Contest was once again on display in Town Hall in December.
- We resumed the Winter Ski Program for middle schoolers.
- The Holiday Festival and Tree Lighting were celebrated along with the Annual Holiday Parade. All were well attended as was the Flashlight Candy Cane Hunt in Linscott Park. There was a small Outdoor Holiday Market for the first time with gifts and ornaments.
- Our very own Santa was driven to over 60 Swampscott homes and dropped off gifts to children.
- The New Year's Eve festivities: First Night, were canceled.
- In the New Year we were able to bring back our basketball program.
- We also continued the popular Virtual Snowman Contest which runs from January through March.

SPRING

- We offered a 'Spring Fling' Wine Tasting at the Swampscott Yacht Club.
- The annual Easter Egg Hunt on Linscott Park was a great success on a beautiful day.
- In the Spring we opened registration for our summer programs including Sailing, Paddleboard and 'Park & Rec'.
- For Earth Day in April, we organized and participated in a cleanup in Vinnin Square.
- We had our first Town Wide Yard Sale in April which was a great success, so successful that more are planned.
- To celebrate Gay Pride we had speakers, music, food, and giveaways on Town Hall Green.



Although the year had a few bumps in it with some events cancelled, we were able to offer most events and programs in person without restrictions. We also introduced a few new events which were very successful.

Once again, we would like to thank all the members of our community who participated in our events. We would also like to thank the Swampscott Recreation Commission and the DPW especially Gino Cresta for his constant help and support. We are grateful for their assistance.

We look forward to the upcoming year with hope and anticipation that it will be a year of events and programs that residents will participate in. We are always willing to listen to input, suggestions for new programs, and ways of involving all members of our community. We continue to strive to meet our residents' needs for activities, enrichment, and just old-fashioned socializing.

Respectfully submitted by

Danielle Strauss

Recreation Director

TREASURER/COLLECTOR'S OFFICE

Attached please find the annual reports this office files with the Mass. Dept. of Revenue, which provide a summary of the Town's cash, accounts receivable and debt position as of year-end.

I also wanted to take this opportunity to recognize our dedicated staff members, Cheryl Doucette, Christine Raposo, and Elena Berube, who perform the work of our office with grace and professionalism on a daily basis. Additionally, I also wanted to take this opportunity to highlight some of the accomplishments of our office over the past year. The following reflects some statistics that illustrate the work our office does on behalf of the people of Swampscott:

- In Fiscal Year 2022, the Treasurer's Office processed 91,791 receipts, including property taxes, excise taxes, water/sewer bills and other miscellaneous receipts totaling \$151,058,105
- Our office managed town funds with an aggregate average daily balance of \$55,646,636
- We issued \$66.49 million of General Obligation Bonds, and \$2.75 million of Bond Anticipation Notes to finance the town's capital improvement plans, including notably the construction of a new elementary school
- We produced payroll for all 882 municipal and school full-time and part-time personnel in the Town's employ during Fiscal Year 2022 totaling \$40,268,104
- We collected \$175,492 in past due property taxes during this year that had been persistently overdue for several years
- We implemented plans to expand our resident customer service capabilities to include public works-specific services

If anyone has any questions or concerns relating to their experience with our office, please feel free to contact either me, or any of the staff members of our office.

Very truly yours,

Patrick Luddy Treasurer/Collector

Year End Cash Report - Fiscal Year 2022

PART I	
A. Cash and Checks in Office	300.00
B. Non-Interest Bearing Checking Account	-1,321,869.78
C. Interest Bearing Checking Account	3,348,466.17
D. Liquid Investments	84,602,023.43
E. Term Investments	0.00
F. Trust Funds	4,370,003.34
Total: Cash and Investments	90,998,923.16

PART II

I hereby certify that the foregoing schedule, setting forth the total cash in the custody of the Treasurer, is not yet in agreement but efforts are being made to reconcile the differences

Signatures

Treasurer

I hereby certify that the bank statements have been reconciled through the date of this report, that the cash on hand and other items were verified by actual count, and that I have transmitted this form to the accounting officer for certification of Part II.

Patrick Luddy, Treasurer/Collector , Swampscott , pluddy@swampscottma.gov 781-596-9553 | 8/18/2022 1:44 PM

Accountant/Auditor

I hereby certify that the foregoing schedule, setting forth the total cash in the custody of the Treasurer, is either in agreement with the general ledger controls or efforts are being made to reconcile differences as noted in Part II above.

Amy Sarro, Finance Director , Swampscott , asarro@swampscottma.gov 781-596-8877 | 9/18/2022 8:57 PM

Documents

Documents have been uploaded.

Schedule of Outstanding Receivables - Fiscal Year 2022

	Detail per Treasurer/Collector	Balance per General Ledger	Variance
Personal Property Taxes			
Levy of 2022	8,482.00	8,482.00	0.00
Levy of 2021	6,620.00	6,620.00	0.00
Levy of 2020	6,386.00	6,386.00	0.00
Levy of 2019	5,387.00	5,387.00	0.00
Levy of Prior Years	61,422.00	61,422.00	0.00
Total	88,297.00	88,297.00	0.00
Real Estate Taxes			
Levy of 2022	766,367.00	766,367.00	0.00
Levy of 2021	52,410.00	52,410.00	0.00
Levy of 2020	3,816.00	3,816.00	0.00
Levy of 2019	0.00	0.00	0.00
Levy of Prior Years	2,324.00	2,324.00	0.00
Total	824,917.00	824,917.00	0.00
Deferred Property Taxes			
Deferred Property Taxes	78,268.00	78,268.00	0.00
Taxes in Litigation			
Taxes in Litigation	0.00	0.00	0.00
Motor Vehicle Excise			
Levy of 2022	173,345.00	173,345.00	0.00
Levy of 2021	55,420.00	55,420.00	0.00
Levy of 2020	11,508.00	11,508.00	0.00
Levy of 2019	14,897.00	14,897.00	0.00
Levy for Prior Years	151,649.00	151,649.00	0.00
Total	406,819.00	406,819.00	0.00
Tax Liens/Tax Title			
Tax Liens/Tax Title	926,177.00	926,177.00	0.00
Tax Foreclosures/Tax Possessions			
Tax Foreclosures/Tax Possessions	0.00	0.00	0.00
Other Excise Taxes			
Boat Excise	14,673.00	14,673.00	0.00
Farm animal excise	0.00	0.00	0.00
Other:	0.00	0.00	0.00
Other:	0.00	0.00	0.00
User Charges Receivables			
Water	689,013.00	689,013.00	0.00
Sewer	532,102.00	532,102.00	0.00
Other:	0.00	0.00	0.00

Schedule of Outstanding Receivables - Fiscal Year 2022

	Detail per Treasurer/Collector	Balance per General Ledger	Variance
Other:	0.00	0.00	0.00
Other:	0.00	0.00	0.00
Other:	0.00	0.00	0.00

Signatures

Accountant/Auditor

I hereby certify that the foregoing schedule, setting forth the outstanding receivables in the general ledger, is either in agreement with the detail per the Treasurer / Collector or efforts are being made to reconcile any variances.

Amy Sarro, Finance Director , Swampscott , asarro@swampscottma.gov 781-596-8877 | 9/24/2022 4:47 PM

Collector/Treasurer

I hereby certify to the best of my knowledge that this information is complete and accurate as of this date.

Patrick Luddy, Treasurer/Collector , Swampscott , pluddy@swampscottma.gov 781-596-9553 | 8/18/2022 1:51 PM

Treasurer

I hereby certify to the best of my knowledge that this information is complete and accurate as of this date.

Patrick Luddy, Treasurer/Collector , Swampscott , pluddy@swampscottma.gov 781-596-9553 | 8/18/2022 1:51 PM

Documents

No documents have been uploaded.

Automated Statement of Indebtedness (Summary) - Fiscal Year 2022

Long Term Debt - Inside Debt Limit	31,899,679.38
Long Term Debt - Outside Debt Limit	61,624,436.02
Total Long Term Debt	93,524,115.40
Total Short Term Debt	2,748,500.00
Total Long Term and Short Term Debt	96,272,615.40
Total Authorized and Unissued Debt	43,432,685.00

Signatures

Treasurer

I hereby certify to the best of my knowledge that this information is complete and accurate as of this date.

Patrick Luddy, Treasurer/Collector , Swampscott , pluddy@swampscottma.gov 781-596-9553 | 8/22/2022 4:16 PM

Accountant/Auditor

I certify that long and short term debt as identified in this Statement of Indebtedness is in agreement with the general ledger controls in my department and are also reflected on the balance sheet.

Amy Sarro, Finance Director , Swampscott , asarro@swampscottma.gov 781-596-8877 | 9/21/2022 3:21 PM

Documents

Documents have been uploaded.

VETERANS' SERVICES

The Lynn-Swampscott Department of Veterans' Services is dedicated to caring for those who have worn the uniform, those currently serving in our Armed Forces and their families. Today less than 0.5% of our Nation's population serves in the military. These Servicemembers continue to stand on the frontlines for our freedoms and our department stands ready to assist them and their families in accessing the benefits they have earned.

We also proudly serve our Gold Star Families, whose sacrifice can never be repaid.



SWAMPSCOTT VETERANS' SERVICES

CARING FOR OUR VETERANS & THEIR FAMILIES



Our Department: The Lynn-Swampscott Veterans' Services team consists of 3 full-time staff who provide a high-level of service to Swampscott veterans. Under Massachusetts General Law, Chapter 115, our office is the only entity tasked with advocating specifically for every veteran and veteran family member in Swampscott. We proudly advise clients as to the availability of benefits, services, and provide financial assistance to those veterans/dependents who are in need. The department assists veterans and their families in processing applications for federal Veteran Affairs claims for pensions, disability and death benefits, burial plots, grave markers, home loans, educational benefits, medical services, life insurance benefits, employment and workforce development. Our mission is to provide this assistance with the professionalism and dignity veterans have earned through their service to this Nation. In 2022,

Swampscott Veterans received more than \$210,000 in federal veterans' affairs compensation and disability benefits

Access to Services: Our department is open Monday, Wednesday, and Thursday 8:30AM-4PM; Tuesday 8:30AM-8PM; and Friday 8:30-12PM. We have also partnered with the Swampscott Senior Center to host weekly office hours every Thursday 11AM-1PM. As we come out of the pandemic, our department has significantly increased our outreach because a "one size fits all" strategy simply does not work. That is why we have worked to integrate technology and social media to improve our outreach and to improve efficiency. We are committed to improving what we do to and to meeting Veterans where they need us to be. Veterans' Director Mike Sweeney continues to make home visits for Veterans and dependents that need this level of support.

Community Engagement Events: We strive to raise awareness of those who served and the benefits available through community events. The purpose is to honor and empower our veterans and foster understanding of their unique contributions to our community. It also serves as a way to connect Veterans with the benefits and services they have earned. Our office is proud to have increased the number of events hosted/co-hosted in the community to include:

- Veterans Day Ceremony on Monument Avenue recognizing those who have served;
- Memorial Day at Swampscott Cemetery's Veterans to honor the Fallen;
- Memorial Day "Salute to the Fallen" Hero Markers on Town Hall lawn honoring Massachusetts Servicemembers lost post-9/11;
- Decorating Veterans' Graves on Memorial Day;
- Veterans Day Ceremony on Monument Avenue recognizing those who have served;
- Wreaths Across America at Swampscott Cemetery honoring our Veterans;
- Swampscott Veterans Coffees for Peer-to-Peer support; and
- Thanksgiving Hero Meals for Veteran Families;

In December 2022, our Department worked closely with members of the community to host a dedication ceremony for the Specialist Jared Raymond Memorial. This memorial was donated by generous local contractors. Since September 11, 2001, Specialist Jared Raymond and Captain Jennifer Harris, both of Swampscott, were killed in action.

FY2022 Highlights

- It is clear that our greatest challenge is preparing to meet the expected spike in Veterans applying for VA Disability benefits and VA Health Care benefits. This year, Congress passed the largest expansion of the veteran benefits and health care in a generation. The PACT Act expanded benefits for Vietnam Veterans exposed to Agent Orange, Camp Lejeune veterans exposed to dangerous drinking water and Iraq and Afghanistan Veterans exposed to toxic chemicals. Congress even expanded health care access for many who were previously ineligible. This translates to millions more veterans around the country who will be eligible for benefits and our Swampscott Veterans are no exception. It is critical to have a fully staffed Department standing by to meet these needs.
- Swampscott Department of Veterans' Services will be rolling out a partnership with a state-wide veteran and military organization to address food insecurity, nutrition, & wellness among veterans/military families.

- Swampscott Department of Veterans' Services is seeking to participate in a "Swampscott Hometown Heroes Banner Program" in the Fall of 2023. While details and cost estimates are still being assessed, this program is designed to recognize Swampscott Veterans who have served and who are currently serving. We are seeking to start with a pilot program of 20 veterans. A DD214 or statement of service will be required for verification of service.

Thank you to our Partners: We work with our partners in federal, state, local government and non-profit partners to best meet the needs of veterans and their families. We wish to extend our appreciation to: Department of Veterans Affairs; Commonwealth of Massachusetts Executive Office of Veterans' Services; Town of Swampscott; Swampscott Select Board; Swampscott Police Department; Swampscott Fire Department; Swampscott Senior Center; Swampscott Department of Public Works; Swampscott Housing Authority; Swampscott Community Development; Swampscott Town Retirement Board, Swampscott Town Clerk; Swampscott Town Assessor's Department; Veterans Crossing and local Swampscott Veterans support organizations; Swampscott Boy Scouts and Cub Scouts; Swampscott Girl Scouts, Brownies & Daisy's of Ocean Bay; and Military Friends Foundation. These collaborations are intended to leverage resources to better serve the veterans in this community. Our Department is proud to serve on the Swampscott Police Mental Health Taskforce.

Lynn-Swampscott Veterans' Services works to bring all resources to the table and ensure veterans and their families are served with as little red tape as possible. Put simply, we are force multiplier and a tremendous investment for the Town.

In closing, we look forward to continuing to assist veterans and their families and further develop a sense of community, camaraderie and fellowship among our Veteran population, those currently serving and those who want to assist.

Respectfully submitted,

Mike Sweeney
Director of Veterans' Services
Afghanistan Veteran

SCHOOLS



STAFF

Pamela R.H. Angelakis, M.A., M.Ed., Superintendent of Schools

SCHOOL COMMITTEE

Amy OConnor, Chair

Suzanne Wright, Vice Chair

John Giantis

Carin Marshall

Glenn Paster

SCHOOL PRINCIPALS

High School	Dennis Kohut	781-596-8830
Middle School	Jason Calichman	781-596-8820
Clarke School	Mary Beth Shea	781-596-8812
Hadley School	Ilana Bebachick	781-596-8847
Stanley School	Kathleen Huntley	781-596-8837

NEW HIRES			
<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>SCHOOL</u>	<u>TITLE</u>
Shallop	Tanya	District	HR Director
Anderson	Robin	HS	Teacher - Adjustment Counselor
Awiszus	Kayla	Clarke	Teacher - Spec Educ
Barrett	Jayne	HS	Teacher - Foreign Lang
Blass (Eugley)	Allison	HS	Teacher - Title 1 - Math Interventionist
Bourque	Kristine	MS	Teacher - Spec Educ
Bowen	Kaitlin	MS/HS	Teacher - Speech & Lang
Burke-Monsanto	Kiana	MS	Tutor - ABA
Byrne	Elaina (Mary)	MS	Teacher - Spec Educ/Lang Based

NEW HIRES			
Collette	Lyndsey	District	Occupational Therapist
Collier	Jacquelyn	MS	Teacher - Spec Educ
Coombs	Laurie	PreSchool	ESP
Curtin	Erin	MS	Teacher - Guidance Counselor
Dickenson	Stephen	HS	Teacher - Math
Evans	Bradford	HS	Security
Fournier	Katie	MS	Teacher - Spec Educ/Gr 6
Gardella	Richard	HS	Teacher - Spec Educ
Grkovich	Olivera	Clarke	ESP
Hansen	Ben	PreSchool	ESP
Hurton	Michael	MS	Tutor - ABA
Jennings-Reposa	Susan	Clarke	ESP
Keto	Annie	Stanley	Tutor - ABA
Landry	Mariette	HS	Tutor - Swift Academic Coordinator
Laroche	Rachel	MS	Teacher - District Wide - K-6
Leonard	Stephanie	District	Admin Asst - Spec Educ
Lopez	Juana	Clarke	Custodian - Junior
Low	Amanda	MS	LTS - Social Studies - Gr 5
McAssey	Jayme	Stanley	Admin Asst
Mejia	Nancy	Clarke	Admin Asst
Mitchell	Lindsay	HS	Teacher - School Psychologist
Mosher	Renee	Clarke/Hadley	Teacher - Music
Moran	Mathew	MS	Teacher - Math/Gr 8
Natoli	Brennan	HS	Teacher - Advanced Manufacturing

NEW HIRES			
Paulino	Austria	Hadley	Tutor - ABA
Plaehn	Kelly	Preschool	ESP
Racamato	Michelle	Clarke/Hadley	Teacher - Literacy Specialist
Rivers	Amanda	HS	Teacher - School Nurse
Roossien	Britte	MS	Tutor - Math
Rosenthal	Margarita	Hadley	Teacher - District Wide - K-6
Ross	Anthony	MS	Tutor - ABA
Roth	Erika	Clarke	Teacher - Spec Educ
Rowe	Shannon	Clarke/Hadley	Teacher - Team Chair
Smith	Anne	Elementary	Teacher - Wilson Reading
Strack	Lisa	MS	Tutor - ABA
Woodfin	Hadley	HS	Teacher - Health
Celli	Ryan	HS	Tutor - Harbor Academic
Mitchell	Casey	Clarke	Teacher - Grade 4
Liakos	Madeline	Hadley	Teacher - School Adjustment Counselor
Moar	Jenna	Clarke	ESP
Lavoie	Lori	Clarke	Tutor - SE
Zaltman	Marjorie	Stanley	ESP
DiThomas	Renee	Stanley	Permanent Building Substitute
Scranton	Jamie	Stanley	Tutor - Math
Elgers	Nick	MS	Tutor - ABA
Llorente	Isabel	Hadley/District	Tutor - Academic Special Education
McLaughlin	Meghan	District	Tutor - Special Education Literacy
Schultz	Michele	District	Technology Assistant

NEW HIRES			
Vitt	Debra	HS	Permanent Building Substitute
Lopez	Yalexis	Stanley	Tutor - ABA
Erickson	Catherine	HS	Teacher - Biology
Panarese	Brett	Clarke	Permanent Building Substitute
Weisenborn	Sarah	Stanley	Teacher - ELL
Kraus	Kellie	Clarke	Tutor - ABA
Chamberlain	Angela	District	Admin Asst T&L
Korgie	Megan	District	Teacher - District Wide K-6
Wein	Jeremy	HS	Teacher - Special Education
Paskievich	Stephanie	Stanley	Teacher - School Adjustment Counselor
Hartt	Catherine	Hadley	Teacher - School Adjustment Counselor
Low	Amanda	MS	LTS - Technology/SMS Float
DiThomas	Brittany	Preschool	ESP Inclusion
Fraser	Jennifer	Stanley	Teacher - District Wide K-6
Wyble	Lauren	Stanley	Teacher - District Wide K-6
Coults	Lisa	District	Human Resources Manager
Marlowe	Mallory	MS	Tutor - ABA
Albert	Dean	Stanley	Tutor - ABA
Impeartrice	Heather	HS	Teacher - Art
Walker	Maihilikhaa	Stanley	Tutor - ABA
Gregoire	Justin	Clarke	Permanent Building Substitute
Soto	Daniela	MS	ESP
Khan	Shaista	MS	ESP

NEW HIRES			
Maldonado	Katerina	Hadley	Tutor - ABA
Lynch	Krista	MS	Tutor - METCO
Bairstow	Lois	District	Teacher - Literacy Specialist (K-4)
Ferrante-Owen	Amanda	MS	Tutor - ELL (Temp)
Restrepo	Mabel	MS	Nursing Assistant (Temp)
Firicano	Denise	Hadley	Perm Bldg Sub
Shah	Rahul	HS	LTS-Social Studies
Mascis	Lori	HS	Admin Asst
Najarro	Gregorio	MS	Custodian - Junior
Fahim	Najat	Stanley	Tutor - ABA
Soto	Daniela	HS	Tutor - Health
Wells	Cassandra	Preschool	Tutor - ABA
Carrillo	Anaeli	District/Town	Maint Admin Asst

RESIGNATIONS			
<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>SCHOOL</u>	<u>TITLE</u>
Flores	Ricardo	District	HR Director
Chiccuarelli	Bailey	MS	ESP
See	Catherine	HS	Bookkeeper - Student Activities
Orszulak	Kylie	Preschool	Fellow - Special Education
Breed	Lisa	Clarke/Hadley	Teacher - Sch Psychologist
Kelly	Gina	MS	Teacher - Spec Educ - Gr 5
Duran	Ariela	Clarke	Tutor - SE
Losanno	Shari	Clarke	ESP
Landergan	Sara	Hadley	Teacher - School Psychologist
Morgan	Kerrie	Stanley	ESP
Cheverie	Janelle	Clarke	Teacher - Gr 4
Bondi	Amanda	Clarke	Tutor - ABA
Colburn	David	HS	Teacher - Science/Biology
Shallop	Tanya	District	HR Director
Field	Sandra	Hadley	Tutor - ABA
Nickerson	Sara	Stanley	Tutor - ABA
Jean Louis	Varvarra	HS	Tutor - ABA
Liakos	Madeline	Hadley	Teacher - School Adjust Counselor
Grocki	Erin	HS	Teacher - Art
Strack	Lisa	MS	Tutor - ABA
Lopez	Yalexis	Stanley	Tutor - ABA
Keto	Anne	Stanley	Tutor - ABA
Harrington	Sarah	MS	Tutor - ABA
Mejia	Nancy	Clarke	Admin Asst

RESIGNATIONS			
Firicano	Denise	Hadley	Perm Bldg Sub
Hurton	Michael	MS	Tutor - ABA
Saez	Jannelle	District	Payroll Coordinator
Allen	Stephanie	MS	Tutor - METCO
Lopez	Juana	Clarke	Custodian - Junior
Lynch	Krista	Stanley	Teacher - Gr 1
Delisle	Barbara	HS	Admin Asst
Burke-Monsanto	Kiana	MS	Tutor - ABA
Aslan	Dina	Stanley	ESP
Coppinger	Brittany	HS	Tutor - Health
Motta	Dave	MS	Custodian
Rivers	Amanda	HS	Teacher - School Nurse
Bonsang	Stacy	District	Admin Asst - Spec Educ
Claveau	Dick	MS	Custodian
Stanford	Linda	Stanley	Tutor - Literacy
Bourque	Kristine	MS	Teacher - Spec Educ
Anderson	Robin	HS	Teacher - Adjustment Counselor
Biron	Jennifer	Hadley	Teacher - Resource Room
Bombardier	Jessica	MS	Teacher-Library Media
Celli	Ryan	HS	Tutor - Harbor Academic
Condon	Erin	MS	Tutor - ABA
Dickenson	Stephen	HS	Teacher - Math
Erickson	Catherine	HS	Teacher - Science
Evans	Bradford	HS	Security Monitor

RESIGNATIONS			
Ferrante-Owen	Amanda	MS	Tutor - ELL
Gardella	Richard	HS	Teacher - Special Education
Gregoire	Justin	Clarke	Perm Bldg Sub
Hansen	Ben	Preschool	ESP
Klemonski	Jenna	HS	Teacher - English
Landry	Mariette	HS	Tutor - Swift Coordinator
Lavoie	Lori	Clarke	Tutor - Spec Educ
Llorente	Isabel	Hadley	Tutor - Academic
Mancini	Mary Kate	Stanley	Teacher - Special Education
Mulcahy	Amanda	District	OHN-Occupational Health Nurse
Restrepo	Mabel	District	Temp Nursing Assistant
Shea	Mary Beth	Clarke	Principal
Sherf	Lori	Hadley	Math Coach
Vitt	Debra	HS	Perm Bldg Sub
Ward	Julie	Clarke	Tutor - Literacy
Welch	Keelyn	Clarke/Hadley	Teacher-Library Media
Weisenborn	Sarah	Stanley	Teacher - ELL

RETIREMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>SCHOOL</u>	<u>TITLE</u>
Calichman	Janice	District	Admin Asst - Spec Educ
Hingston	Joanne	HS	Perm Bldg Sub
Polino	Lynda	MS/HS	Teacher - Speech & Lang
O'Malley	Mary Beth	HS	Teacher - School Nurse
Nigrelli	Joan	MS	ESP
Capozzi	Michelle	MS	Teacher - P.E.
Tsouvalas	John	MS	Perm Bldg Sub
Hartmann	Marianne	MS	Teacher - School Nurse
Kalpin	Cathy	Clarke	Teacher - Adjustment Counselor
Ratley	Chris	HS	Teacher - Math
Powers	Mary	MS	Teacher - Gr 5

ELEMENTARY SCHOOLS

CLARKE SCHOOL

The school year for Clarke Elementary (Gr. 1-4) School began on September 1, 2021, with Kindergarten students beginning on September 10th. During the 2021-2022 school year, 203 students were enrolled in grades K-4 at Clarke Elementary School. Approximately, 24% of the students were English Language Learners, with Russian and Spanish as the most common native languages.

This school year we returned to full in person instruction. The school year began with social distancing guidelines which changed throughout the year as deemed necessary. Families were able to opt into weekly pool testing, as well as at home testing. Parents and Guardians were able to attend traditional events such as Kindergarten Screening, Incoming Parent Orientation, Teacher conferences and a Band & Chorus concert onsite for the first time since March 2020.

Social Emotional Support and Family Engagement - We continued to provide social emotional support to students and families as we continued to navigate the pandemic. Clarke Newsletters, Video Messages, Twitter, and Zoom Meetings were used to provide families connection, information, and resources.

We continued to emphasize the importance on health/safety protocols, including mask wearing, frequent hand washing, and physical distancing when necessary. Students had motor breaks and ate snacks outdoors whenever weather allowed. Students began eating in the cafeteria in March of 2022, and for some this was their first experience in a lunchroom. Free school lunches continued to be offered to every student.

Social emotional learning also focused on fostering a positive school culture, teaching self-awareness and self-regulation skills using a PBIS (Positive Behavioral Interventions and Supports) framework which included Zones of Regulation, Social Thinking, and Responsive Classroom practices along with the Clarke Shark Code of Conduct (Safe, Honest, Aware, Responsible and Kind).

Fourth Grade Student Leaders Offer Spirit and Service - To celebrate School Spirit, Fourth Grade Leaders planned theme days such as, Fancy Friday, Pajama Day, Career Day and Grade colors day. Additionally, they helped with morning announcements and ran community service projects to support organizations such as Toys for Local Children, Northeast Animal Shelter, and Anchor food pantry.

The Clarke PTO hosted zoom meetings, and began hosting in person meetings toward the end of the year. They sponsored multiple school events, including a Book Fair in October, a holiday “Fun Fest” in December with goodie bags for students, and special “frosty” visitors. They also wrote a Swampscott Cultural Arts grant to purchase inclusion themed books and sponsored our “Cultural Diversity Day” on April 8th. Clarke Faculty and Staff were also treated to special treats during “Teacher Appreciation Week”, including a luncheon.

Safety Practices - The school conducted fire drills in the Fall and Spring in order to ensure students, faculty, and staff are aware of the procedures and not afraid when the fire alarm is sounded. In January, a bus company was contracted to provide students with a bus evacuation safety drill. To help foster positive relationships, first responders made classroom visits to read to students and participated in field day. The School Resource Officer, Brian Wilson, also implemented a program called “Cruise for Kindness” that reinforced positive behaviors with a ride to school and “High Five Fridays” in which Swampscott fire fighters and police officers greeted children during morning arrival.

HADLEY SCHOOL

Hadley Elementary School opened on September 1, 2021, with 292 students enrolled in 15 homerooms. The total enrollment at the end of the school year on June 22, 2022, was 291 students.

Safety Practices - Fire and Bus Evacuation drills were held in the fall and spring. COVID safety guidelines and protocols were implemented throughout the school year.

School Programs/Events - Monthly all-school Morning Meetings were held over Zoom and focused on the Hadley Code of Conduct, kindness, famous Black Americans, favorite storybook characters, and celebrating student accomplishments. Fourth grade students made the Morning Announcements daily. Monthly spirit days included Pajama Day, Crazy Hair Day, dressing up as a favorite storybook character, and wearing Red Sox, Celtics, and Big Blue gear. Special events included the school Halloween Parade, class parties for Halloween, the winter holidays, and Valentine's Day, the Spring Music and Band Concert, Carnival Field Day, and the fourth grade Moving On Ceremony. All grades, K-4, took field trips to the beach in June. Other field trips included visits to the Public Library (Grade 1), Fire Station (Grade 2), Humphrey House (Grade 3) and Salem Trolley Tour (Grades 3 and 4).

Extracurricular Programs - The PTO After-School Program and Continental Math League were not held due to COVID-19.

PTO Events - Popsicles in the Park for new families, Halloween Trunk or Treat, Turkey Trot, Scholastic Book Fair (virtual in the fall, in person in the spring), Hadley Fun Run.

Community Service - Families donated funds to the Toys for Local Children Drive (TLC) in December. In January, the school held a food and toiletry drive for Anchor Food Pantry as part of the Great Kindness Challenge. Throughout the year, families sent in bread tags to support Bread Tags for Wheelchairs.

PTO Enrichment Programs - Len Cabral presented an evening pajama story time webinar for Read Across America Day in March. Grade level programs scheduled in the spring included:

Kindergarten - Acton Discovery Museum - Force & Motion

Grade 1 - Wingmasters - Birds of Prey

Grade 2 - Acton Discovery Museum - Physical Changes of Matter

Grade 3 - Hightouch Hightech - Balance, Motion, & Newton

Grade 4 - Acton Discovery Museum - Sound Waves

STANLEY SCHOOL

Stanley School opened for grades one through four on Wednesday, September 1, 2021. Kindergarten students were welcomed to Stanley on Friday, September 10, 2021. The total student enrollment for this year was 208 students. These students were enrolled in ten general education classrooms and two special education substantially separated classrooms. Unfortunately, due to the looming possibility of transitioning to another building, there were no Stanley students enrolled in the METCO Program. Our total enrollment at the close of school on Wednesday, June 22, 2022 was 205 students.

Stanley School was able to return to full, in-person learning for the entire school year. The following safety protocols were adhered to: the school year began with three foot social distancing and mandatory mask wearing. The District offered weekly pool testing to any staff or student who opted into the program as well as a test and stay protocol for any staff or student who opted in. Additionally, take-home COVID-19 test kits were provided to any staff or student who opted into the program. These tests were administered weekly at home, as a means of controlling the spread of COVID-19. On March 14, 2022, two years after the initial pandemic shut down of schools, we were able to lift the indoor mask mandate in the school and no longer had to maintain distances. At this time, mask wearing became optional for the general population. All grades were again able to eat in the cafeteria with friends. The School Department did adjust the expectations for mask wearing when ever a community member tested positive. In these instances, the community member who tested positive was required to quarantine for five days and wear a mask for five days upon their return to school. Community members were respectful of these policies and the spread of Covid-19 was minimized.

School Culture and Special Events

Feeling welcome and having a sense of belonging are foundations for a strong school culture. In early August of 2021, several grade level playground dates were established so that new students and families were able to meet grade level peers in a casual and fun setting. On August 26th, kindergarten families were invited to attend a special Playground Picnic Get Together and take a sneak peek into their kindergarten classrooms. These events were well attended. New friendships were forged and connections made.

The School year began with the annual Happy New School Year ball drop from the roof of the school. Parents and children were able to gather in the back of the school and participate in this Stanley tradition. Kindergarteners received a special welcome to school on their first day - parading down the hall past cheering students and staff, who were oh so happy to have them join our school. In mid-September, the elementary art teachers organized *The International Day of Peace Pinwheel Project*. Students decorated pinwheels which were displayed at Linscott Park for the event. In October the entire student population and most staff members went all out with costumes. Children certainly enjoyed seeing their teachers dressed up. The PTO brought back the Holiday Fair a favorite celebration for all. In the spring, Stanley School celebrated a Diversity Week. Parent community members from a variety of different cultural backgrounds came in to read the book, *Diversity Makes Us Stronger*. The Swampscott Police Chief and the Fire Chief came in to read the diversity book to our kindergarten students. Needless to say they were excited. Superintendent Angelakis read to a first grade classroom and was happy to have time with our students. Each reader spoke to students about their own culture and family traditions. School Resource Officer, Brian Wilson began a new program called Cruising for Kindness. Students were recognized by staff for acts of kindness and their name was put in a cruiser box decorated by high school students. Each month, a student's name was drawn randomly from the cruiser box and that student was

then chauffeured to school with Officer Wilson in his cruiser. On a few occasions this spring, Officer Wilson and some of the Swampscott police officers and firefighters greeted students as they entered the building. This special arrival initiative was called High Five Fridays. In June, members of the SHS Class of 2022 paraded through our hallways as the last class to visit the Stanley School. Cheers and tears from students and staff made this last stroll memorable. On June 23rd, our 4th grade Stanley Class of 2022 graduated.

Stanley School PTO

The Stanley PTO hosted monthly Zoom meetings to discuss upcoming plans and events. They generously provided staff with a back-to-school brunch, a holiday luncheon, a teacher appreciation lunch, and a breakfast on the staff's last day at Stanley School. The PTO sponsored enrichment programs and school events and activities for students and organized room parents for each classroom. Students enjoyed an outdoor Halloween Party planned by teachers and classroom parents. The PTO also sponsored a Trunk or Treat event for students and their families in the Stanley parking lot in the evening. The PTO organized the annual Scholastic Bookfair. Students attended during their library block and were able to purchase books. The PTO spent hours on the evening before the Winter Holiday Fair beautifully decorating the lobby and doors of every classroom in the building. They provided each classroom with a gift wrapped box of fun activities for our Covid safe Winter Holiday Fair. In addition to this, each room parent created incredible raffle baskets. Students were each provided with raffle tickets to take a chance on winning a basket. Students participated in an Inventor's Day, which included parent volunteers coming into classrooms to guide students in a fun invention activity. The PTO was able to bring back the return of after-school programs. A variety of different classes taught by Stanley School staff were offered Monday through Friday for eight weeks in the Spring. Our parent teacher organization sponsored the Wingmasters- Birds of Prey and Whalemobile enrichment activities for all students to participate in. They also helped to fund and plan field day at Blocksidge Field and the Moving On Ceremony for the last class to move on from Stanley School at 10 Whitman Road.

4th Grade Leaders

Stanley fourth grade leaders balanced service with spirit days. They voted on spirit days, created posters for each day, and tracked the most spirited classes based on participation. Spirit Days included Tutus and Ties, Decades Day, Green/Environment Day, Stanley Splash Day, Camo or Red, White and Blue Day and Beach Brights Day. Participation was great - students and staff really enjoyed these days. Our 4th grade Leaders are community leaders. As such they supported several causes. Their February, Souper Bowl Fundraiser/Spirit Day was a huge success. We were able to make a generous donation of soup and other canned goods to the food pantry just after Super Bowl Sunday.

School Communications

The Stanley School Newsletter, called Stanley Community News, was sent home to families via email bi-monthly. This newsletter contains pertinent information from Mrs. Huntley and Stanley Staff. It includes building updates, health and wellness information, staffing updates, PTO news, technology updates, important dates and reminders, as well as the favorite sections, pictures worth a thousand words and Mrs. Huntley's favorite "Poohisms." Email reminders, hard copy flyers, and scheduled robo calls were also sent to families as needed throughout the year.

Safety Updates

Stanley School held fire drills as well as bus evacuation drills in the Fall and then again in the Spring. The purpose of fire drills is to expose students to the sound of the fire alarm and help them understand how to evacuate the building in a safe, orderly manner. The purpose of bus evacuation drills is to expose students to proper bus evacuation protocols in the event of an emergency.

Stanley teachers reviewed evacuation and lockdown procedures during Morning Meeting. In addition, some teachers read the book or showed the video from the ALICE Training, *I'm Not Scared, I'm Prepared* (Cook, 2014).

The School Resource Officer, Brian Wilson, frequently visited Stanley and spent time with students during lunches. His conversations with students and mere presence fostered positive relationships and a sense of security within the building.

MIDDLE SCHOOL

English Language Arts - During the middle school years, our English teachers encourage students to become thinkers who are able to articulate their ideas both orally and on paper. It is our goal to give students numerous opportunities to become analytical individuals who are able to support their beliefs not only in conversation but also incoherent, grammatically correct, and detailed filled, research-based written pieces. By exposing students to the stories and poetry of many classic and modern writers, we hope to inspire adolescents to not only find pleasure in reading literature but also to develop their own voice in their personal writing.

ELA – Grade 5 - Fifth grade English Language Arts and Reading are courses emphasizing reading and literature, written composition, grammar and usage, spelling, vocabulary, speaking, and listening skills. The curriculum focuses on the essential question: “How do one’s character and values influence decision making in life?” With a focus on reading comprehension, students study selections from a variety of literary types: fiction, non-fiction, and poetry. Students write expository, descriptive, narrative, and persuasive writing pieces. In grammar, emphasis is placed on the eight parts of speech, sentence structure, correct usage, and mechanics.

ELA – Grade 6 - Grade Six English encompasses the study of multicultural literature (short stories, novels, free verse poetry) to better understand commonalities among people of different cultures to strengthen personal values. The essential question that guides the course of study is: “How can we communicate effectively using oral and written language?” The emphasis of the course is on literary terminology, close reading analysis, persuasive composition, first-person narratives, an analytical essay, and several dialectical journals. The ultimate goal of the course is to encourage students to read between the lines of a text and then eventually beyond the lines to make meaningful connections. The rules for mechanics and grammar are explored, reviewed, and put into practice in order to help the students compose clear, concise, and complete pieces of writing.

ELA – Grade 7 - Seventh grade English course emphasizes the study of literature, written composition, grammar and usage, vocabulary and diction, and communication skills. The essential question that guides the course of study is: "How does one’s perspective influence their understanding of themselves and the world?" With a focus on reading comprehension, students read a variety of complex texts from different genres: fiction, non-fiction, and poetry. The study of literary devices and elements is central to this study of literature. Additionally, students write expository, descriptive, narrative, and persuasive compositions, and emphasis is placed on organization and thoughtful articulation of ideas. In grammar, students study the eight parts of speech, sentence structure, correct usage, and mechanics.

ELA – Grade 8 - The eighth grade English course enhances the students’ communication skills, especially through writing, with emphasis on developing techniques in reading, analyzing, writing, speaking, and listening. The students’ reading, comprehension, reasoning, and grammar skills are further developed by utilizing a variety of high-quality literary and informational texts which focus on the essential question: “What are the consequences of intolerance within a society?”

Thanks to a seasoned staff at the middle school and solid preparation from our elementary school teachers, our students continue to score well on state-mandated ELA assessments, and middle school children are given numerous opportunities to share their ELA skills through contests, community letters, and literary publications. A highlight every year is having numerous middle school students recognized by the Lee Golomb Cardiff Teen Poetry Contest for their outstanding poetry. Additionally, the department hopes to continue to foster a life-long love of reading by providing carefully chosen books by teachers and opportunities for student-selected independent reading choices.

World Language - World Languages

The World Languages Department applies the Massachusetts and National “5 C’s” of Communication, Culture, Connections, Comparisons and Communities to present an introduction to French or Spanish at the middle school. It is an engaging approach that broadens student understanding of the world we live in by experiencing languages and cultures different from our own.

Students elect to take Spanish or French at the end of 6th grade after an exploratory introduction to each. All efforts are made to ensure that students are able to study their language of choice. It is not possible to switch languages between grades 7 and 8, though it may be possible to switch languages upon entering high school. Students successfully completing 7th and 8th grade Spanish or French at the middle school will be able to enter high school Spanish or French at the CP2 or Honors 2 level, depending on performance and teacher recommendation.

Grade 7 – French or Spanish

Full Year

The first year of a foreign language is an introduction to the fundamentals of the target language. Students will learn basic grammatical structures for forming the present tense and will practice basic vocabulary for classroom objects, family members, numbers, time, seasons and months, nationalities, sports, etc. (with some variability depending on the language of study). Students also learn to ask and answer questions and express basic needs, wants and opinions. With the adaption of new world language frameworks in 2021, an increased focus has been placed on proficiency in the four areas of reading, listening, writing and speaking in the target language. During 7th grade, we focus on the topics in the first half of Descubre 1 in Spanish and Bien Dit in French. The topics in the second half of the textbooks are completed in the 8th grade.

Grade 8 – French or Spanish

Full Year

8th Grade Spanish and French courses are a continuation of the 7th-grade program. While the primary goal of our units is to assist students in moving their skills in the 4 areas (listening, reading, writing and speaking) up the proficiency ladder (according to ACTFL language proficiency ratings), we use the topics in the second half of the Descubre 1 and Bien Dit textbooks to guide topics and vocabulary. In grade 8, students review their introductory work before learning new vocabulary and grammatical structures. Because it is important to understand the introductory concepts deeply before moving on to more complex tenses, an in-depth review is included which expands upon the information acquired in the 7th-grade year and allows students to extend this knowledge through projects and activities. In 8th grade there is an increased emphasis on oral proficiency and communication. Students build on their vocabulary and will be able to use vocabulary to talk about hobbies and pastimes, shopping, food, clothing, travel, and leisure activities (with some variability depending on the language of study). Upon completion of Spanish I or French I at the Middle School, 8th grade students will continue on to Spanish II or French II as Freshmen at the High School.

Grade 6 – French and Spanish Exploratory Class

1 Rotation/24 days

Starting in 2022-2023, 6th graders will be given the chance to learn about the languages offered at SMS for the first time. This introduction to French and Spanish will explore common language expressions as well as important cultural elements of some countries where these languages are spoken. This exploratory introduction will introduce daily expressions and vocabulary and make some comparisons between the two languages as well. Having the opportunity to play around with words and phrases in the two languages will give students an understanding of the similarities and differences between the two languages and give them a more solid foundation for choosing which language they would like to enroll in for 7th grade.

Mathematics – The Math Department at SMS encourages students to become mathematical thinkers. It is our goal that students are able to compute and apply mathematics to a variety of situations. The teachers provide students with the mathematical knowledge they need to use in their everyday life and beyond. All grade levels adhere to the 2017 Massachusetts Curriculum Framework. To help students develop a full understanding of the mathematical concepts, middle school teachers provide opportunities for students to apply their learning through various assessments. Besides the traditional methods of teaching mathematics, project-based learning is incorporated throughout the grades. This allows our students to demonstrate critical thinking skills demanded by Common Core. In all grade levels, the Standards for Mathematical Practice complement the grade-level content standards.

Mathematics – Grade 5 - Grade 5 instruction focuses on four critical areas: (1) developing fluency with addition and subtraction of fractions and developing an understanding of multiplication and division of fractions; (2) develop fluency with multi-digit multiplication and division, operations with decimals, and extend division; (3) developing an understanding of volume and measurement systems; and (4) developing an understanding of the coordinate plane.

Mathematics – Grade 6 - Grade 6 instruction focuses on five critical areas: (1) solving problems using ratio and rate, (2) fluency in all 4 operations using integers and rational numbers, (3) using expressions and equations, (4) establish statistical thinking and understanding, and (5) in-depth reasoning about 2D and 3D geometric shapes. Students have applied their knowledge through some engaging projects including “A *Typical Saturday*” project where students used fraction, conversion, and data analysis skills.

Mathematics – Grade 7 - Grade 7 instruction focuses on four critical areas: (1) develop an understanding of proportional relationships, (2) linear equations and expressions involving rational numbers, (3) use scale to solve problems including two- and three-dimensional shapes, and (4) make inferences about populations based on samples.

Mathematics – Grade 8 - Grade 8 instruction focuses on three critical areas: (1) analyze linear equations and systems of linear equations, as well as create models of bivariate data, (2) understand functions, and (3) understand and apply the Pythagorean Theorem as well as analyzing two and three-dimensional figures. Students will be taking Algebra in Grade 9 at the high school.

Mathematics – Algebra - Algebra instruction focuses on four critical areas: (1) deepen understanding of linear and exponential relationships, (2) solve and analyze quadratic functions, (3) extend the laws of exponents, and (4) apply linear models to data where appropriate. Students taking Algebra 1 this year have also been mastering the eighth-grade curriculum. Many of these students will be moving to Geometry Honors in High School. Some students have been recommended to repeat the Algebra course to gain a deeper understanding and a stronger foundation.

Enrichment/Special Education - Most students in Grade 5 and 6 received Math Enrichment for 9 weeks while some students in grades 7 through 8 take Math Enrichment all-year to set a good foundation and encourage fluency in computation and reasoning skills. While a better foundation is set, they may also work on current grade-level concepts. This upcoming year, Math Enrichment time will be doubled in grades 5 and 6 with math-based science enrichment classes. Each grade level has inclusion math classrooms with one special education and one regular education teacher.

Clubs - The Math Team is looking forward to gaining new students from all grade levels and continuing on to another great year!

Professional Development - Teachers in the math department have focused on technology integration and online tools receiving some new subscriptions to online services. Teachers continue their work of UDL and DEIB to create more opportunities for all students to show what they have learned in a

way that is best for each student. The Department recently reviewed new math programs and interactive smart board technology that will be new in the incoming school year.

Social Studies:

Social Studies: Grade 5 - United States History to the Civil War and the Modern Civil Rights Movement - Students in the 5th grade will travel back in time to focus on the early history of the United States. Building on their knowledge of North American geography and peoples, students learn about the history of the early colonies, the reasons for revolution, the Revolutionary War, and the formation, principles, and growth of the early Republic. Students will learn about the expansion of the United States, the growing sectional conflicts of the 19th century, slavery, the legacy of the Civil War, and the Civil Rights Movement of the mid-20th century.

Social Studies: Grade 6 - World Geography and Ancient Civilizations 1 - Grades 6 and 7 form a two-year sequence in which students study regions of the world by examining physical geography, nations in the region today, and selected ancient and classical societies. Students will begin their studies of complex societies of the past with human origins in the Neolithic and Paleolithic Eras. From there, students will focus on the Middle East and North Africa including the people of Mesopotamia, Ancient Israel, and the Egyptians. Students will then focus on the Sub-Saharan Empires of Ghana, Mali, Songhai, and Axum before heading east and covering civilizations in Central America, the Caribbean, and South America. Students will study the origins of three major world religions (Judaism, Christianity, Islam) and their connections from the ancient world to the present.

Social Studies: Grade 7 - World Geography and Ancient Civilizations 2 - Grade 7 continues the sequence from grade 6, studying the development of ancient and classical civilizations and the physical geography of Asia, Oceania, and Europe. Students will study significant ancient societies, empires, religions, and cultures in Central and South Asia Indus Valley civilization, the Gandhara Kingdom, Kushan Empire, Mauryan Empire, Gupta Empire, the empire of Alexander the Great, the Persian Empire, contacts with the Roman Empire and Chinese Empire, as well as cultures along the Silk Road. Students will cover the origins of the Ancient Greek and Roman Societies in Europe. Students will learn about dynasties in East Asia including ancient China, Japan, Korea, and the Mongolian Empire, the Ancient Khmer culture before moving on to study Oceania and the cultures of the Aborigine and Maori. Students will build upon their knowledge of world religions by studying Hinduism, Buddhism, Zoroastrianism, Confucianism, Taoism, and Shintoism.

Social Studies: Grade 8 - United States and Massachusetts Government and Civic Life - Students study the roots and foundations of U.S. democracy, how and why it has developed over time and the role of individuals in maintaining a healthy democracy. Students will focus on the philosophical foundations of the US political system and the development and institutions of the US government. Students will learn the rights and responsibilities of citizens of the United States by studying the Constitution, Amendments, and selected decisions handed down by the Supreme Court to enhance their understanding of freedom of the press and media literacy. Students will end the year with a focus on the structure of state and local governments within Massachusetts. This will be done by conducting a student-led civics project that asks students to apply civic knowledge, skills, and dispositions to engage with the process of creating social and political change in the community.

Science - In the fifth grade, students learn how to make good observations, collect data and use data to support arguments. Students compare and contrast celestial bodies and make observations about the apparent change of the sun and moon's position over days, months and a year. Students learn about the water resources on Earth, discuss human impact on available water, and create models of the water cycle. Students observe properties of matter and that in phase changes matter is conserved. Finally,

students create model ecosystems to observe the connections between resources and organisms in an environment, including the cycling of nutrients and energy.

In the sixth grade, students relate structure and function on micro and macro scales. Students learn about the complexity of the universe and model the Earth-sun-moon system to describe lunar phases and eclipses. Students analyze data to provide evidence that the Earth's plates have moved great distances over long periods of time and use the fossil record to show extinctions and changes in organisms over time. Students compare properties of mixtures and compounds, conduct experiments with density and observe endothermic and exothermic chemical reactions. They develop models of waves and make observations about the differences between light rays and mechanical waves. Students compare the life process that takes place in the human body to those that take place within a cell.

In the seventh grade, students investigate systems and cycles with a focus on the interconnectedness of systems. Students research slow and rapid changes on the surface of the Earth and predict where future events will occur. They conduct tests with electricity and magnets to determine the effect of distance and magnitude of charges on the strength of the forces. Students experiment to determine the rate of heat transfer with a variety of materials and apply their knowledge to create a structure to limit the transfer of thermal energy. Students expand their investigations to include energy transfer focusing on transfers between kinetic and potential energy. Students create models of energy and nutrient cycles within ecosystems and infer the consequence of changes in the amount of resources. Finally, students conduct research to find ways that humans harm the environment and ways we can protect ecosystems and maintain biodiversity.

In the eighth grade, students explain the causes of complex phenomena in systems. Students model the Earth-sun-moon system to explain the cyclical pattern of seasons, orbital motion and tides. Students model the effect of convection on the movement of the Earth's plates as well as weather patterns. Students compare weather patterns in coastal areas to examine the effect of the ocean on the weather and climate of a region. Students observe matter interacting to categorize evidence of physical and chemical reactions and properties of compounds and mixtures. They use their knowledge of chemical reactions to explain how human activity has affected Earth due to the use of fossil fuels. Students compare and contrast the advantages and disadvantages of asexual and sexual reproduction. Students investigate the changes in a population over time due to factors like genetics, the environment, and natural selection.

STEM - Students in the Technology and Engineering classes built catapults, mousetrap cars, rockets and worked on the underwater SeaPerch rovers. Students also learned about the engineering and design process and the costs and benefits of mass production in manufacturing.

In the Introduction to Robotics and Design class students learned fundamentals of Python programming applied to computer graphics, used CAD to create design and model objects and environments, and created interactive stories, games, and science models using Scratch.

In computers, students programmed animations using Scratch, learned about components of digital citizenship, created digital designs in Photoshop and explored Google applications.

Fine Arts -

Grade 5 - Students are formally introduced to the Elements of Art; line, shape, form, value, color, space, and texture. They will work to identify, define, and implement these seven elements into several final individual projects with many short classroom exercises given to practice these concepts using their own sketchbooks.

Grade 6 - Students build upon their knowledge of the seven Art Elements. Larger concepts of Color Theory and Color Value are emphasized in the final projects. Sketchbook exercises are still a daily

occurrence, but the projects get longer and bigger in size. Several techniques for Optical Illusions are introduced as well as a three-dimensional paper sculpture.

Grade 7 - Once again the sketchbooks are handed out and their notes are reviewed from the previous two years, the projects get more technical. The One-Point Perspective drawing technique is introduced this year. Students will have a choice to design a final project that includes letter & numbers or an architectural scene.

Grade 8 - Two-Point Perspective is introduced and used to design a "Boardgames" themed technical drawing. After reviewing prior knowledge of all seven elements, this final drawing is given extra time to prepare in class. Students will design with accuracy and incorporate all that has been learned prior in our art curriculum. The ability to identify "good composition" is highly enforced for all final projects at this level, which makes way for more long-term projects. Another 3-D sculpture from different mixed media that is in surplus will finish off the middle school art curriculum as a whole. This could be any form related to the Pop Art genre studied in class.

Each grade level is introduced to different artists and their individual art movements. The projects chosen displayed a variety of mediums depending on each individual artist, such as: cut paper, oil pastel, acrylic paint, watercolor, plaster wrap, cardboard, and good old pen and ink. The chosen artists are: Grant Wood, Roy Lichtenstein, Andy Warhol, MC Escher, Van Gogh, and Wayne Thiebaud.

Music - There were a lot of positive things going on in general music classes this year. Fifth graders reviewed the basic components of music. They composed, sang, improvised, and played instruments. They used Incredibox and Chrome Music Lab to compose and arrange music. In sixth grade, students studied the instruments of the orchestra and examined some popular music in the United States. Seventh graders studied music from different regions of the world and studied West African drumming. There were some wonderful individual projects turned in by our 6th/7th grade general music students. Eighth graders studied storytelling through music and showed their learning by their performance of a class opera.

Chorus - The choruses this year were so excited to return to the ability to have live performances, more in the spring than in the fall. Mr. Douillette and the high school students collaborated with us to live stream our first concert home to families. We had lower enrollment numbers this year since students 1) didn't really have chorus at the elementary level last year and 2) went sure if they'd have "normal chorus" due to Covid. We also had quite a few students who had never sung before try chorus for the first time. We performed some challenging music and even performed some choral styles that were new to me. Four of our middle school chorus members participated in the Massachusetts Music Educators Northeastern Junior District Festival. Eight middle school chorus members (and quite a few elementary singers) performed in the Northeast District Treble Choir. This was a great year of music making and we're looking forward to next year.

Wellness - Physical Education

Physical Education - The goal of the Swampscott Middle School Physical Education Program is to teach students how to live a healthy lifestyle by developing and encouraging fitness activities that can be incorporated into the students' physical, social and cognitive development. This program fosters respectful relationships and teamwork.

Students will be introduced to a variety of activities including cooperative games, volleyball, badminton, speedball, flag football, tennis, basketball, pickleball, ultimate frisbee, golf, yoga, and fitness assessments including the Pacer tests. The Pacer allows the students to compare their own previous performances to new performances and set goals going forward for personal growth and improvement.

Positive Social and Emotional skills are nurtured by working together towards a common goal. We encourage students to focus on responsibility, self-control, honesty, sportsmanship, cooperative learning, and safe play (how to keep yourself safe, as well as others around you). Our goal is to create a safe and supportive learning environment for students to have opportunities to practice positive social interactions.

We expect to develop more consistency of the basic skills and rules being taught to provide each student the opportunity to participate at their own level. We also begin to encourage strategies and team play.

Health/Wellness - Health and Wellness continue to be a crucial subject as we continue to navigate through life during a pandemic. Our Health curriculum covered topics such as mental health, social relationships, conflict resolution and more. *In February, the health curriculum changed when the program was preparing to be cut from the curriculum. During the 2022-2023 school year Health will be a small piece of Physical Education.*

Fifth graders were introduced to the health triangle, physical, mental/emotional, and social health. Students analyze their own health and create their personal health triangle based on their strengths and weaknesses. Other topics covered are friendships, empathy, bullying, kindness, and conflict resolution. Sixth graders work on analyzing influences on their health, accessing nutrition information, and coping with emotions. Sixth graders also focused on peer pressure and practiced how to say “no” to their friends in uncomfortable situations. In both fifth and sixth grade, there is a strong emphasis on how to treat others, to help mitigate acts of bullying in the school.

Seventh graders explored their personality, self-esteem, and goal setting. Students create a vision board, mapping out their future for the next 15 years. Seventh graders learned about stress, the cause, the reaction in their bodies, and a variety of ways to cope. In their final unit, students practiced decision-making skills, gathering tools to make decisions based on their own values and beliefs, and not because of the pressures from their peers and friends.

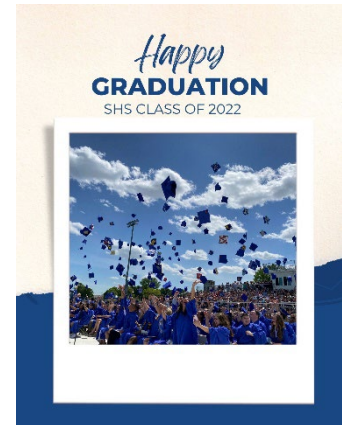
Eighth-grade students become health advocates in many ways. Students explore mental illnesses and substance abuse (including vaping, the opioid crisis, and marijuana). Our eighth-grade project focuses on students becoming advocates for mental illness awareness and treatment and help break down the stigma around it. Students have created public service announcements, posters, podcasts, TikTok videos, and more. Students also participate in *The Great Vape Debate*, exploring whether vaping should be banned nationally. Finally, eighth-grade students are learning about healthy relationships, including the topic of consent as well as how to treat others with respect and kindness and without bias or hate.

Community Service - We were able to do our annual Thanksgiving collection for My Brother’s Table. In December we spearheaded the town-wide Toys for Local Children greenery sale and toy collection drive. We were able to have a spring clothing drive to benefit Cradles to Crayons and made a large clothing donation to the Salvation Army to close out the year.

HIGH SCHOOL

School Counseling Department - The school year of 2021-2022 concluded with a celebratory and ceremonious graduation of the Class of 2022 on Blocksidge field in Swampscott, MA.

Based on the Class of 2022 student survey, 79% chose to enroll directly to a four-year college, 7% plan to head to a two-year college (e.g. North Shore Community College), and the remaining students plan to pursue vocational training, complete a GAP year (taking time or gap between SHS and college/university), or enter the workforce. Although the 2021-2022 school year felt more like a typical school year (noting pre-COVID as typical), this year was still influenced by COVID's impact on attendance. The team is very much looking forward to the 22-23 school year, with more in-person connections and relationships being at the forefront for students and families. Anecdotally, many students have reported wanting to take time between schooling to work (in one case managing an AirBnB), self-reflect, and consider optimal future plans before committing to any organization for future education.



NEW SCHEDULE: A major feature of this school year- for all- was the introduction of a new daily schedule- an eight-period schedule A/B with a daily X block. These 30 minute X- blocks were designed for two major reasons; to offer consistent opportunity for additional instructional support for all students AND also to use one of those blocks for "Learning Community" or LC. Learning Community is a dedicated X-block on Monday to address school wide themes, initiatives, events, celebrations-with the overarching goal of enhancing student-student and student teacher connections and improving community. In addition to these two enormous benefits, counselors were also able to leverage these times to meet with students in a consistent way without disrupting any class time. The counselors have loved the new schedule. From an equity standpoint, this schedule also allows ALL students an opportunity to explore career and college opportunities. For example, with students on an IEP with a TASK Management block, or students who may have a block of ESL, these students will still have a free block for electives that they choose! Ultimately all students can choose music, art, advanced manufacturing, or STEM pathways and still meet all of our graduation requirements in an equivalent time frame.

ESSEX TECHNICAL SCHOOL PARTNERSHIP and **INNOVATION PATHWAYS** - another MAJOR benefit of the new schedule is an opportunity for our students to participate in some off campus programming. In the past school year, we launched the partnership with Essex North Shore Agricultural and Technical School (ENSATS). With our new schedule, students complete academic core source requirements in the first two blocks of the day, travel to ENSATS midday, and complete their day at ENSATS in a trade. Students are then transported back to SHS for extracurricular activities.

In the 21-22 school year, counselors also supported the launch of the **INNOVATION PATHWAY in ADVANCED MANUFACTURING** courses and students experiences were a major success. With twelve students beginning their journey at the beginning of the year, the program incorporated three additional students after their success and enthusiasm in the introductory course. Students are able to engage in project-based learning using tools and machines found in a modern wood shop, and are also being trained on 3D printers, laser cutters, and a newly assembled CNC router. This program offers a lot of opportunities for interdisciplinary discussion and collaboration.

Students had a visit from Lynn Manufacturing and Mr. Natoli and Ms. Zotto visited the GE Aviation site to help foster career and community connections.

This year, the counselors embraced the X Block opportunity for all students, meeting in the fall for a series of weeks for all Class 2022 students to help support their career and college exploration and application processes. Counselors introduced a major activity or task and then students could complete the lesson or task with the support of the 3 counselors. These planning “mini sessions” were also offered for all periods of 1-8 for 4 days in a row. Counselors also hosted parent meetings regarding future planning. To keep the sessions accessible to more students and families, the sessions were offered via Zoom, recorded, and then shared with students and families. The internal SHS scholarship process continued in its online version. This platform allowed for increased accessibility for scholarship donors, students, families, and counselors.

Despite the continued shifts in the educational learning formats due to changing COVID activity and regulations, students admirably continued to take academic risks and find successes in various domains. For instance, almost 30 students completed a dual enrollment course with North Shore Community College during the spring semester. Click here for the [MAY 2022 School Committee presentation.](#)

In addition to their presence on campus, it has been part of our department communications mission to continue regular and frequent communication from our department to students and families. The SHS counseling office offers hundreds of informational email blasts, website updates and social media connections focused on careers, college exploration and programming, college fairs, scholarships, mental health services, Armed Services events, free resources, exam study tips, financial aid, and counselor presentation follow up (just some examples!). During the school year, the counselors continued to increase their online presence through YouTube in collaboration with the talented SHS TV production students. Students and families can find video recordings and access content on the SHS counseling website when it is convenient for them, which we hope will reach more students and families who might not otherwise have access to the original or live information. In terms of the standardized tests and scores, SHS students completed a multitude of standardized tests. The school counselors were able to administer both the PSAT (October, 2021) and the SAT (May, 2022) tests during this school year at SHS.

STANDARDIZED TESTING: SAT

SAT Scores 2022	Content Area Mean	EBRW 588	Math 593
SAT Scores 2021	Content Area Mean	EBRW 612	Math 603
SAT Scores 2019	Content Area Mean	EBRW 584	Math 590
SAT Scores 2018	Content Area Mean	EBRW 602	Math 627

In 2022, the mean score was 1181. In 2021, the combined mean score was 1215. The counseling director and department continue to review and analyze student standardized testing data for the PSAT, SAT, ACT, and AP tests. For the last five years, SHS has been teaching between 16-17 different AP courses (alternating years of some science AP courses).

STANDARDIZED TESTING: ADVANCED PLACEMENT (AP) - In 2022, 182 Swampscott High School students took at least one AP exam; **409 exams** were administered to Swampscott High School students. **72% of AP** students scored a 3 or higher on their exam(s). All students who take an AP course are required to take the respective AP exam. However, as part of our continued conversations around equity, this policy will be discussed in the 22-23 SY. In addition to the evening parent meetings, hosting the PSAT/SAT, the counselors also went to see Charlie Brown, an end of the year visual arts show, supported and proctored the AP test administration in May, 2022, scheduled meetings with all students to discuss course selection, visited the middle school team to discuss schedule/course offerings for following year, were active at curriculum meetings, and prospective student open house and program of studies evening. The

counselors developed a basic framework for MyCAP, a state designed schema and strategy for implementing Career Development Education. Towards the end of June, 2022, a team of educators further developed the plan, which is scheduled to launch in the 22-23 SY.

The SHS Counselors also managed and participated in several extracurricular roles as well. In the 2021--2022 school year, these commitments included some professional development planning in DIVERSITY, EQUITY, INCLUSION AND BELONGING, (e.g. practicing our current district equity questions in department meetings), facilitating SEED professional growth sessions with the district wide DEIB committee, serving as the co-advisor of Student Council, participate as team member of the SHS School Council, and SHS Ambassador advisors. Although another challenging year with a not-so-distant COVID cloud overhead, the school year 21-22 brought many opportunities to launch new programs and support students in their individual paths and journeys. Looking forward to another year full of opportunity.

English - SHS English teachers welcomed students back to in-person learning and adjusted to a new schedule. Using MA DESE Acceleration Roadmap as a tool to support students' return to the classroom, teachers collaborated with one another to decide formative assessments and scaffolding strategies according to grade level skills, and students' needs. The department decided some priority items for 21-22: vocabulary and literacy skills; speaking and active listening opportunities, and social-emotional learning in daily practices.

Curriculum focused on standards and skills aligned to the Common Core College and Career Readiness: reading; writing; speaking and listening. Students practiced writing for audience and purpose in a variety of forms: expository; persuasive; analytical, and narrative. Students demonstrated their understanding through writing, art, speaking, creative projects, media, and film. Multiple classrooms were supported by our co-teaching model of English teacher and a Special Education teacher. Multilingual learners progressed in English language acquisition, in addition to their native languages of Urdu, Spanish, Portuguese and more. Students read novels, short stories, poetry, plays, and non-fiction texts. Teachers chose supplementary materials to foster an inclusive classroom, centering voices of marginalized individuals and using the classroom for respectful and difficult conversations of class, gender, race, identity, and equity. Three junior AP Language and Composition courses and two AP Literature classes were offered. Additional ELA Enrichment blocks were offered to support reading and writing skills across content. In addition to media literacy electives, the department offered journalism. In 22-23 additional electives will run: Public Speaking; Mindfulness; Graphic Novel, and Creative Writing.

The end of the year awards ceremony celebrated students for a variety of achievements including academic excellence, growth mindset, strong improvement, creative writing and more. Additionally, the department honored a beloved educator and former Department Chair, Joanna Defeo, through a Memorial Award in her honor.

The department celebrated one another's life experiences: marriage, purchase of a new home, professional certifications, and a bittersweet goodbye to our colleague, Jenna Klemonski. Ms. Klemonski is an irreplaceable and hard-working educator, coach, class advisor, advisory leader and more. We thank her for her years and dedication to the SHS community.

To end the year, the department created a teacher "little free library" swap in the building and decided on their value statement for summer reading: The SHS English Department encourages students to explore their independence as readers and to build interest and fluency by reading choice texts over the summer. AP courses communicate summer reading expectations according to curriculum, but no other English courses require summer reading assessments. Students are encouraged to read choice texts over the summer and post their "shelfies" on the department's new Instagram page. @swamphsenglish.

Mathematics - Our students continue to push themselves in mathematics. This year, fifty students doubled up in math. Twenty-one students enrolled in Algebra II and Geometry; fifteen enrolled in AP Statistics and Calculus and fourteen enrolled in Precalculus and AP Statistics.

AP Exams - Thirty students took the AP Calculus AB exam, and thirty students took the AP Statistics exam.

After a one-year break, we once again administered the American Mathematics Competition Exam (AMC). Thirty-three of our top math students took the rigorous exam; 11 took the AMC 12 exam, and 22 took the AMC 10 exam.

We had a total of eleven student-teacher assistants in the following courses - Algebra I ACP/H, Geometry ACP, Algebra II ACP/H, and AP Calculus.

There was a total of seven co-taught courses in math, with 2 co-taught sections in Algebra I, 1 in Integrated Algebra & Geometry, 2 in Algebra II, 2 in Geometry.

We offered ten sections of Math Enrichment under Allison Blass as part of a grant. Students struggling with their current math classes received additional support in a smaller (sometimes individualized) setting.

Curriculum: We mapped curriculum for Intro to Calculus and started mapping curriculum for Integrated Algebra & Geometry, Introduction to Computer Science (updated elective), and Data Analysis and Modeling (new elective).

Technology: All teachers used Google Classroom to post lessons, assignments and communicate with students. Some teachers used screencastify to record videos, EdPuzzle to assign video lessons, Jamboards, Padlet and other virtual whiteboards, Desmos and Geogebra. Several teachers also used Khan Academy and Savvas to provide students with online practice resources.

Teachers took professional development and graduate courses in the following courses:

- Computerless Coding: Play-Based Strategies and Tools
- Google Certified Educator Level 1
- Flexible Seating

The Math Team reconvened under Mrs. Clements and Mr. Ratley as advisors. The team competed in six meets and won their division one time and came in second place three times.

The department continued to adapt and adopt new strategies, while we celebrated personal growth which included Mr. Fucile becoming a first-time father, Mr. King's youngest son graduating high school, Mr. Beckett purchasing a home in Swampscott and Ms. Monteiro becoming the eSports coach.

Science - Coming back to a more "normal" school year, our science department teachers found it a blessing to again engage students in inquiry-based, live, in-person instruction and laboratory activities. These activities ranged from identifying blood spatter evidence in forensics class, studying the ideal chemical ratios in combustion reactions in chemistry class, measuring and calculating acceleration and kinetic energy in physics, dissecting various organisms and organs in anatomy... the list goes on.

Science Fair - In addition to our pre-AP honors chemistry students, 11th grade pre-AP Physics Honors students joined in for the first time and completed integrated independent research projects throughout the year. These projects are the culmination of a year of brainstorming ideas, researching topics, planning and designing the scientific investigations, carrying out the experiments and analyzing the copious data, and finally preparing and presenting a report on the project.

Wellness Department - This year in Wellness, we were able to get back to a long-awaited sense of normalcy in our courses. Students were able to play games and interact with their peers again following

some isolating Covid times. We truly feel that now more than ever our students **need** Wellness Education.

In physical education, students continued to learn about the importance of maintaining a healthy level of health-related physical fitness throughout their lifetime. Our curriculum focused on helping students experience the power of movement and understand its role in stress release, brain stimulation, confidence building, enhancing fitness, mood elevation, social skill building, and enhancing quality of life. Throughout the term, students were taught how to design personal workouts that included all components of health fitness. Additionally, they were taught training principles that help prevent injuries and account for individual abilities and interests. By the time they leave SHS, we are confident that they will have the knowledge and skills to serve as their own personal trainers through all stages of life. In our semester 1, end of term survey, 74% of students said they would be more likely to take part in a weight training program as a result of their exposure in our Foundations of Fitness course. Our curriculum also placed extra emphasis on developing social skills and encouraging positive social interactions. We were happy to learn that by the end of a semester of physical education, 97% of our 9th grade students reported that they had made either a new friend or strengthened their relationships with their peers as a result of our course.

This year in health education, students strengthened their skills to safely navigate their teenage years. Freshman level classes learned about many aspects that can directly impact their daily lives, including the traits of unhealthy and healthy relationships, the multidimensions of total wellness, substance abuse/use prevention, and breaking the stigmas that surround mental health. Junior level classes had a more complex approach to the aforementioned topics and explored the impacts of human disease and the various components to consent. Both class levels had the opportunity to take part in two great conversations with outside resources. The YWCA North Shore Rape Crisis Center came in to talk about healthy vs unhealthy relationships and consent. We also had a visit from The NAN Project, a local organization with a mission to raise mental health awareness and suicide prevention. The NAN Project uses a peer to peer model, where young adults with personal experiences with mental health challenges share their stories, concluding with information about the resources that were able to provide them with the support they needed. After completing our Contemporary Adolescence 1 Course, 92.7% of quarter 3, 9th grade students felt that they knew where to locate a resource for help, should they need one. Furthermore 96.9% of our Contemporary Adolescence 2 Course students, (Q3), stated that they can better identify risks or possible outcomes that are associated with risky decision making, as a result of their health class experience. Overall, our courses provided our students with knowledge, skills, and experiences that can help them lead more successful and happy lives.

Social Studies - The Social Studies Department continued to engage with students helping them develop critical thinking, historical reasoning, and analytical skills, as well as improving their writing skills. As always, we emphasize the importance of making connections between the past and current events, and this has been especially important in helping students to better understand and navigate the challenges of life during a global pandemic.

AP Course were heavily attended this year, and all will be offered in 2022-23:

- **AP US History**
- **AP European History**
- **AP Psychology**
- **AP Economics**

Also running in the 2022-2023 School Year will be AP Art History.

There will be a new elective offered at both the ACP and Honors level, **International Relations**. This elective will allow students to explore recent and current global events and put them into a larger historical context.

Fine and Practical Arts 2021- 2022

Business – Ms. Comparato & Mr. Parachojuk

The class of 2023 had the opportunity to participate in the Credit for Life Fair sponsored by the Institution for Savings. Seventy-seven students chose to attend the fair. The Credit for Life Fair returned to an in-person event held at Masconomet Regional High School with a total of about 900 juniors from 10 different area high schools. At the event, students simulate the life of a college graduate by visiting booths to make financial decisions for housing, transportation, utilities, clothing, food, health insurance and other reality-based decisions, staying within their budget.

This school year brought the greatest level of success for DECA students to date. We had 60 students compete at the District Conference event and 39 of those students qualified for, and competed in, the State competition. We had impressive results at the State Conference with 11 students receiving a top 10 finish and two students qualifying to compete at the International Conference. Those two students were able to place in the top 8 internationally in their category at the International Conference in Georgia which is a very difficult achievement and marks the greatest performance of any SHS DECA students since the inception of the club at our school.

Visual Arts - Mrs. Impeartrice & Mr. Townsend

In the 2021-2022 school year, visual arts experienced a spectrum of achievements, celebrations, and transitions. During summer months, Ryan Townsend and Erin Grocki worked on the *Vision of a Swampscott Graduate* digital graphic, which was finalized and debuted to the district in September. We installed 2 art shows, a winter showcase in December as well as a spring evening of art in May. Mr. Brennan Natoli also joined us for both art show events as a way to exhibit crafted pieces and promote his emerging Manufacturing program. Each show had strong visitor turnouts and displayed a wide range of mediums and skills.

We welcomed our new art teacher Heather Impeartrice in January 2022, who joined the department and gracefully picked up where Erin Grocki left off. This spring, Heather taught Studio I,II,III & IV, Drawing I & II, AP 2-D Art and Design, AP 2-D Drawing, and Printmaking. Mrs. Impeartrice has been doing an excellent job creating new and exciting projects which the students seem to really enjoy.

In AP-2-D Art and Design, Dina Solopov created over 15 works focusing on the media's role in self esteem and body dysmorphia through multiple lenses. Through her journey she unmasked a love for exploring new materials and ideas. In AP 2-D Drawing, Jada Fernandes Mensah created over 15 works focusing on different aspects of her personality and emotions. This year's long internal investigation revealed Jada's adaptability and exceptional skill. Both sustained investigations will surely be well received by the College Board.

Our first significant art field trip post-2020 was a success, as 19 students journeyed north to Salem, visiting the Peabody Essex Museum + exploring the Urbano Art Museum murals saturated throughout the Salem Point. A key motivating factor in organizing the trip was to celebrate seeing Jada Fernandes Mensah's award-winning digital drawing featured in the Climate Action exhibition, which is on display through June 2023. Her work is the main marketing image for the museum's show and can be seen here: <https://www.pem.org/exhibitions/climate-action-inspiring-change>

Five student works were chosen for submission into a juried state show, the *2022 Massachusetts Amazing Emerging Artists High School Recognitions Exhibit*. All pieces were accepted into the show, which was held virtually this year: <https://maearecognitions2022.artcall.org/pages/web-gallery>

The students were:

- *Broghan Laundry '22
- *Ellie Levine '24
- *Kyle Marlin '22
- *Maeve Hitchcock '22
- *Sofia Comfort '24

Sofia Comfort was selected as a Davis Publications Sculpture Award winner for her ceramic & mixed media "Deconstructed Mushroom" sculpture.

Six student works from 3D Art and Photography classes were submitted and included in the *Massachusetts Art Education Association's Statewide Youth Art Month* exhibit, which was also held virtually this year: <https://massarted.com/youth-art-month/>

The students were:

- *Maggie Nottingham '22
- *Vreni Runstadler '22
- *Gillian Jacobs '23
- *Anya Mishenina '22
- *Lily Reiter '22
- *Destiny Batista '22

Destiny Batista was selected as a President's Choice Award winner for her ceramic "Bubbles Vase". This work was featured on display at the National Art Association Convention in NYC during March 2022.

Media Arts - Mr. Douillette

Community Media Production and Distribution developed several projects for the school and town including

- A web page which offers a more user friendly experience for students looking for clubs <https://sites.google.com/swampscott.k12.ma.us/clubs-and-activities/clubs>
- Two recycling videos for the Town of Swampscott
- A welcome to SMS video for Principal Calichman
- A Video for the Composting Club
- A promotional video for the PTO fundraising raffle

The TV Studio Production classes have grown in popularity. The Semester 2 class was so large that the curriculum was completely altered to accommodate more studio production ideas from seniors. We also upgraded the entire control room to allow more advanced production switching technology. The training for this equipment has intensified, and 4 students were able to achieve proficiency on this equipment.

The Digital Film Production classes moved back into hands-on production. With the addition of the classroom that had been used by Mr. Reid. Students were able to move more fluidly through the

curriculum. The level of competency increased and was demonstrated by a higher number of better-quality films being produced. Our end of year screening was held on June 13th in the auditorium.

The honors level media arts students continued to thrive.

- Ivy Buonanduci and Sam White took over the production of Kohut’s Corner.
- Ivy Buonanduci and Sam White also produced the METCO Talk Show with several members of the METCO program who signed up for the class in order to produce this 3 episode show.
- Ivy O’Brien, Zachary Stern and Alan Morales helped produce a video with the METCO program and the Senior Center called [Black History, Our History](#), reflecting on civil rights experiences in honor of Black History Month. This led to a full school assembly and an article in The Daily Item.
- Zachary Stern helped produce a talk show series with the Senior Center called Talk About Town. 6 episodes were produced, and with the installation of new A/V equipment in the Senior Center, this facility and program will be more aligned with our program.
- Brendan Norton co-produced OSWALDS Game Show of Mystery in the TV Production studio, pushing the limits of what can and should be done in the room. It was one of the most entertaining, clever, and creative shows ever produced by students.

The Big Blue TV Crew increased its capacity to cover school athletics and the various town meetings and events. The students become town employees and are paid minimum wage through the PEG funds. Ethan Runstadler, SHS’19, has continued to thrive as the Sports Production Manager. He has been offered a full-time job as the Assistant Cable TV Coordinator for the Town of Swampscott beginning July 1, 2022.

The highlight of the sports year was the opportunity for our crew to cover the [SuperBowl at Gillette Stadium](#).

- Crew Members - 25
- Athletic Events
- Wages Earned - ~ \$12,000

YouTube Channel Statistics (7/1/21 - 6/30/22)

Channel	Prior Year Views	Current Year Views	New Subscribers	Total Subscribers
Swampscott Public Schools	12,381	15,343	87	387
Swampscott High School	5,602	5,567	24	314
Big Blue Athletics	16,624	37,339	215	511
TOTALS	34,607	58,249	326	1,212

Music/Theater - Mr. Pearse and Mr. Rovi

Performing Arts courses offered for 2021-22 were Concert/Marching Band, Mixed Chorus, Piano Lab, AP Music Theory, Design for the Stage, Introduction to Drumming, History of Rock, Guitar I and II and Music Technology. Extracurricular offerings included North Shore Voices, Drama Club, Jazz Band, and Woodwind Ensemble.

Students in the Swampscott High School Marching Band performed at all home football games as well as Gillette for the Division V Super Bowl. They also participated in the annual Memorial Day Parade in Nahant. Students in the Swampscott High School Concert Band performed at four concerts as well as the Great East Music Festival where they received a Gold medal.

The Swampscott High School Chorus and North Shore Voices returned to live performances this year, giving major concerts in December, March, and May. In addition, Chorus performed for the Senior Center Men's luncheon and the Fundraiser for Ukraine. Concerts outside of the school included a concert for the eighth grade class at Swampscott Middle School, participation in the adjudicated Great East Music Festival (Gold medal), and an a cappella performance of *In My Life* for the graduating class of 2022.

Chorus members Aurora Corrado, August Kushkov, Eve Levy, and Joshua Shilo auditioned for, and were accepted into, the Northeast Senior District Music Festival. Festival members rehearsed and performed in a live concert given March 19th. Chorus members Sydney McCoy and Joshua Shilo auditioned for and performed with the 2022 Massachusetts All State Chorus in Boston's Symphony Hall on March 5th. Josh and Sydney were recognized by the Swampscott School Committee for their achievement.

Drama Club also returned to live performances, presenting the one act farce *Scapino* in late October. This year's spring musical, *You're a Good Man, Charlie Brown*, hit the stage for three performances in early April. The cast and crew also presented highlights from the show for a large student audience during X MIC. Band, Chorus, Drama Club, and Piano Lab members came together to present the 2022 Performing Arts Showcase on June 15th.

Swampscott Summer Theater, a musical theater program for students entering grades three through nine, celebrated its 20th anniversary this year with a production of *The Addams Family younger@part*, on August 4th.

World Language - NEW STANDARDS: At the end of last year, the new 2021 World Languages Curriculum Framework standards were approved. This long-awaited update to the MA World Language standards (the previous version was from 1999) incorporates a greater focus on proficiency that aligns closely with the ACTFL (American Council on the Teaching of Foreign Languages) proficiency guidelines. With a move towards teaching proficiency goals in mind, teachers have worked hard to adapt their lessons to focus more on proficiency. **Course Maps** - Throughout the 2021-22 school year, the World Language department worked on adapting our curriculum maps to reflect the new frameworks and to be consistent of maps across the department district-wide. Course Descriptions in our **Program of Studies** were also rewritten to reflect the new standards.

NEW HIRE: We are pleased to welcome **Jayne Barrett** to our World Language Staff. Ms. Barrett comes with extensive experience in teaching for proficiency. She has been a wonderful addition and asset to our department.

PROFESSIONAL DEVELOPMENT: Our department (district-wide) participated in extensive Proficiency Based Teaching training focusing on Comprehensible Input (CI) techniques and strategies

Summer PD - Before school started in the fall, many members of the department participated in summer Professional Development workshops including:

- Choosing Readers & Novels for Novice and Intermediate Classes in World Languages
- Teaching Reading, Creating Content Preparing an Inclusive Comprehension-Based Curriculum for 2021
- CI Teaching Re-Boot
- Acquisition Boot Camp

Consultants:

- Language Lab Workshop - Sandy Hayward demonstrated the Sans language software and teachers had the opportunity to develop lessons for their classes using the software.
- New Frameworks - Amy Arnaud explained the different aspects of the new MA World Language Frameworks and discussed the pedagogical reasoning behind the changes.
- Through the DESE grant, both the World Language and ELL departments district wide participated in a Virtual training led by **Joshua Cabral** to strengthen teaching practices that encourage stronger communication in the target language and lead to students moving up the proficiency level. The three major topics of the training were: Teaching Grammar as a Concept in Context, Language and Culture: The Path to Global Citizenship and Authentic Learning with the ACTFL Core Practices. **We have included ELL Teachers in this PD and the Grant PD which has been a rich exchange of ideas and experience.**

On-Going In-house PD focused on Proficiency Based Teaching including:

- Comprehensible Input - Movie Talk, Storytelling & Storyasking, Choice Boards, Opening Routines,
- High Impact Reading Strategies, FVR, Leveled Classroom Libraries
- Assessments - formative and summative
- Curated Resources on Proficiency-based teaching, philosophy & strategies, Somos Curriculum, Language Lab activities on our shared Google Classroom for WL and ELL faculty.
- AAPPL Training: content, preparation, & proctoring

TECHNOLOGY: We continue to incorporate interactive language tools and instructional strategies that encourage both written and verbal communication. Some of the tools we used in new and different ways include Textivate, Flipgrid, Gimkit, Blooket, Jamboard, and Mote & Vocaroo for recording spoken audio. We embrace the move towards proficiency and look forward to giving students more opportunities to access real-world language in action while putting their language skills into practice.

DESE GRANT: With guidance & assistance from Jean Bacon, Content Leads Jessica Gahm-Diaz and Jessica Massanari-Sapp applied for and received a competitive DESE Language Proficiency grant to fund the assessment of student proficiency and professional development of language educators. The department procured \$13,451 for work during the spring and fall of 2022.

Professional Development - This funding paid for Joshua Cabral's training and will fund the Avant Advance Training that will train teachers to assess students' proficiency levels in accordance with the ACTFL proficiency scale.

Proficiency Testing - 343 students enrolled in French & Spanish, levels 1,3 & 5, were tested district-wide and 11 heritage Language Speakers were assessed in Spanish, French, Russian, Ukrainian, Portuguese, Albanian and Urdu. We are pleased to report that the assessment results indicate that our students are performing in line with our course proficiency benchmarks.

MA STATE SEAL OF BILITERACY PROGRAM: SHS is pleased to announce the district's third year participating in the Massachusetts State Seal of Biliteracy Initiative. To qualify for this award, students must demonstrate proficiency in both English and another world language. They are assessed on their reading, writing, speaking and oral comprehension in English and another world language. This academic

honor recognizes the importance of world language acquisition and celebrates the multiple cultures and languages that make up the fabric of our community.

- Seniors receiving the seal: (17 seals, 11 language learners & 6 heritage language students) Verena Runstadler (Fr.), Emma Sands (Fr. & Sp.), Eve Levy (Sp.), Valerio Tatafiore (Sp.), Isabel Comfort (Sp.), Nicole Peach (Sp.), Judith Dicker (Sp.), Annabelle Overbaugh (Sp.), James Godwin (Sp.), Aiden Wyse (Sp.), Anastasia Shub (Ru), Vincent Freger (Ru & Sp), Marsebio Gojcaj (Alb.), Gerard Gojcaj (Alb.), Margaret McGinley (Sp.)
- Juniors earning the seal: (4 seals for heritage learners)
Alisa/August Kushkova (Ru), Dina Solopov (Ru), Kateryna Kiniakina (Ru., Ukr)

INTERNATIONAL TRIPS: Puerto Rico Service Trip - Over April break, 15 students and 3 chaperones traveled to Puerto Rico to work alongside residents in Villa Del Rio to help rebuild housing destroyed during Hurricane Maria. The group also toured Old San Juan, explored the El Yunque rain forest, and kayaked in the bioluminescent bay at sunset. Spain/France Trip: During our April break, a group of 10 students went to Spain and France. In Barcelona, we visited La Sagrada Familia, Parc Guell and Roman ruins dating from the first century. We also did a bike tour and visited the modern part of the city. Before going into France, we stopped at Figueres where Salvador Dali is from. We had the chance to visit his house which is now a museum. The painter is buried in a crypt below the stage. The French part of the trip started in Carcassonne, famous for a medieval citadelle. From there on, we stopped in different towns such as Arles, Nimes, Aix en Provence and Marseille. The last stop was Nice and of course, Monaco.

OUTREACH: AP French students visited the middle school to share their enthusiasm in our French program. AP French and Spanish classes collaborated on an immigration unit aligned with the AP Global Challenges theme and on a university research project aligned with the AP Contemporary Life theme.

Heritage Festival: World Language faculty and students participated in the event with tables representing Spanish, French and Colombian cultures. French & Spanish Club organized numerous activities including a Halloween Tombstone Scavenger Hunt, Bûche de Noël contest, One Word Resolution Activity to kick off 2022, as well as Valentine's Day and St. Patrick's Day events.

Student Services - The Student Services department, like everyone else, had to adapt to the challenges posed by the pandemic over the course of the last two years. Our department continued to develop its network of co-taught classes throughout the 2021-2022 school year. All four years of ELA and math are offered as a co-taught class, as well as all three required years of science. The number of sections of each co-taught class was expanded this year so that more students can benefit from the differentiated instruction offered in this model. Task Management continues to offer individualized support to students who require it. However, the Student Services department continues to work towards the goal of increasing levels of independence for students as they move on to postsecondary goals; when appropriate, students are given the choice to "graduate" from Task Management and receive all supports through co-taught mainstream classes. This not only makes them more independent, it also provides upperclassmen with the opportunity to take more electives than ever possible before, including those electives based on their possible interests for majors in college.

This year we have big changes within the Discovery Learning Center. Our program has continued to expand and there are now 2 full time teachers in the DLC. Joe Bennett is in charge of the Vocational and Activities of Daily Living. He also works with our Discovery Point Teacher to plan transition goals. Jill Dillon is in charge of functional academics and serves as a liaison to the general education and special education teachers who work with our students in the DLC. Happily, we have resumed working in our school store 3 days a week and will be taking it over 5 days a week in the fall. We have returned to our Coffee Cart business in a modified way to comply with Covid rules but are excited to bring Coffee Cart to

its full fruition next year. We are expecting a large handful of new students that will join us from the Middle School in the fall and will be expanding into another adjoining classroom to fulfill our needs.

The Discovery Point program had their first full year, and it was a tremendous success. Discovery Point is a vocational and life skills readiness program based in SHS for students with intellectual disabilities and or autism spectrum disorder, who have completed high school and are continuing to postgraduate education. This new program is a continuation of the Discovery Learning Center high school program and had 4 full time students enrolled and 30 interns. Discovery Point has been specifically designed for students whose educational profile shows a significant need for life skills development. Our program also offers high school interns the opportunity to grow in their community responsibility and independent leadership skills with real world experiences.

Students in Discovery Point strive for learning job skills that can lead them towards a meaningful life as they transition into independent living and career exploration. This year our program partnered with many community organizations including the Swampscott Senior Center, YMCA, SHS Library, Swampscott Public Library, and Swampscott Farmers Market. At these businesses students learned various leisure and hobby skills, participated in job training opportunities, and learned about utilizing their community in a positive way. The Discovery Point students have broadened their entrepreneurial skills by making artisanal soaps, greeting and holiday cards, and have ventured into the cat and dog treat business, selling their items at the Swampscott Farmers Market on Sunday mornings, and having pop-up shops within the school district. Students have also participated in job training with the Tech Ninjas and with the circulation desk at the SHS library. A huge success story for this year was our collaboration with the Senior Center, allowing students to stay on campus and learn job and communication skills in a familiar, safe, environment. Students have built confidence in their work skills and have enjoyed the entertaining conversations they have with the patrons they see daily. Students particularly enjoyed the various leisure trips that were made in the community, challenging students to budget their own money and making decisions that exposed them to adulting in the real world.

The Harbor program has been busy this year supporting a diverse group of learners. We have grown substantially in size, supporting 27 students. We have also welcomed several new staff members. Lauren Calabrese joins us as an adjustment counselor. She has worked in Swampscott for several years as an ABA therapist and has been a licensed clinical social worker for fifteen years. Lindsay Mitchell joins the team as a school psychologist coming from Winchester Public Schools. Jeremy Wein is a new addition as a special education teacher, coming from Melrose Public Schools. Scott Cordiner continues to work in the program while also taking on the role of co-teaching math classes; he continues to be our resident expert in all things math. Our last new addition is Indiana "Indy" Bones, Lauren's therapy dog-in-training. Indy is a 6-month-old mini goldendoodle who is learning alongside our students, how to be a therapy dog. She's providing great support and comfort to both Harbor students and to the Swampscott community. We anticipate that Indy will earn her therapy dog certification in 2023.

This year's students have been working on developing coping strategies to manage heightened emotions so that they can access school and do their best learning. Students have been learning how to learn in the Harbor room and have been working on building coping strategies in their counseling sessions. We are proud of how far our students have come this year, and we congratulate four students on graduating from SHS!

In addition, Swampscott Office of Student Services continues to partner with Massachusetts Inclusive Concurrent Enrollment Initiative (MAICEI) at Salem State University. The MAICEI program "provides dual enrollment opportunities for high school students, ages 18 to 22, with intellectual disabilities and/or autism spectrum disorder, to participate in an inclusive college experience." Swampscott has partnered with this program for the last three years with great success. Two students

from SHS attended SSU during the 2021-22 school year and we will continue to partner with them for the upcoming school year as well.

COMMITTEES



CAPITAL IMPROVEMENT

To the Finance Committee, Town Meeting members, and the residents of Swampscott:

Town staff have conducted a detailed review of capital projects to be undertaken in the near and long-term. Careful development of the town's capital plan continues to help stabilize the Town's tax rate and increase visibility of larger capital projects in the town's future.

1. OVERVIEW AND PURPOSE OF THE CIP

Swampscott Town Officials and staff, like our counterparts in other communities in Massachusetts, expend a great deal of effort each year establishing a municipal budget. This budget must realistically balance the ever-increasing needs and costs of delivering services to their constituents while at the same time staying within the financial constraints mandated by available tax revenues. In an acknowledgement of the precarious nature of the annual budgetary process, the Town Charter mandates the use of a Capital Improvements Program (CIP) to aid town officials in scheduling the investment of Town resources.

The Charter provides legal guidance as to authorization, purpose, description, and preparation of the CIP. The CIP also serves to prepare a financial plan for capital projects included in the Master Plan. The primary goal of the CIP is to schedule and plan for pending capital expenditures, so that the peaks and valleys in the Town's annual tax levy are mitigated to the extent possible. In short, the largest of expenditures are anticipated and scheduled, while the smaller expenditures are worked into the plan in regular intervals to help stabilize the tax rate.

This document is structured to provide a multi-year recommended program of major capital projects and expenditures. The Swampscott CIP is a budgetary document that schedules all anticipated major capital Town expenditures for an extended period and includes a fiscal analysis that aids in prioritizing the expenditures. The program, when adopted and fully utilized, serves to ensure that the services and facilities necessary to meet the community's needs are provided in accordance with the financial capabilities of Swampscott.

2. ADVANTAGES OF A CIP

A Capital Improvements Program offers many advantages including the following:

- Stabilizes year to year variations in capital outlays.
- Pre-emptive acquisitions are made more feasible and defensible (e.g., land acquired for town uses such as water supply, public works, and recreation)
- In conjunction with capital reserve funds, interest payments may be reduced or eliminated by leveraging cash on hand for purchases as opposed to issuing bonds.
- Enables towns to establish growth control measures (in conjunction with the master plan).
- Facilitates implementation of the master plan through scheduling of proposed projects over time. This type of programming can eliminate duplication and a random approach in making capital outlays.

- Furnishes a total picture of the municipality's major needs, discourages piecemeal expenditures, and serves to coordinate the activities of various departments.
- Establishes priorities for projects based on need and cost and permits anticipation of revenues and expenditures.
- Serves as a public information tool by explaining to the public the Town's plans for major expenditures.

3. CIC COMMITTEE MEMBERSHIP

The Capital Improvements Committee (CIC) is comprised of five (5) members appointed by the Town Moderator.

4. DEFINITION OF A CAPITAL IMPROVEMENT

The Swampscott Town Charter establishes a threshold capital project value of \$20,000. For a project to be considered for inclusion in the CIP, the project must meet or exceed the threshold value, have a useful life of three (3) years or more, and not be considered an annual, on-going, operating expense. Projects that require bond financing are also included in the CIP.

Examples of such improvements include:

- Land acquisition for public purpose
- Vehicles
- Buildings
- Equipment and machinery
- Major building or facility renovations and repairs
- Road renovations resulting in long-term improvement in road capacity or conditions
- Special studies such as resource assessments or development of a Master Plan
- Certain technology purchases, upgrades and replacements that meet the requirements of the CIP

5. PREPARATION, ADOPTION, AND REVIEW OF THE CIP

Each year at the request of the Town Administrator, town staff send the appropriate sections of the CIP document to all Town Department Heads and ask for updates, changes, and additions. Over the past several years, this process has commenced in early fall and concluded in spring. In future years, this process is planned to commence in early summer with a stated reply deadline from Department Heads, Board and Committees of late summer/early fall. Town Staff accumulated the returned information and incorporate it into the Master CIP document, highlighting those items that have changed from the previous year. Town Staff also update the Master CIP Text document and spreadsheet to indicate the new multi-year range.

At each CIC meeting, Town Department recommendations are reviewed and vetted by the committee for potential inclusion and/or update to the CIP. If there are any projects that the CIC would like more information about, they either request that Town staff obtain the information or ask that a Department Head come to an upcoming CIC meeting to explain the project(s).

Throughout the process, the CIC continues meeting to review all the proposed changes and/or additions to capital projects, the costs and benefits associated with each such project and to eventually finalize the numbers and descriptions associated with each project. Upon final review, the CIC seeks to balance

or level-fund the requests over multi-year periods. Once this is accomplished, the Committee votes to adopt the recommended CIP and submits the CIP to the Finance Committee with recommendations to Town Meeting to make the necessary appropriations for the first year of the plan (e.g. – the next fiscal year).

6. 2023-2027 CIP PROJECTS

A table is available that contains a description of projects sorted by project start year and then by department. It is our hope that these documents will help facilitate the presentation of the 2023-2027 CIP to the Select Board and Finance Committee, as well as help all Town committees and boards better understand the nature of the proposed capital projects that the Town is facing, and how these projects impact the financial stability of the Town of Swampscott.

The Capital Improvement Committee recommends approval of all projects described in Article 12.

7. THE PLAN FOR FUTURE YEARS

Each year the committee looks to improve the town’s capital review process. Recently, the Town worked with the Collins Center of the University of Massachusetts on improving the capital planning process. These improvements include moving up the timeline for reviewing capital projects from late in the Fall to earlier in the year with an aim of developing a Capital Improvement Program by November 1st of each year. This process also includes a project scoring methodology developed by the Collins Center, and modified by Town staff, which will allow the CIP to be developed, and projects prioritized, with a more objective, predictable, and methodical process over time. In last year’s CIP development process, we implemented a trial run of the scoring methodology from the Collins Center. The committee’s intention for the 2024-2028 plan year is to work with town staff to refine the data requested for projects and the criteria used to score and evaluate projects to improve upon the plan development process.

A fundamental goal for the CIC is to build a planning process that will eliminate, to the extent feasible, being confronted with substantial capital expenses that require funding on an emergency basis. We believe that proper planning, combined with a comprehensive review of the town’s capital assets, will bring us closer to achieving that goal.

In closing, we want to thank town staff for all their assistance and efforts to forge a comprehensive update for the Town’s Capital Improvement Planning. This effort will continue to evolve, as there will always be room for improvement, but we are confident that a thoughtful and robust CIP will be one of the more important financial planning tools central to Swampscott’s long-term financial stability.

Respectfully submitted,

Capital Improvement Committee

Richard Raymond, Chair

Kelley Begin

David Brodsky

Ryan Hale

Jay Sullivan

CONSERVATION COMMISSION

Mission Statement

The Conservation Commission is made up of seven members (three-year terms) all appointed by the Select Board. In 2021, Tom Ruskin resigned as both Chairman and Commissioner, and in 2022 Monica Tamborini resigned following the expiration of her term. The year saw the election of Tonia Bandrowicz to the role of Chair, who also continues to serve as the Commission's liaison to the Earth Removal Advisory Committee, and Colleen Hitchcock to the role of Vice Chair. Three new members were further appointed to the Commission, including Richard Simmons and Scott Saunders in full voting capacities, and Molly O'Connell in a non-voting capacity.

The Commission's functions include:

- (1) planning for natural resource protection, including advising other municipal officials and committees and boards on conservation issues (such as the Town's Earth Removal Advisory Committee, which the Commission has one seat, and the Open Space and Recreation Committee);
- (2) managing existing conservation properties, and;
- (3) reviewing projects proposed in or near resource areas, such as beaches and wetlands, to ensure that those resources are protected as required by the Massachusetts Wetland Protection Act (M.G.L. 131, Section 40), and the Town's Flood Plain/ Wetland Protection Overlay District. Under the State Statute and regulations, the Commission has jurisdiction over all the wetlands in Swampscott and land within 100-foot buffer zone adjacent to waterways and wetlands.

Regarding this last item, the Commissioners work to ensure that all construction and development projects (residential, municipal, and commercial) that may alter any wetlands, floodplains, streams, and/or ponds are in compliance with the state and local wetland regulations.

To do so, the Commission reviews a number of different application types through its process including: (1) "Requests for Determination" to decide if a project falls within the Wetlands Protection Act jurisdiction, (2) "Notices of Intent" for projects that are within its jurisdiction to determine if a permit (termed an "Order of Conditions") protective of the resource should be issued; and (3) Requests for Certificate of Compliance once a Commission-approved project is completed in order to determine if the project complied with the Order of Conditions that were stipulated.

Public Hearings in FY2022

In 2022 the Commission held **13** public hearings or meetings, at which **6** Notices of Intent were filed, and all had subsequent Orders of Conditions issued. Additionally, **6** Requests for Determination of Applicability, **1** Amendment to an Order of Conditions, and **5** Certificates of Compliance were filed.

Of particular note, this past year the Commission oversaw the filing of a Notice of Intent for the construction of the new Town Elementary School, which was issued an Order of Conditions. Following an appeal by abutters, a superseding Order of Conditions was issued by the Department of Environmental Protection that affirmed and included the original conditions established by the Commission.

The Commission also issued an enforcement order to the owner of 100 Phillips Beach Ave. regarding the installation of a new pool and patio on the property without notification to, or submission of, a Notice of Intent or other application, to the Commission. After several hearings, and after the owner provided additional information and studies, the Commission issued an Order of Conditions sufficient to safeguard the protected resource.

Other Activities

In 2022, the Commission adopted a Trail Volunteer Maintenance Policy to encourage public involvement in the maintenance of conservation land and revised rules for the usage of Linscott Park.

Moving Forward

The Commission anticipates that the Town will be resubmitting a Notice of Intent for the proposed rail trail this year. The Commission also expects to be involved in town plans for the newly acquired Hawthorne and Archer Street properties.

Many Thanks

The Commission thanks the Department of Public Works, the Building Inspector, and all of the officials, both public and private, that have worked with us throughout the year, with a special mention of the Girl Scouts who built a bird blind in Harold King Forest and cleaned up Muskrat Pond, both conservation land under the Commission's jurisdiction.

The Commission also thanks retired Commissioners Tom Ruskin and Monica Tamborini for their long-standing service to the Commission, and the Select Board for acknowledging their contribution to the Town by issuing them certificates of appreciation.

Respectfully Submitted,

Tania Bandrowicz, Chairperson

EARTH REMOVAL ADVISORY COMMITTEE

Mission Statement

The Earth Removal Advisory Committee (ERAC) is made up of 5 members that provide recommendations to the Select Board regarding projects subject to, and pursuant to, the provision of the Earth Removal By-Law.

According to the Earth Removal By-Law, the removal from a parcel of land of more than 600 cubic yards of soil, sand, stone, rock, etc., subject to certain exemptions, requires a permit from the Town's Select Board. The purpose of the Earth Removal By-Law is to protect the health, safety, and welfare of the public by regulating the removal of earth so as not to create dust, washouts, noise, displacement of rodents due to construction, traffic plan and routes, hours of operations and other hazardous conditions, as well as, to protect surface and ground water and other natural resources.

Previous Year Accomplishments

From June 2021 to June 2022, ERAC held seven (7) meetings to review, discuss and make recommendations to the Select Board regarding Earth Removal Permits subject to Earth Removal By-Law. Most meetings focused on the annual permit application submitted by Aggregate Industries.

ERAC made two (2) favorable recommendations for Earth Removal Permit to the Select Board. One was a recommendation for extension of an existing Earth Removal Permit for Aggregate Industries, and the other was a favorable recommendation for Earth Removal Permit for New Elementary School located at 10 Whitman Road.

Both permits were issued with conditions to protect the health, safety and welfare of the public.

Significant Changes

ERAC and Select Board made several changes to Aggregate Industries (AI) annual permit that addressed quality of life for residents of Swampscott, and particularly direct neighborhoods of the quarry that have been impacted by noise, dust, vibration, and damage to property from quarry operation. As a result, the quarry operator is now limited to 50 blasts per year and not more than 2 per week with blast vibration limits not to exceed 0.5 inches per second. AI is required to submit annual noise and dust management plans with reports from consultants, hold annual meetings with residents, and offer pre blast surveys.

Respectfully submitted,

John Picariello Chair

FINANCE COMMITTEE

We begin by acknowledging the extraordinary time and effort put forth by the Town Administrator and town staff to formulate a budget and to support our deliberations over the past couple of months. We recognize and appreciate the professionalism of the School and Town business/finance teams – Martha Sybert, Amy Sarro, Patrick Luddy, and Trang Vu – who have accommodated our needs for financial information. The financial information and analyses from the School and Town have improved vastly over the past several years – a key contribution to Swampscott’s solid financial position.

A Year of Important Changes

Two important recent changes have budgetary and other financial impacts in FY23 (and beyond).

New Elementary School. In the Fall of 2021, the Town approved a debt exclusion for the construction of a new elementary school. In February 2022, instead of waiting until July as initially planned, the Town Finance team prudently executed the \$60M bond financing for the new school and raised a total of \$68,795,000 (the additional \$8,795,000 relates to certain other previously approved capital projects) at a total interest cost (“TIC”) of 2.847721%.

These decisions result in an increase in the debt service line in the FY23 budget (line item 58) of just over \$3M. Importantly, we estimate that the cost savings associated with raising the funds before recent (and expected near-term) interest rate increases will save the Town approximately \$25M over the life of the bond’s 30-year term.

Solid Waste Cost Management. Increasing solid waste costs have been a well communicated concern for the past few years. While costs continue to increase, there have been two additional notable steps taken this year to address costs that can be seen in the FY23 budget:

First, the solid waste disposal and recycling contract has been negotiated out through FY25 bringing greater cost certainty and visibility. In FY23, the cost of that contract is \$1,464,000. We expect 3.7% and 2.4% increases in FY24 and FY25, respectively.

Second, a solid waste enterprise fund was approved by the Town Meeting in December 2021. In the FY23 budget, this enterprise fund will receive a general fund transfer of \$1,350,000 and the remainder of its funding will come mainly from excess bag charges. Over time, the enterprise fund will be used to implement programs to reduce solid waste disposal levels to slow the growth of solid waste streams and costs. The enterprise fund brings greater visibility into those available funds and programs.

Key Drivers of Current and Future Financial Health

Over the past several years, three main steps have placed Swampscott in a solid position financially.

First, we have enforced fiscal discipline with our policies that restrict growth of the tax levy to 2% each year and limit the new growth projection to \$425,000. This discipline, along with zero based budgeting,

requires a close focus on levels and prioritization of expenditure. As a result of this discipline, we have been successful in significantly moderating the growth of the single-family tax bill relative to peer communities and in enabling investment in strategic priorities.

Second, we have set policies for financial reserves and met them.

Third, we have dramatically improved financial reporting and forecasting.

The Finance Committee believes this is no time to become complacent or to change course. The Town, as outlined further below, still faces significant challenges that require continued prudence. In addition, with inflationary pressures impacting all of us, moderating tax increases becomes even more important to most taxpayers. The angst we heard during this budget cycle about the tightness of the budget (as discussed further below) is healthy in our opinion as it forces all of us to enhance our discipline around careful funding of strategic priorities.

The Finance Committee is pleased that the FY23 budget presented in this warrant meets the fiscal policy and that our reserve funds remain at prudent levels with excess reserves available to mitigate the tax impact of the new school.

Looking Toward the Future - Challenges and Opportunities

Important challenges that impact the FY23 budget (and beyond) include (1) Hiring and Retention, (2) the Public Schools and (3) Employee Group Health Care/Contributory Pensions.

Hiring and Retention. The Town has faced hiring and employee retention challenges. In both the public and private sectors, these challenges are expected given increased competition for talent. As part of the response to these challenges, the FY23 budget includes funding in three areas.

First, the Salary Reserve (part of line item 18) was increased from the original recommendation. The Salary Reserve provides the Town Administrator with funds to implement future agreed-upon COLAs (i.e., cost of living adjustments) under Collective Bargaining Agreements for the Town's union employees and to adjust salaries from current levels to either hire new - or retain current - high-performing non-union employees.

Second, high-performing, non-union employees can also be rewarded through the Performance Management item (part of line item 18). The awards are merit driven and are based on outcomes of annual performance reviews. This was an item that Town Meeting had approved approximately four years ago and that was eliminated from the budgets over the past two years due to the financial uncertainties associated with the pandemic.

Third, Employee Recognition/Assistance (part of line item 17) was increased from the original Town Administrator's request to provide some flexibility to fund employee assistance needs in recognition of the difficulty in balancing those important needs and job duties. The Town is currently structuring the governance framework for this retention-focused program and the limited funding in FY23 will allow the

opportunity to assess and adjust in the future. Subject to reaching agreement with unions, the Town anticipates extending this program to union personnel in due course.

Public Schools (Line Item 61). The FY23 budget calls for a 2.53% increase in the Town funding of the School budget (line item 61). In this budget cycle, we heard very different budgetary recommendations, votes and perspectives delivered by the School Committee and the Town Administrator. The Finance Committee recommendation for this line item benefitted from the availability of additional state aid beyond initial estimates. Our recommendation brings the line item to the level recommended by the Superintendent to the School Committee during this budget cycle. We believe this finds a reasonable balance based on different strategic priorities and pressures across the budget as a whole and provides funding that, when combined with grants and other revenue sources, is appropriate within the context of our fiscal policies.

Ongoing challenges include the unpredictable costs associated with Special Education, increasing health care costs (although this does not impact the Public School line item; it impacts the Town's Employee Group Health Care item discussed below), technology replacement costs, and the structural components of the CBA, including those that result in aggregate salary cost increases at levels in excess of the agreed upon COLAs. School enrollment numbers have declined in the past five years, which has resulted in reductions to state aid at the same time that vocational school costs (line item 60) and the charter school assessment have increased. In light of these changes, the School Department is making, and with the Town's support will need to continue to assess and make, difficult and timely decisions on strategic priorities and costs.

As to Special Education, we want to thank all the professionals in Swampscott that deliver these vital services in a way that demonstrates a passion, dedication and excellence of which we can all be proud as they help those most in need. We recognize that Special Education costs are very difficult to predict and can swing widely year to year, a risk that is mitigated in part by the Circuit Breaker funding from the State. The Finance Committee would encourage all stakeholders to reinvigorate prior conversations around the potential creation of a Special Education reserve fund that could help manage the uncertainty and unpredictability of these costs. We would also encourage conversations and closer alignment on the appropriate levels of use of Circuit Breaker funds.

Employee Group Health Care/Contributory Pensions (both part of line item 59). These items are increasing in the FY23 budget at levels well beyond the budget growth and that puts pressure on the rest of the budget. Employee Group Health Care costs are increasing vs FY22 by 8.28%. Contributory Pensions are increasing by 4.8% and, if nothing changes, the Retirement Board estimates 5% year over year growth starting in FY24 until this liability is fully funded in calendar year 2031. This may present major challenges to our budgets in the coming years.

Conclusion

The FY23 budget presented in this warrant is in line with the Town's financial guidelines and represents continued fiscal restraint, while making careful investments in strategic priorities. It supports investments in programs and projects that will move the Town forward. We believe the Town's financial

position is solid and that the fundamental approaches that have gotten us to this point should remain in place or we risk a rapid return to less prudent times. We recognize the increased angst and encourage continued and healthy Town-wide dialogue on strategic investment priorities and cost management opportunities.

We continue to support discussions that go beyond the expense side of the budget and look at revenue growth. A land-use summit is being planned that would enable better and more comprehensive understanding of the financial impacts of the downstream effects from development, such as increased public safety needs, school capacity, traffic mitigation. It would also support the development of forward-looking strategies to properly manage the growth that we need to ease the angst while remaining prudent in our financial management.

We look forward to answering your questions and hearing your perspectives at Town Meeting.

Respectfully Submitted,

Swampscott Finance Committee

Timothy Dorsey, Chair

Mary Ellen Fletcher, Vice Chair

Naomi Dreeben

Eric Hartmann

Joan Hilario

Matthew Kirschner

Suraj Krishnamurthi

Cinder McNerney

Erik Schneider

HISTORIC DISTRICT COMMISSION

Mission Statement:

The Historic District Commission was created to oversee the Local Historic District areas of Swampscott. The Commission is made up of five members (three-year terms) and two alternates (three-year terms) all appointed by the Select Board. The Commission is granted the power to administer and regulate the construction and alteration of any structures or buildings within the district. The Commission shall pay due regard to the distinctive characteristics of each building, structure, and district area.

The District consists of “district areas” which include:

- Frederick Law Olmsted Local Historic District
- Swampscott Fish House Local Historic District
- Swampscott Railroad Depot Local Historic District
- Swampscott Cemetery and Andrews Chapel Local Historic District

Members:

Benjamin Franklin, Chair
Richard Smith, Vice-Chair
Jer Jurma

Andrew Steingiser
Inrgid Strong
Sylvia Belkin, alternate

Public Meetings:

In 2022, the Historic District Commission held **13** public hearings and reviewed **25** applications for Certificates of Appropriateness. An additional **16** applications were filed for Certificates of Non-Applicability and were approved administratively through the Office of Community & Economic Development.

Applications dealt with a wide range of items including replacement of windows; restorations to front porches; and installation of solar panels that required review of location of conduits by the Commission. The Commission further oversaw the installation of the monument dedicated to Specialist Jared Raymond at the Swampscott Cemetery.

The Commission worked to update its application form that provides homeowners and other applicants with additional guidance as to what documents the Commission requires for submission. The new application was adopted by a unanimous vote in October.

The Commission maintained a consistent mission to maintain the integrity of the district while also taking into consideration the wide range of building styles and ages throughout the district. It worked closely with each applicant so that both the community and the property owner were pleased with the final work product at each property.

Ben Franklin, Chair
Historic District Commission

SWAMPSCOTT HISTORICAL COMMISSION

2022 ANNUAL REPORT

Officers (as of 9/1/22):

Nancy Schultz, Chair;

Jonathan Leamon, Vice Chair;

Brad Graham, Secretary;

Ryan Judkins, Treasurer

Members: Kim Barry, Justina Oliver, Franceska O'Reilly, Richard Smith, Jean Reardon

The Swampscott Historical Commission (SHC) held 14 meetings via zoom during 2022.

An exhibition on "Elihu Thomson's Inventive Life" at Town Hall was on display in the "Selectmen's Room" (and Elihu Thomson's former living room). The exhibition featured a video made by Ethan Runstadler and artifacts from the town's collections. The Swampscott Historical Commission installed its Thomson exhibition in Town Hall; it remained open until June 2022. Special tours were offered for elementary schoolchildren. Other exhibitions during 2022 included the 170th anniversary of separating from Lynn in 1852, and an Indigenous Peoples display. The SHC engaged anthropologist Mary Ellen Lepionka to consult with us on the Indigenous Peoples exhibition. The SHC sponsored a lecture by Professor Emerson Baker on November 12, 2022 "Nanepashemet's People: The Native Inhabitants of Swampscott and Essex County in the Turbulent Seventeenth Century." The lecture was livestreamed and recorded.

The Swampscott Historical Commission installed 4 interpretive signs: Elihu Thomson House, the Fish House, the Olmsted Historic District and Andrews Chapel with QR codes for more information.

The Historic Plaque program delivered 18 plaques for display on homes around town. In March 2022, members of the Historical Commission toured the interior and exterior of the Stanley School with the objective of preserving historic artifacts, where possible. Some artifacts have been removed to the Commission's archives at 86 Burrill Street.

Ryan Judkins led the Commission in planning for a very successful History Festival to commemorate Swampscott's 170th anniversary as a town. The event included artisan demonstrations and a tour of the town administration building. The Massachusetts Cultural Council awarded the Commission a \$1,500 festival grant. The SHC was also awarded a \$2,000 Essex National Heritage grant to fund on-going exhibitions.

In 2021, the Historical Commission unanimously voted that the building at 35 Pitman Road is historically significant and should be preferably preserved. The SHC is working on a partnership with Habitat for Humanity to relocate the building once owned by Samuel Cloon Pitman (1811-1878), one of the three founding selectmen of Swampscott after it separated from Lynn in 1852. Richard Smith illuminated the architectural history of the house, including framing in basement of a style typical from 1775-1825. The

house dates from before 1800 with a mid-19th c. addition. The Commission has begun working with Habitat for Humanity to try to relocate this historic building for use as affordable housing.

Another site of historic importance is 53 Puritan Road, the subject of many SHC discussions at various meetings, associated with George Norman Albree and the 1915 Albree-Timson Model G Scout aircraft.

The Commission is working closely with Leggatt and McCall on the Glover site (299 Salem Street) preservation and redevelopment.

The Commission has developed and implemented a collections policy for donations to the town archives.

Respectfully Submitted,

Nancy Schultz, Chairperson

The Open Space & Recreation Plan (OSRP) was updated in 2020 and approved by the State of Massachusetts in 2021. The Open Space & Recreation Plan Committee’s (OSRPC) purpose is to carry out the goals of the 2020 OSRP. The 2020 OSRP reviewed the identification, inventory, and prioritization of Swampscott’s open spaces and recreation facilities, and proposed new recommendations for their maintenance, preservation, and expansion. The following report outlines the committee’s accomplishments starting July 1, 2021 and finishing June 30, 2022.

Accomplishments

- Purchased vacant land for open space – Archer Street and Hawthorne properties
- Developed a playground maintenance, equipment replacement, and safety program
- Limited the impact of school construction on conservation land and other existing open space
- Installation of ADA beach access mats
- Increased open space and trails around the Harold King Forest area
- Improved parking at Harold King Forest
- Developed of a program for a high school student to join the OSRPC each year
- With the Tree Committee, developed a plan for Town dedications/memorials that encourages planting of trees with memorial plaque
- With the Tree Committee, created a by-law change to protect Public Trees



Forest River Trail Hiker

Plan Goals in Progress

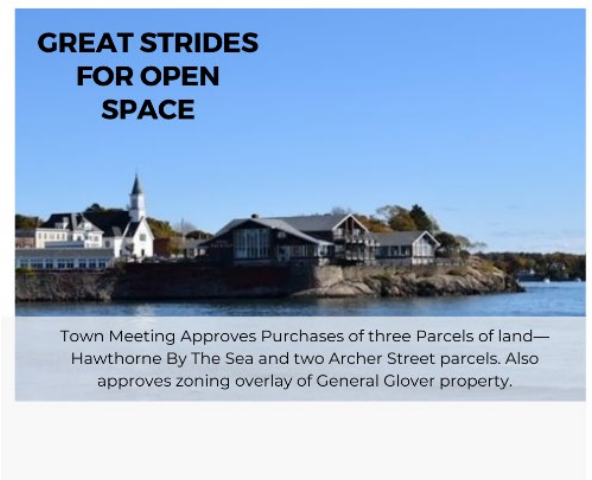
- Development of a memorial/monument policy
- Creation of site-specific maintenance programs
- Development policies for Town acquisition of private land
- Establishment of a rail trail along abandoned railroad line
- Establishment of a conservation restriction for Jackson Park
- Limiting impact of harbor dredging on eelgrass beds
- Establishment of a “green corridor” for walkability and wildlife
- Creation of trail maps - Charles M. Ewing Woods, Upper Jackson Park
- Pursuing DCR takeover or sharing of maintenance at Kings Beach
- Increasing open space and trails around the Foster Pond area
- Planting of coastal-worthy trees without blocking water views (shade, aesthetics, stormwater control) - King’s Beach and Johnson Park
- Working to adopt the Community Preservation Act
- Incorporation of open space & recreation goals into land use planning and zoning

- Conducting assessments and developing a control plan for invasive plants
- Assisting in ADA compliancy for recreation areas
- Identifying and certifying vernal pools
- Development of a native planting policy
- Development of a wetlands protection by-law
- Provision of education in schools on the importance of open space
- Addressing light pollution at night
- Working with DPW to develop and implement green infrastructure policy
- Continued oversight of use and appreciation of Town Hall as town gathering spot
- Continued oversight of sewer and outflow work at Kings Beach
- Continued oversight of seawall repair at Kings Beach and Eiseman’s Beach
- Establishment of a winter salt management program to protect open space & natural resources
- Opening of public ways/access points and improvement of walkability
- Installation of unified signage

Respectfully submitted,

Tania Lillak

Open Space & Recreation Plan Committee Chair



Public Meetings:

In 2022, the Planning Board held **15** public meetings. During those meetings, the Board performed **7** site plan reviews to provide feedback to the Zoning Board of Appeals. The Board was presented with **1** application for the endorsement of a Plan Believed Not to Require Approval (ANR), which the Board unanimously endorsed. Lastly, the Planning Board acted as the Special Permit Granting Authority for the Site Plan Review of the new Town Elementary School.

ATM May: The Board presented the following proposed amendments to the zoning by-law: outdoor dining that allowed the use to operate year-round; the requirement of a Special Permit for non-retail uses that wish to occupy the first floor of a commercial building in all business districts; the requirement that no new development requiring the demolition of a structure may exist within a smaller footprint than that of said structure; and the amendment of the definition of open space. Approved.

Special ATM June: The Board recommended that a new section of the zoning bylaw be adopted to allow for the redevelopment of the former General Glover site on Salem Street. This section of the bylaw is hereby known as *Section 4.10.0.0 Regulations Pertaining to the Glover Multifamily Overlay District*. The Zoning Map was amended to show the location of the new District as covering the same area as the Smart Growth (MGL 40R) Zoning Overlay District. Approved.

Special ATM December: The Board presented updates on Affordable Housing; 3A Zoning Legislation; and a proposed by-law for Accessory Dwelling Units (ADUs). The Board recommended favorable action on the acceptance of Supreme Court as a public way. Approved.

January: The Board unanimously voted to recommend favorable action on the Site Plan Special Permit request for the construction of a new-single family dwelling at 95 Puritan Lane. This meeting marked the Board's last meeting with Town Planner, Molly O'Connell, who resigned from her position that month.

March: The Board held a public hearing as the Site Plan Special Permit Granting Authority for the petition filed by the Town of Swampscott at 10 Whitman Road, for the construction of a new town-wide elementary school. The Board voted to grant the Site Plan Special Permit 22SPR-01.

June: The Board held a discussion about positions within the Board. After a lengthy discussion, the Board voted to elect Angela Ippolito as Chairperson for the following year, and elected Dave Zucker as Vice Chair.

August-September: Preliminary plans were presented for the redevelopment of the Glover Site, and the Board conducted an initial review of the materials.

October: Public Hearing was opened for SPR22-03, which proposed the redevelopment of the former General Glover Site, a shared property among the communities of Swampscott, Marblehead, and Salem. Hearing was continued in each subsequent meeting to the beginning of 2023.

November: The Board met with the newly-formed Climate Action and Resilience Coalition with the goal of potentially amending the Zoning By-law to create language that supports and strengthens the goals of climate resiliency.

2023 Goals:

Master Plan – The Board will continue to work with various boards and departments in the community in order to advance and complete the action items identified within the 2015 Master Plan. The Board will also work with the Office of Community & Economic Development to begin work on a 2025 Master Plan.

The Board will work with Town staff departments, residents, and other stakeholders to adopt local regulations and zoning bylaws pertaining to the MBTA Communities Legislation, in compliance with Section 3A of MGL c. 40A. The Board will focus its efforts on potential growth/redevelopments opportunities within the Vinnin Square/Swampscott Mall area, and future potential zoning and land use issues at the Hadley School site and the Hawthorne Restaurant site.

The Board will vote on the update to the Town of Swampscott’s Housing Production Plan.

The Board plans to present proposed amendment to the Zoning By-law relating to Accessory Dwelling Units at the May ATM.

Members:

- Angela Ippolito, Chair
- Dave Zucker, Vice Chair
- Ted Dooley
- Michael Proscia
- William Quinn

Respectfully Submitted,

Angela Ippolito, Chair
Planning Board

SWAMPSCOTT FOR ALL AGES COMMITTEE

The Swampscott for All Ages (SfAA) Committee began with over 60 members when shortly thereafter was required to meet via zoom due to COVID. Numerous committee members were not able to be sworn in, others were not able to effectively engage via zoom and so the participation waned. In January 2022 the Swampscott Select Board voted to redefine the committee to have 11 participants and two ex-officios. The SfAA committee was approved by the Select Board in October 2022.

Despite the delayed redefining of the committee, the following progress was made as defined in six of the eight domains.

Domain Progress

Outdoor Spaces and Buildings

1. Created Snow Angel program to help residents comply with the Snow and Ice Bylaw, which requires that all property owners clear out the snow and ice adjacent to their property. Recruited students from the High School and assisted 20 residents with shoveling in 2021-22. In 2022 the list has grown including homes of our frailer residents and grew to 33 students who are enrolled to shovel this winter.
2. Increased effective use of current Senior Center by moving furniture numerous times a day that allows the dining room and classrooms to be converted into an exercise space.
3. Upgrade Senior Center stove and ventilation. Capital Improvement Committee approved \$100,000 for kitchen update, and Town Meeting passed this appropriating in Spring 2022. Bids were solicited but exceeded approved budget. Request for bids is being resolicited.
4. Continuing discussions and investigations into locations and funding for a new state-of-the-art Active Aging Community center.
5. Initiated outdoor pickleball courts in collaboration with Swampscott Recreation Department for two hours/week. Collaborated with Seaglass Village to provide equipment and lessons. Advertised free program over Facebook, Seaglass Village, Senior Center and Town Newsletter. Highly successful turnout of over 20 people during 2022's summer months.
6. Relocated new metal bench near town hall, placed it in the shade facing the ocean. Created four "Happy to Chat" Bench signs and fixed them to the benches in Summer of 2022.

Transportation

- Expanded options for medical transportation with the launch of Seaglass Village in December 2021. Trained and CORI'ed volunteers and supplemented insurance to assist in medical and other transportation rides. Provided over 100 rides.
- Explored options to partner with Salem, which recently initiated a Salem Skipper but learned it was prohibitively expensive.
- Promoted Charlie Cards.
- Submitted request for ARPA funds to increase van transportation to full time.

Housing

- “Talk about Town” program informed residents of opportunities to reduce property taxes for those struggling to pay property taxes.
- Expanded number of residents in tax work-off program.
- Created Seaglass Village, a nonprofit organization of neighbors helping neighbors. Officially launched in December 2021 to provide in home services to help people remain in their homes as long as they safely can.
- Promoted home repair and funding for home modification for people to remain in their homes through CEDAC.
- Focused energy toward opportunities to create additional affordable housing in Swampscott through participation in Hadley Reuse Committee. Continue to promote this opportunity to committees in Swampscott.
- Promoted favorable zoning for ADU creation in Swampscott while working with Swampscott’s Planning Committee to present panel discussion.



Social Participation

- Increased number and variety of active adult events:
 - Seaglass Village began with new social groups in the summer of 2021. Now hosting an average of 2-3 evening activities per month.
 - Senior Center began offering Wed evening events beginning in November 2021. Wine Tasting, Wreath making classes, social events are being planned through the end of 2021. Outdoor walking group started in September 2021.
 - Collaborations between senior center, Seaglass Village, housing communities, places of worship, etc.
 - Collaborations with high school, Swampscott Recreation, and library

Communication and Information

- Maintained Facebook Page with over 660 members
- Created an Active Aging Swampscott website that was developed in the summer/fall for 2022 combining efforts of the Swampscott Senior Center, COA and SfAA.
- Created, printed and mailed the Swampscott’s Active Aging Resource Guide to all homes in Swampscott with a resident over age 40 to connect residents with resources in each of the domains.
- Created a new, state of the art technology in Senior Center Dining Room with close collaboration with the High School to record presentations and show them on Cable TV.
- “Talk About Town” Series are recorded in the dining room before a live audience and then aired on Cable TV as well as available on YouTube.

Community and Health Services

- Continued to provide “Talk About Town” series on various health and community topics. COVID vaccination and safety, Protection from Scams, Dementia Friendly training, Health hearing.
- Offered GLSS programs at the Senior Center and on “Talk About Town” on healthy lifestyle, and balance.
- Collaborated with GLSS who delivered multiple holiday packages to residents who are receiving Meals on Wheels in 2021 and 2022.
- Dementia Friendly Swampscott began a Memory Café in 2021 at the Senior Center monthly. We are currently working with trainers to train town employees (to be completed in 2022). We hosted a Stay Connected Program on Dementia Friendly Training in 2021. Town Library staff are also trained in 2021.
- Continued offering a virtual Weekly Caregiver Support group via zoom.
- Continued to provide a Monthly Memory Café

Website: www.activeagingswampscott.com

Facebook: Swampscott for All Ages

Committee Members

Robert Powell, Co-Chair

Alyce Deveau, Co-Chair

Claire Regan, Secretary

Michele Audet

Kevin Breen

Marzie Galazka, Ex-Officio

Patricia Hines

Joan McCormack

Jennifer Nisbet

William Quinn

Margaret Somer

Susan Sussman

Heidi Whear, Ex-Officio

Respectfully Submitted,

Alyce Deveau Co-Chair and Robert Powell Co-Chair

TREE COMMITTEE

Organization and Mission Statement

An informal Tree Advisory Task Force was formed in 2018 to support the Town's tree-related activities. The Board of Selectmen established the Tree Committee at its March 2, 2022 meeting. The Tree Committee is made up of 8 volunteers (appointed for three-year terms) plus the tree warden, as the primary liaison from the Town and an *ex officio* member. In December 2022, Robert Levy was added as a new member filling the final opening on the committee. He joins Chair Verena Karsten, Jim Olivetti, Brian Drummond, Richard Frenkel, Tara Gallagher, Jennifer Honig and Ana Nenshati.

The Tree Committee meets monthly and serves in an advisory function to the Town (e.g., making recommendations and providing technical support to the Department of Public Works / Forestry on tree-related topics).

The mission of the Swampscott Tree Committee, in coordination with the Town Tree Warden, is to:

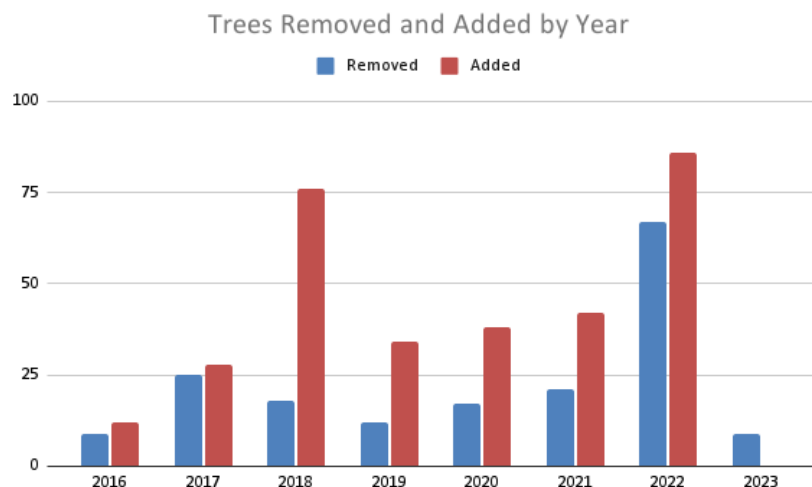
1. Protect and promote the health of the Town's public trees
2. Plan planting of trees to improve diversity and expand the Town's tree canopy

Public Meetings in 2022

In 2022, the Tree Committee held 13 public meetings. Members also prepare for and attend the quarterly Tree Hearing meetings that are held by the tree warden to review public shade trees that are being considered for removal.

Specific Activities in 2022

1. **Public Shade Tree Inventory:** The public shade tree inventory was created in 2016 by a certified arborist. Members of the Tree Committee update and analyze the data in inventory which currently shows that Swampscott has 3244 public shade trees. A summary of removed and newly planted trees since 2016 is shown in this graph:



In 2022, 67 trees were lost, and 86 trees were newly planted. The total size of the removed trees was 1285 inches and of the newly planted trees was 172 inches in DBH.

Note: Size of trees is determined as diameter at breast height (DBH) as measured in 2016 when the tree inventory was established. For newly planted trees the average size of 2 inches DBH was used.

2. **Tree Canopy Study:** In collaboration with students at Salem State University, an analysis of Swampscott's tree canopy was done using satellite imagery and GIS data. The study showed that during the period 2010-2016, Swampscott lost 108.5 acres of canopy.
3. **Tree Planting:**
 - **Spring/Fall Planting:** Members of the Tree Committee assist DPW in the spring and fall planting efforts by evaluating the planting locations and recommending the tree species that are planted. The committee also created and helped mail a tree care brochure to residents who received a tree in the spring. The Tree Committee also maintains the list of recommended street trees for Swampscott on the website:
https://www.swampscottma.gov/sites/g/files/vyhlf1296/f/uploads/street_trees_replacements_2022_10-6.pdf
 - **Establishment of a Commemorative Tree planting program:** The Tree Committee created a program where residents in Swampscott could donate trees to be planted by DPW in memory of someone. The funds are collected through the Town's Tree Gift Fund. The DPW planted two memorial trees in 2022.
https://www.swampscottma.gov/sites/g/files/vyhlf1296/f/uploads/memorial_tree_program.pdf
 - **Tree Give Away:** Members of the Tree Committee organized a tree-give away during Earth Fest in April 2022. One hundred white oak saplings were purchased with funds from the Swampscott Conservancy and given away to residents.
4. **Tree Protection:**
 - **Prevention of Canopy Loss:** The Tree Committee has been involved in review of site plans and collaborated with planners for redevelopment of the Stanley School and General Glover properties with the objective to advocate for mature trees being saved wherever possible.
 - **Public Education about Emerald Ash Borer:** A flyer was prepared by Tree Committee members to educate the public about the Emerald Ash Borer. The article was published in the Swampscott monthly newsletter and posted on the Tree Committee web page.
 - **Vehicular Traffic:** The tree committee is concerned about the continued health of our heritage trees on Town properties and wrote a letter to the Town Administrator to protect the trees from soil compaction by minimizing vehicular traffic during public events.
5. **Swampscott Memorial Arboretum:** In the summer of 2021, 38 missing plaques of the arboretum located on and around the town hall and library lawns were recovered in the carriage house behind town hall. Members of the Tree Committee and Swampscott Historical

Society inventoried the plaques and created a website to inform the public about this history of the arboretum: <https://rich9364.wixsite.com/vetsarboretum>

6. **Town Hall / DCR Urban & Community Forestry Challenge Grants:** In 2021 members of the Tree Committee assisted the Town in applying for two DCR grants; one grant requested funding for maintenance of the heritage trees on Town Hall property and one grant requested funding for 11 missing trees in the arboretum. Both grants were funded in spring 2022 by DCR, and the work was partially implemented throughout the year.
7. **Letter to Advocate for Tree Maintenance Funding:** The committee has learned how much work is involved in caring for new and existing trees as well as removing the many trees that must be taken down every year. The committee drafted a letter to the Town Administrator asking for the DPW's tree budget to be increased to address the gap between annual tree work and the DPW's budget in this area.

Moving Forward

The Tree Committee is planning to have a rededication of the Swampscott Arboretum this summer and will continue to work on projects to enhance and protect the Swampscott tree canopy. The Tree Committee also expects to be involved in town plans for the newly acquired Hawthorne property and any new infrastructure projects that include tree planting. The tree committee also plans to share the results of the tree canopy study with town officials and the public and to encourage homeowners to plant trees on their property to assist in addressing the serious tree canopy loss Swampscott is experiencing.

Many Thanks

The Tree Committee thanks all staff at the Department of Public Works / Forestry that have worked with us closely throughout the year.

Respectfully Submitted,

Verena Karsten, Chairperson

WAR MEMORIAL SCHOLARSHIP COMMITTEE

Trustees:

Christopher W. Ratley, Chairman

Duncan Maitland, Vice Chairman

Jean F. Reardon, Secretary

Douglas Maitland

Martha Brine

Hugh M. Schultz

General Information

A \$10,000 scholarship fund was established by Town Meeting on March 26, 1950 as a perpetual memorial to those who served in the Military Service defending our freedom. The first scholarship was awarded in 1951 for \$250. In 1964, Town Meeting appropriated an additional \$10,000. Since that time, gifts have been received from numerous individuals and organizations in memory of relatives and friends. To date Swampscott High School students have been awarded scholarships totaling \$162,900.

Distribution of Funds

The distribution of War Memorial Scholarships was as follows:

- In Memory of Ernest Manchin \$2000 Emma Garcelon Poska
- In Memory of Joseph J. Balsama \$2000 Michael Tringale

The trustees wish to thank everyone who made donations to the Swampscott War Memorial Scholarship Fund.

Through your generosity, we were able to build up the equity in the fund thereby providing the opportunity for additional income from which awards are granted so that each year a few Swampscott High School graduates, who continue on to higher education, will receive some financial assistance. Donations can be mailed to the Swampscott War Memorial Scholarship Fund c/o Christopher Ratley 140 Elmwood Road, Swampscott, MA 01907.

Respectfully submitted,

Christopher Ratley, Chair

ZONING BOARD OF APPEALS

Members:

Marc Kornitsky, Esq. – Chair
Daniel Doherty, Esq. – Vice-Chair
Bradley L. Croft, Esq. – Member
Tony Paprocki, AIA – Member
Andrew Rose – Member
Heather Roman – Associate
Paula Pearce – Associate
Ron Landen – Associate (Resigned following term expiration in June 2022)

Mission Statement:

The Zoning Board of Appeals is made up of five members (five-year terms) and three associates (two-year terms) all appointed by the Select Board. The Board is responsible for reviewing and approving applications for zoning relief by special permit and variance under the regulations set forth in the Zoning By-laws and MGL Chap 40A. The Board generally meets monthly and follows its rules and regulations fairly while giving due deference to reports of the Planning Board and Town departments, as well as the decisional law of the Commonwealth.

Public Meetings:

During 2022, the Zoning Board of Appeals (ZBA) met **16** times to review requests for **30** special permits and/or variances. Special permits were issued for signs, liquor licenses, changes in use to a structure, accessory structures, dimensional relief, relief from pre-existing nonconformities, and site plans.

Accomplishments:

The Board successfully permitted two multifamily developments in Town over the course of multiple public hearings. A multi-unit apartment building was permitted at 12-24 Pine Street through the issuance of a Site Plan Special Permit, a Dimensional Special Permit, and a Dimensional Variance. The Board further permitted a 40B development at 21 Elm Place, consisting of 120 mixed-income units. The permit was granted after a series of public hearings that followed the legal procedures for issuing a Comprehensive Special Permit to a designated 40B development, including contingencies that were established by the Town in conjunction with staff departments, boards and committees, and residents.

Respectfully Submitted,

Marc Kornitsky, Chairperson