

2023 ANNUAL REPORT



GAVE PROOF THROUGH THE NIGHT THAT OUR FLAG WAS STILL THERE...O! SAY DOES THAT STAR-SPANGLED BANNER YET WAVE...

IN MEMORIAM

John P. “Jack” Authelet was a lifelong Foxborough resident, Class of 1950. He married his beloved Margie in 1952, then served our nation during the Korean War. Long time Editor of The Foxboro Reporter, Jack went on to be president of the New England Press Association and taught journalism internationally. Locally, he founded the Foxboro Discretionary Fund, led the common fence restoration; as Town Historian erected historical plaques around town and gave hundreds of talks to children and residents. Jack always had the towns’ best in mind, he left four daughters, nine grandchildren and eleven great grandchildren.

**During the year we were saddened by the deaths
of the following retired and active town employees**

RETIRED

Martha Grant	High School Teacher
Patricia Jondro	Cafeteria Staff
Douglas Miller	Police Officer
Diane Monahan	Librarian
Claire Pelletier	Teacher
Carol Raposa	Special Education Teacher
William Rehill	Math Teacher
Barbar Rochon	Middle School Teacher
Dianne Tomershea	Highway Departments
Stanley Ushinski	School Custodian

“Public service must be more than doing a job efficiently and honestly, it must be a complete dedication to the people and to the [Town of Foxborough.]”
~ Margaret Chase Smith

245TH ANNUAL REPORT OF THE TOWN OFFICERS FOXBOROUGH, MA



FOXBOROUGH
INCORPORATED 1778



Together with the report of the School Department,
Town Accountant, and Finance Director
for the year ending December 31, 2023.



“Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results”
~Andrew Carnegie

Team Collaboration. Prepared by Katie Lang

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ADMINISTRATION

An aerial photograph of the Foxborough Town Hall building. The building is a two-story structure with a brick and stone facade. It features a prominent portico with four white columns and a pediment. Above the portico is a small cupola with a blue roof. The text "FOXBOROUGH TOWN HALL" is visible on the pediment. The building is surrounded by trees and a parking lot with several spaces, including one with a blue wheelchair symbol. The sky is clear and blue.

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SELECT BOARD



VISION

The Board endeavors to lead by example by seeking to constantly improve the quality of life, protect the Towns' citizens and invest in facilities and services that will support the reasons why people have chosen to live, work and play in this community. The Select Board has a responsibility to the community by providing guidance and setting policy for the town. This is achieved by working with residents and business owners to establish and satisfy the needs of the community.

Mark Elfman
Chair

Stephanie McGowan
Vice Chair

Leah Gibson
Clerk

Dennis Keefe
Selectman

Seth Ferguson
Selectman

The role of the Select Board within town government is to act as the principal policy-making body. In this capacity, the Board collaborates with other town Boards and Committees to assess, formulate, and enhance the overall policies governing the operations of Foxborough Town government. The Board possesses the authority to convene Town Meetings and to determine the agenda for such gatherings. Additionally, Board members take the lead in proposing articles to be included on the Town Meeting warrants.

Functioning as the primary licensing authority, the Board issues licenses to individuals and establishments for various matters, including alcohol sales, entertainment, and common victualler activities. Moreover, the Board reviews and approves applications for Change of Manager, Change of Officers, Alteration of Premises, Temporary Outdoor Dining, Earth Removal, and numerous Use of Public Way/Parade events, as evidenced by its activities in 2023.

Administration

This past year the Select Board received guidance and support from Acting Town Manager Paige Duncan, Executive Assistant Katie Lang and Communication Specialist Christina Metcalf. Towards the end of the year, after Ms. Metcalf's departure, Ms. Lang took on the additional responsibilities of supporting the Select Board and managing all boards and committees on behalf of the Board. The professionalism and attention to detail by the Town Manager's Office staff allows them to keep the Board fully informed and organized in addition to managing all daily operations of town government.



Highlights

In 2023, local receipts increased, marking another successful year for the community. The Board witnessed the fruition of several development endeavors throughout the year. Notable among these accomplishments was the successful completion and opening of Station One restaurant housed within the old firehouse. Additionally, the inauguration of an apartment complex on Wall Street marked a significant milestone, drawing more residents (and businesses) Uptown. Further enhancing transportation infrastructure, and consistent with the 2015 Master Plan, the Foxborough Station MBTA line secured its status as permanent following a lengthy pilot program.

Gillette Stadium remained a cornerstone of local revenue, bolstered by its ongoing expansion of world-class concerts, headlined by iconic artists such as Bruce Springsteen and Taylor Swift, alongside events spanning college football, lacrosse, and international soccer, as well as the fixtures of the New England Patriots and the New England Revolution. A particularly exhilarating highlight was the hosting of the annual Army-Navy game, the first of its kind in the Northeast, which culminated in a truly memorable weekend. The seamless execution of this event was made possible through the collaborative efforts of the Kraft Group, Town Public Safety, notably Chief Mike Grace and Chief Mike Kelleher, fostering a strong sense of community pride.

Looking ahead, the Board eagerly anticipates continued collaboration with the Kraft Group to diversify stadium events and cultivate robust partnerships with local businesses, including Schneider Electric, recognizing them as integral members of the community and valued allies in driving economic growth.

In recognition of outstanding achievement, congratulations are extended to the 2023 Foxboro High Football Division 4 Superbowl Champions, under the leadership of Coach Martinelli and his dedicated team. Similarly, accolades are extended to the 2023 Girls Basketball Team for clinching a state championship, led by Coach Downs and the commendable efforts of all team members.

Lastly, the Board had the privilege of expressing gratitude to retiring Town Manager William "Bill" Keegan for his exemplary service spanning over 40 years in municipal governance, including the last decade as Town Manager in Foxboro. A heartfelt send-off event held at Lakeview Pavilion brought together colleagues, friends, and family to celebrate his contributions and wish him well in his retirement.

In 2023, our Finance Director, George Samia, retired, and we extend our heartfelt wishes for his well-being and happiness in retirement. Following thorough interviews, Marie Almodovar, our Town Accountant, was unanimously selected to assume the role of Finance Director. We wish Marie the best in her new position.

Given the retirement of Bill Keegan, the Select Board commenced the search for a new town manager. With the assistance of Bernie Lynch and his team at Community Paradigm Associates, L.L.C., along with the establishment of a screening committee, four candidates were presented for consideration. Ultimately, Mr. John Corderre was appointed as the new Town Manager. However, on July 18, 2023, it was mutually agreed upon between Mr. Corderre and the Select Board to conclude his employment with the Town of Foxborough. We express our gratitude to Mr. Corderre for his service.

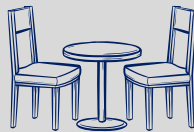
To temporarily fill the role of Town Manager, Paige Duncan, was appointed by the Select Board to serve as Acting Assistant Town Manager and subsequently as Acting Town Manager in August 2023. A decision was made by the Select Board to initiate a new search for the Town Manager position, with Bernie Lynch generously offering his services pro bono to assist. A new search committee was formed, currently in the process of narrowing down the pool of applicants for the Select Board's consideration.

In 2023, the residents of Foxborough once again showcased their spirit of community and volunteerism through various events such as Foxborough Cleanup Day, the successful Farmers Market, Concerts on the Common, and Light Uptown, highlighting the vibrant essence of our town.

The Board also acknowledges the invaluable contributions of the Foxboro Cable Access team, whose dedication enables the Board of Selectmen and other boards and committees to remain operational and continue serving the town effectively.

2023 LICENSES RENEWED & ISSUED

- Wine & Malt - Restaurant 4
- All Alcohol - Restaurant 31
- All Alcohol - Package Store 5
- Wine & Malt - Package Store 5
- Farmers Pouring 2
- Innholder 4
- Club - All Alcohol 2
- One Day Wine & Malt 17
- One Day All Alcohol 1
- Outdoor Dining 1



- Seven Day Entertainment 52
- Sunday Entertainment 15
- One Day Entertainment 1
- Common Victualler 81
- Block Party 2
- Solicitor & Canvasser 11
- Commercial Parking 31
- Limo/Taxi/Livery 1
- Auto I, II, III 19
- Hackney 1

- Automatic Amusement 4
- Arcade 3
- Movie Theater 1
- Dance Hall 1
- Pool Table 4
- Use of Town Property 32
- Use of Public Way 13



344 total

On behalf of the Select Board, we wish to thank all boards, committees and volunteers who donate their time to work on behalf of and in the best interest of this community. Without your dedication and tireless efforts, this would not be the same community we all love and call home. Thank you to the residents of Foxborough for entrusting us to serve you.

Appointed Boards & Committees

ADVISORY COMMITTEE

Michael F. Brown, Chair	June 2024
Marlowe Farrar, Vice Chair	June 2026
Michael Chaisson	June 2024
Paul Hainsworth	June 2025
Shelby Kornbluth	June 2026
Kevin Mack	June 2025
Daniel Peterson	June 2025
Raffaella Zizza-Feinstein	June 2024

AGRICULTURAL COMMISSION

Rick Grossmith	May 2024
Edward Lawton	May 2025

AUDIT COMMITTEE

Bernard Dumont	June 2024
Paul Ivanovskis	June 2024
Dennis Keefe	June 2024
Larry Ooi	June 2024
Brian Quinn	June 2024
Marie Almodovar	Ex-Officio
Dr. Amy Berdos	Ex-Officio

BOARD OF RECREATION

Heather Harding, Chair	May 2026
Jenna Strickland, Vice Chair	May 2026
Kevin Powers, Clerk	May 2024
Guy Caracciolo	May 2025
Maureen Dunfey	May 2026
James Green	May 2026
Diana Griffin	May 2025
Rebecca Kelly	May 2024
Sarah Lidonni	May 2024
Melissa Mailing	May 2025
Douglas Suess	May 2025

BOARD OF REGISTRARS

Claire Naughton, Chair	May 2026
Charlotte Jones	May 2025
James Mullen, Jr.	May 2024
Robert Cutler, Jr.	Ex-officio

CABLE TV ADVISORY COMMITTEE

Mark Stopa	May 2024
David Udden	May 2024
Marie Almodovar	Ex-Officio
Paul Beck	Ex-Officio
Paul Godin	Ex-Officio
Michael Webber	Ex-Officio

CANOE RIVER AQUIFER ADVISORY COMMITTEE

Timothy Danils	May 2024
Richard Kadlik	May 2024
Robert Worthley	May 2024

CAPITAL IMPROVEMENT PLANNING COMMITTEE

Dr. Amy Berdos	June 2024
Michael Brown	June 2024
Paige Duncan	June 2024
Christopher Gallagher	June 2024
Dennis Keefe	June 2024
Marie Almodovar	Ex-Officio

CHILD SEXUAL ABUSE AWARENESS COMMITTEE

Dr. Amy Berdos	May 2025
James Cannata	May 2026
Robert Correia	May 2024
Marc Craig	May 2024
William C Dudley	May 2026
Douglas Suess	May 2025
Lynda A Walsh	May 2024

CLEAN-UP FOXBOROUGH COMMITTEE

Arthurt Dooley	May 2024
Joseph Gerraugty	May 2024
Michael Marcusella	May 2024
Jennifer Riggs	May 2024
Nathan Urman	May 2024

CONSERVATION COMMISSION

Robert Boette, Chair	May 2025
James March, Vice-Chair	May 2024
David Opatka, Clerk	May 2026
Peter Atanasoff	May 2026
Richard Golemme	May 2026
Rebecca Kelly	May 2024
Taunya Orlando	May 2025

CONSTABLES

Stephen Cain	January 2025
Michael Esty	January 2025
Daniel Fallon	January 2025
Frederick Jones, Jr.	January 2025
Stephen Mcgrath	January 2025
Matthew Pauliks	January 2025
Paul Terrio	January 2025

COUNCIL ON AGING & HUMAN SERVICES ADVISORY BOARD

Elaine Repoff, Chair	May 2025
Nancy Bach, Vice-Chair	May 2024
Jeanne Bonneau, Clerk	May 2026
Mildred Greene	May 2026
Kathy Kelly	May 2024
Marsha Lewicke	May 2025
Janet O'Neil	May 2025
Elizabeth Reilly	May 2026

DESIGN REVIEW BOARD

Robert Capece, Jr., Chair	May 2026
Maureen Kraus	May 2026
Maria Schuster	May 2025
Linda Shea	May 2026
Gary Whitehouse	May 2025

ECONOMIC DEVELOPMENT COMMITTEE

Lorraine Brue	May 2024
John Eva	May 2024
Heather Harding	May 2024
Daniel Krantz	May 2024
Kathryn Rollins	May 2024
Thomas Murphy	May 2024
Paige Duncan	Ex-officio
Seth Ferguson	Ex-officio
Barnett Ovrut	Ex-officio
Kevin Weinfeld	Ex-officio

EMPLOYEES INSURANCE ADVISORY GROUP

Eoin Bohnert	May 2024
Shawn Buckley	May 2024
Kristina Campbell	May 2024
Timothy Daniels	May 2024
Robert Gaulin	May 2024
Timothy Golden	May 2024
Daniel Grady	May 2024
Jessica M. Minton	May 2024
Nancy Siracusa	May 2024
Jeffrey Ted Whitehouse	May 2024
Paige Eppolito	May 2024
Paula Maloney	May 2024

FOXBOROUGH AFFORDABLE HOUSING TRUST

Linda Shea, Chair	May 2025
Tracey Vasile, Vice-Chair	May 2025
Mark Elfman	May 2025
Scott Martyniak	May 2025
Dennis Naughton	May 2025
Larry Ooi	May 2025
Sue Perez	State Appt.

**FOXBOROUGH COMMISSION
ON DISABILITY**

Susan Collins, Chair	May 2024
Margaret Chaisson, Vice-Chair	May 2026
Lorraine Capone, Clerk	May 2025
Robert Siteman, Treasurer	May 2025
Cynthia R Curran	May 2025
David Delpizzo	May 2026
David John Foscaldo	May 2026
Charles J Hobbs	May 2024
James Houlihan	May 2024
Scott Shippey	Ex-Officio

FOXBOROUGH CULTURAL COUNCIL

Ken Carberry, Chair	May 2025
Richard Benoit	May 2025
Lidy Chan	May 2025
Catherine Connor-Moen	May 2025
Tiffany Elliott	May 2025
Teddy Jouret	May 2025
Neetu Kumari	May 2025

HISTORIC DISTRICT COMMISSION

Kristian Edgar, Chair	May 2025
William Lord, Vice-Chair	May 2024
Thomas Kraus, Clerk	May 2026
David Devine	May 2025
Michael Hand	May 2026
Molly Kelleher	May 2026
Maria Schuster	May 2026

HISTORICAL COMMISSION

Mark Ferencik, Chair	May 2024
Kenneth A. Bryant, Clerk	May 2026
Emelie Bonin	May 2025
V. Taylor Ford, Jr.	May 2024
Kristin Hovey	May 2026
Maureen Kraus	May 2026
Charles Lippmeier	May 2025
Thomas Sabin	May 2026
Willaim Sides	May 2026
Deborah Wendell	May 2024
Paul Godin	Honorary Lifetime Member

LIQUOR CONTROL AGENTS

Megan Allen	May 2024
Shawn Buckley	May 2024
Adam Byrnes	May 2024
John Chamberlin	May 2024
Valesay Collins	May 2024
Lucas Drayton	May 2024
David Foscaldo	May 2024
Michael Grace	May 2024
Patrick Hoffman	May 2024
Richard Noonan	May 2024

**PERMANENT MUNICIPAL &
SCHOOL BUILDING COMMITTEE**

Carl Fuller	May 2024
John Hardy	May 2024
William Kass	May 2025
Michael O'Leary	May 2025
Steven Sloan	May 2026
Donald Treannie III	May 2026
Gary Whitehouse	May 2024
Jeffrey Whitehouse	May 2026
William Yukna	May 2025

PERSONNEL BOARD

Gary E Whitehouse, Chair	May 2024
Tracey Vasile, Vice-Chair	May 2024
Daniel Peterson	May 2025
Carrie Weston	May 2025
Scott Yankee	May 2026
Paige Eppolito	Ex-Officio

PLAYING FIELDS COMMITTEE

Heather Harding, Chair	May 2024
James Caffin	May 2024
Joseph Cusack	May 2024
Christopher Gallagher	May 2024
Steve Harding	May 2024
Melissa Maling	May 2024
Jenna Strickland	May 2024
Douglas Suess	May 2024
Renee Tocci	May 2024
Bill Yukatonis	May 2024

STADIUM ADVISORY COMMITTEE

George Bell II, Chair	May 2024
Joel Angelico	May 2024
Randall F. Briggs	May 2024
Blair Crane	May 2024
Timothy J Eagan	May 2024
James Evans, Jr.	May 2024
John Hardy	May 2024
Ronald Hodgdon	May 2024
James Kelly	May 2024
Scott Kelly	May 2024
Dennis Ohlson	May 2024
Thomas Rossbacj	May 2024
Nathan Weber	May 2024

SURVEY BOARD

William Buckley, Jr.	May 2024
John Dinapoli	May 2024
Michael P Kelleher	May 2024
Scott Shippey	May 2024

TOWN ASSET REVIEW COMMITTEE

Lorraine Brue	May 2024
Seth Ferguson	May 2024
Barnett Ovrut	May 2024
Kevin Weinfeld	May 2024
Gary Whitehouse	May 2024
Marie Almodovar	Ex-Officio
Paige Duncan	Ex-Officio

**TOWN MANAGER SEARCH
SCREENING COMMITTEE**

Christina Belanger	June 2024
James DeVellis	June 2024
Steven Feinstein	June 2024
Larry Ooi	June 2024
Mark Powers	June 2024
Kevin Weinfeld	June 2024
William Yukna	June 2024

**TOWN MANAGER SEARCH
SCREENING COMMITTEE #2**

Celia Bechtel	June 2024
Christopher Mitchell	June 2024
Deborah Giardino	June 2024
Elizabeth Lyons	June 2024
J. Catherine Rollins	June 2024
John Riley	June 2024
Robert Cutler	June 2024

**VETERAN SERVICES
ADVISORY COMMITTEE**

Mark Boucher	May 2024
Naomi Boucher	May 2024
Adam Byrnes	May 2024
John Francis Connolly	May 2024
William Dudley	May 2024
Michael Kerr	May 2024
Theodore O'Malley	May 2024
Joseph Sanders	May 2025
Patricia Shea	May 2024
Colin Sweeney	May 2024
Douglas Sylvestre	May 2024
Gary Whitehouse	May 2024

ZONING BOARD OF APPEALS

Barnett Ovrut, Chair	May 2025
Kimberly Mellen, Vice-Chair	May 2024
David Brown	May 2026
Lorraine Brue	May 2026
Eric Hogberg	May 2024
Kurt J. Yeghian	May 2024



ANIMAL CONTROL OFFICER & ANIMAL INSPECTOR

Kaycee Bailey

BUILDING COMMISSIONER & ADA COORDINATOR

Scott Shippey

BUILDING INSPECTOR (Alternate)

John Naff

**TOWN CLERK, BURIAL AGENT, CENSUS & ETHICS
LIAISON**

Robert Cutler, Jr.

CHIEF ASSESSOR

Thomas Welch

CHIEF OF POLICE & LIQUOR CONTROL AGENT

Michael Grace

CONSERVATION AGENT

Jane Sears Pierce

HUMAN RESOURCES DIRECTOR

Paige Eppolito

**HUMAN SERVICES DIRECTOR &
GATRA ADVISORY BOARD**

Marc Craig

**DEPT. OF PUBLIC WORKS DIRECTOR &
LOCAL WATER RESOURCES MGT. OFFICER**

Christopher Gallagher

DEPUTY COLLECTOR OF TAXES/PARKING CLERK

Kelley & Ryan Associates

FENCE VIEWERS

Scott Shippey & Lance DelPriore

FINANCE DIRECTOR

Marie Almodovar

**FIRE CHIEF &
REGIONAL EMERGENCY PLANNING COMMITTEE**

Michael Kelleher

GAS & PLUMBING INSPECTOR

Michael Eisenhauer

Paul W. Steeves (Assistant)

DIRECTOR OF PUBLIC HEALTH

Matthew Brennan, R. S.



**APPOINTED
OFFICIALS**



HOG REEVE
James Evans, Jr.

LIBRARY DIRECTOR
Elizabeth O'Neill

LOCAL BUILDING INSPECTOR
Gilbert Bonoan

NORFOLK COUNTY ADVISORY BOARD (Alt)
Steven R. Feinstein

LAND USE & ECONOMIC DEVELOPMENT DIRECTOR
495/95 COUNCIL REPRESENTATIVE, MBTA ADVISORY
SOUTHEASTERN COMMUTER RAIL TASK FORCE
METROPOLITAN AREA PLANNING COUNCIL (Alt.)
Paige Duncan, ACIP

RECREATION DIVISION DIRECTOR
Renee Tocci

REVENUE OFFICER (COLLECTOR/TREASURER)
Paula Maloney

SEALER OF WEIGHTS AND MEASURES
Kevin Duquette

SOUTHEASTERN REGIONAL SCHOOL DISTRICT
Jennifer Sousa

SUPERINTENDENT OF SCHOOLS
Dr. Amy Berdos

TOWN COUNSEL
Patrick Costello

TOWN MANAGER
MUNICIPAL HEARINGS OFFICER, MBTA ADVISORY BOARD
MEMBER (Alt.), INTERLOCAL THREE RIVERS COMMISSION
Paige Duncan, CAIP (Acting)

TREE WARDEN
James Caffin

WIRING INSPECTOR
Shawn P. Wills
Randy Butt (Assistant)
William Cooke, Jr. (Assistant)

TOWN MANAGER'S OFFICE



MISSION

The Town Manager's Office provides support and strategic direction for the Select Board, Town and School Operating Departments and the general public in the areas of public policy; particularly as it relates to fiscal management, public safety, and the overall quality of life in the Community. The Office takes great pride in providing high quality customer service to anyone who requests our assistance. The Office serves as the Chief Administrative Office for the Town which includes direct responsibility for Human Resource Management, Licensing, Risk Management, Communications, Economic Development and Policy support and execution for the Select Board.

Paige E. Duncan
Acting Town Manager

Paige Eppolito
Human Resources
Director

Katie Lang
Executive Assistant &
Licensing Coordinator

The year 2023 brought significant transitions within our town administration. After almost ten years in Foxborough, Town Manager William "Bill" Keegan retired in April. Bill's leadership and dedication to improving our community have left an enduring impact on Foxborough. We deeply appreciate his tireless efforts in navigating both challenges and triumphs, and his absence has been keenly felt. We extend our heartfelt gratitude and best wishes to Bill as he embarks on this new chapter in his life.

From April through July, John Coderre served as Town Manager. In August, Paige Duncan, the Director of Land Use and Economic Development, took over as Acting Town Manager, while the Town began another search for a permanent town manager. In her role as Acting Town Manager, Paige brought with her a profound understanding of our community's needs, and she continued to advance key initiatives and address pressing issues facing the town. In late 2023, the Select Board began another search for a permanent Town Manager.

Amidst this period of transition, restructuring of administrative functions occurred. Katie Lang has assumed an enhanced role for administration, not only as the Executive Assistant to the Town Manager but also to the Select Board. During the transition period, Katie handled communication and outreach for the Town, and assisted with HR functions until a full-time HR director was hired. In the meantime, Katie also continued to manage risk management and loss control responsibilities for the Town. This function is vital in tracking insured property for the Town and for employee training programs offered through the Massachusetts Interlocal Insurance Agency (MIIA), the Town's Insurance provider. Katie oversees the Town's fleet of 201 vehicles and ensures that all vehicles are properly registered, cataloged, and insured.

Katie also continues to serve as the Licensing Specialist for the Select Board. This is a detail-oriented role that involves the processing and evaluation of more than 300 applications annually. The work requires a keen eye and a patient approach with both customers and the State's oversight agency for alcohol licenses (Alcohol Beverage Control Commission, "ABCC"). Additionally, Katie processes all permit applications on behalf of the Town Manager and the Select Board, including Use of Town Property, Use of Public Way (for parades and races), and unique permits such as earth removal or pole relocations. Katie's versatility and commitment continue to streamline operations and enhance customer service to our residents and businesses.



In the fall of 2023, Paige Eppolito joined our administration team, assuming the role of full-time Human Resources Director. With decades of experience in human resources, municipal finance, and administration, Paige seamlessly integrated into our team. She collaborates closely with the Personnel Board to revise essential policies and procedures, and readily supports department heads with hiring, as required.

Around town, the vibrancy of Foxborough continues to flourish. Throughout 2023, Uptown Foxborough saw the exciting additions of Bánh Mì O'i Vietnamese restaurant (8 Wall St), Ice Cream Beach Club (10 Mechanic St), Ally's Cookies (6 Mechanic St), Citizen's Bank (4 Cocasset St) and Joe's Butcher & Bay (31 Wall St). Fifty apartments at 29 Wall St also came onto the market. The annual Halloween Parade, coordinated by the Recreation Department, drew hundreds of costumed children and their parents Uptown. Then in November, "Light Uptown" drew thousands of residents, to Uptown, reinforcing its status as a beloved community tradition. The Thursday Farmer's Market and Concerts on the Common continued to thrive, drawing crowds and enlivening the Uptown area with their offerings. New businesses opened in other areas of town, as well: Everything Bagel (Route 1), Tropical Smoothie Café (Forbes Crossing), Northeast Health Services (Foxborough Blvd) and the YMCA's new splash park.



Citizen's Bank



YMCA Spier Family Splash Park

At the Annual Town meeting in May, Article 19 approved the disposition of the Pratt School at 14 Community Way. In accordance with a recommendation from the Town's Asset Review Committee, in October, the Select Board solicited bids to sell the property to the highest bidder without conditions. The sale will be finalized in early 2024.

In September, The Kraft Group and Gillette Stadium celebrated the completion of the North End renovation project. This \$250 million project was the largest and most transformative since Gillette Stadium opened in 2002, completely altering its appearance. The renovation included a new 22-story lighthouse with a 360-degree observation deck. Many town departments were involved in this years-long project, including Building, Police, Fire, Planning, and Health.

After more than a year of detailed planning, the 124th Army-Navy football game took place at Gillette Stadium on Saturday, December 9th. Leading up to the highly anticipated event, numerous activities occurred involving coordination by many town departments (Recreation, Veterans, Police, Fire, Administration). Local Boy Scout Troop 32 placed flags around town and the Foxborough Fire Department ladder truck proudly displayed the American flag. On Friday, three Army helicopters landed at the Booth Recreation Complex to allow the public to explore the helicopters and talk to crew members. Additionally, the U.S. Army West Point Marathon Team carried the game ball from the U.S. Military Academy at West Point to the Route 1 stadium, drawing crowds of residents who lined the streets to cheer them on and capture the moment. On Saturday, the U.S. Navy Marathon Team arrived at the stadium after a record 450-mile trek from the U.S. Naval Academy in Annapolis, MD. Throughout the festivities, our public safety officials worked tirelessly to ensure the safety, security, and well-being of the tens of thousands of guests to our town. Their unwavering dedication and expertise played a pivotal role in the success of the event and cannot be overstated.



Town Hall Hosts 8th Grade Civics Day

Internally, a significant milestone this year was the successful migration of our licensing software to PermitEyes, spearheaded by Katie Lang. This initiative represents a substantial advancement in modernizing our processes and enhancing efficiency in permit and license management, fostering seamless coordination with both the Building and Health Departments. PermitEyes is already enhancing transparency, accessibility, and accountability in our licensing procedures. The remaining Land Use departments will transition to PermitEyes next year.

Foxborough was also awarded the Government Finance Officers Association (“GFOA”) Distinguished Budget Presentation Award. The GFOA Distinguished Budget Presentation Award is a prestigious recognition bestowed upon governmental entities for their exemplary budgetary practices and transparency in financial reporting. It signifies a commitment to fiscal responsibility, effective communication, and accountability to the public. Recipients of the award demonstrate excellence in budget presentation, clarity in financial policies, and adherence to industry best practices. Moreover, obtaining the GFOA Distinguished Budget Presentation Award reflects a dedication to enhancing the overall financial management and governance of the organization. This recognition serves as a testament to the organization’s commitment to sound financial stewardship and its ability to meet the highest standards of financial reporting and transparency. Finance Director Marie Almodovar led this effort on behalf of the Town.

The town staff remains actively engaged in pursuing alternative revenue streams through grants and earmarks. Notably, they secured a \$4 million MassWorks infrastructure grant to bolster the Walnut Street housing development, situated on 16 acres owned by the Foxborough Housing Authority. Further grant funding and earmarks have boosted the total infrastructure budget to \$5.5 million. Groundbreaking for both the housing and infrastructure projects is anticipated in 2024.

As we reflect on the events of the past year, let us remain steadfast in our commitment to building a vibrant and resilient community. Together, we will continue to overcome challenges, seize opportunities, and shape a brighter future for Foxborough.

Thank you for your unwavering support and dedication to our town.



10th Combat Aviation Brigade visits Booth Complex & Foxborough High School

NEW BUSINESSES IN FOXBOROUGH



Ally's Cookies 6 Mechanic Street



Everything Bagel 211 North Street



Joe's Butcher & Bay 31 Wall Street



Bánh Mì O'í 8 Wall St



Ice Cream Beach Club
10 Mechanic Street



2023 NEW HIRES



TRACEY BARNEY
Finance



EMMA BRELSFORD
Library



TREVER CHUTE
Fire



JOSEPH DERBA
Fire



BARBARA DONAHUE
Finance



PAIGE EPPOLITO
Human Resources



MIRIAH GILBERT
Assessors



KOREY GOLDRICK
Police



HALEY GOMES PIMENTA
Public Works



NANCY KOCZELA
Finance



CHRISTINA LAROSE
Public Safety



PATRICK LYDON
Police



CHRISTOPHER MCNAMARA
Fire



PATRICK NAGLE
Police



MELISSA O'CONNOR
Police



JAKE PANTANO
Fire



DESIREE RIVERA
Police



JOSHUA ROBBLEE
Public Works



BRANDON ROBERTS
Finance



PHILLIP SLOAN
Police



ZACHARY SMITH
Fire



RENEE SPINNER
Library



KYLE SULLIVAN
Public Works



JOSEPH SWEENEY
Public Works



ALMA UGLIARORO
Assessors

FINANCE



MISSION

The mission of the Finance Department is Town-wide financial stability and accountability. To execute the mission, the department reviews financial aspects of municipal operations with an emphasis on fiscal responsibility, regulatory compliance, automation, cost & operational efficiency, and revenue generation.

Marie Almodovar
Finance Director

Brandon Roberts
Asst. Finance Director

Paula Maloney
Treasurer/
Collector

Barbara Donahue
Asst. Treasurer/
Collector

Cathy O'Brien
Accounting Administrator

Nancy Koczela
Collections Coordinator

Tracey Barney
Collections Coordinator

Olivia Alves
Procurement
Administrator

Julie Lavoie
Payroll & Benefits
Coordinator

Fiscal 2023 was a very active and productive year for the Finance department. One of the key accomplishments included engineering the balancing and approval of the FY 2024 operating budget within identified available recurring revenues while maintaining and service levels across all departments. The operating budget totaled \$93.4 million, a 3.29% increase compared to FY 2023. The budget was approved on May 8, 2023 at the Annual Town Meeting (ATM).

The FY 2024 Municipal (non-school) budgets increased 6.48% driven by increases in operating and fixed costs. The Education budget increased 2.70%. "Fixed Costs" within the General Fund increased 3.47% driven primarily by growth in Pension (+4.10%), Group Insurance Benefits (+5.42%), and Risk Management (+1.50%) costs compared to FY 2023. These cost obligations resulted in an overall General Fund increase of 3.88%. Water and Sewer enterprise budgets decreased by a combined 1.92%, resulting in the total Town operating budget increasing by 3.29%.

The FY 2024 ATM approved capital improvement budget included \$4 million for all critical needs, as financially engineered by the Foxborough administration, and all without the need to borrow. It is this type of conservative, i.e., cash, funding approach that greatly helps to keep the Town on solid financial footing.

In FY 2023 the required bi-annual actuarial update to the Other Post-Employment Benefits (OPEB) unfunded liability (retiree health insurance) was completed. The results of the report show that the Town has cut its Unfunded Liability (UL) by 45.6%, or by \$28.36 million, over fourteen years, from \$62.2 million at fiscal year-end (FYE) 2009, to \$33.83 million at FYE 2023. This dramatic reduction, which is a taxpayer savings, is a direct result of the Town's funding schedule, and the successful renegotiation of a health plan design with all employee groups, as well as the Select Board's decision to require all retirees to pay the same percentage of their health premiums. The OPEB Trust Fund is valued at \$16.12 million at FYE 2023. An interim update to the OPEB unfunded liability will be required at the completion of FY 2024.

The Massachusetts DOR certified the FY 2023 tax values and rates on schedule in November of 2022. The resulting FY 2023 certified values are summarized as follows:

Residential and CI property valuations increased by \$233.5 million, with an increase of \$923K in new tax revenues (new growth). The FY 2023 levy limit calculation is presented as follows:

Residential	\$3,068,336,6692	79.55%
Commercial	576,878,608	14.96%
Industrial	78,434,400	2.03%
Personal	<u>133,339,760</u>	3.46%
TOTAL	\$3,856,989,460	

FY 2022 Levy Limit	\$53,876,279
Allowable 2.5% Increase	+\$1,346,907
New Growth	<u>+\$923,525</u>
FY 2023 Levy Limit	= \$556,146,711
Add Debt Exclusions	<u>+\$1,982,704</u>
Maximum Allowable Levy 2023	\$58,129,415

The Select Board held the FY 2023 Classification Hearing, as required annually of all municipalities by the Massachusetts Department of Revenue (DOR). The purpose of this hearing is to vote on either a single tax rate for all classes of property or to have a “split” tax rate, i.e., a higher rate for business and a lower rate for residential. The Select Board accepted the Board of Assessors’ recommendation to retain a split tax rate for the tenth straight year.

The resulting tax rate per \$1,000 in assessed value for FY 2023 was \$14.21 for Residential and \$18.37 for Business.

2023 TAX REVENUE COLLECTED

	Committed	Collected	% Collected
Real Estate	\$55,642,923	\$54,809,975	98.50%
Personal Property	\$2,451,069	\$2,442,901	98.85%
Total	\$58,093,992	\$57,232,876	98.52%

	Collected
Prior Years Real Estate	\$254,111
Prior Years Personal Property	\$28,172
Tax Liens Redeemed	\$114,392
Total	\$396,674

MEALS TAX REVENUE

Below is an updated table displaying local option meals tax activity since the implementation of a 0.75% tax at the beginning of FY 2012. This funding has become a reliable revenue source enabling significant resources for road reconstruction and the OPEB liability over the years. Due to COVID-19 that began in March of 2020, actual revenues decreased significantly compared to previous years. In FY 2022, revenues began to strengthen to pre-pandemic levels with FY 2023 generating over \$1.2 million. In FY24, and beyond, the Town is addressing the gap between OPEB appropriation and Road Reconstruction and will have a plan in place to recommit resources to Road Reconstruction as meals tax revenues have now become more stable.

Quarter	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	TOTAL
Q1	198,684	204,705	255,279	241,356	246,355	242,447	83,101	225,222	290,124	1,987,272
Q2	277,965	312,463	310,841	338,857	332,393	307,264	148,271	331,852	336,803	2,691,708
Q3	265,586	278,890	284,020	261,851	255,285	279,947	118,437	283,764	340,372	2,368,153
Q4	167,955	180,138	175,430	196,555	185,729	74,560	145,105	220,464	232,899	1,578,836
Total	910,190	976,196	1,025,570	1,033,619	1,019,762	904,217	494,915	1,061,303	1,200,198	8,625,969

APPROPRIATIONS ENABLED BY MEALS TAX REVENUE

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	TOTAL
OPEB Trust funding	600,000	700,000	800,000	800,000	900,000	900,000	985,135	985,135	985,135	7,655,405
Road Reconstruction	879,782	254,000	217,058	340,402	210,777	238,777	-	-	-	2,140,019
Total	1,479,782	954,000	1,017,058	1,140,402	1,110,000	1,138,777	985,135	985,135	985,135	9,75,424
NOT Appropriated	569,592	22,196	8,512	(106,783)	(90,238)	(234,560)	(490,220)	76,168	215,063	(1,169,454)

The Town’s Free Cash reserves were certified at \$6.7 million at FYE 2023 by the DOR. This includes \$1.15 million in Free Cash from the prior year that was carried forward. This positive result will give the Town the ability to continue commitments to its capital projects, stabilization funds, and the OPEB liability trust fund.

Finance had a very busy calendar year 2023 largely due to a major upgrade to our financial system, MUNIS. We were able to successfully close the books and ended up with another clean audit. We also completed another major project which was migrating our forms such as vendor checks, tax bills, utility bills, payroll checks, and purchase orders onto MUNIS’s new platform ReadyForms. The Department finally became fully staffed in 2023 and continues to move into the future as a cohesive high-functioning team. Congratulations to former Finance Director George Samia on his retirement. After more than 35 years in public service we wish him farewell and good luck!

Thank you to the entire Finance, Central IT, and Central Maintenance teams for your continued efforts and dedication throughout the year!

ADVISORY COMMITTEE



MISSION

The Advisory Committee provides a report to the Annual Town Meeting and all Special Town Meetings on budget appropriations and all other municipal matters. In preparation for the Town meeting, the Advisory Committee reviews the budget and Warrant Articles, meets with department heads, holds public meetings in order to work through department items and makes a recommendation at the Town Meetings.

Mike Brown Chair	Marlowe Farrar Vice Chair	Michael Chaisson	Paul Hainsworth
Shelby Kornbluth	Kevin Mack	Daniel Peterson	Raffaella Zizza-Feinstein

The Advisory Committee is an independent committee of up to 15 members appointed by the Town Moderator. Members serve, without compensation, for up to a 3-year term, renewable at the discretion of the Town Moderator. Committee members represent a cross section of the community offering different perspectives and experiences (various public and private sector roles). The Advisory Committee's primary function is to review all Annual and Special Town Meeting warrant articles (including all budget appropriations) and make informed recommendations to the town residents about how to vote on each article.

The Advisory Committee holds public meetings where they review and deliberate each of the budget requests and Warrant Articles. Committee members also meet with Town department heads and Boards as well as citizens to gain a more fulsome understanding of all the issues. The Committee then presents its recommendations at Town Meetings.

In 2023, all Advisory Committee meetings returned to in-person meetings in the Gala Room at Town Hall. The Town held a Special Town Meeting in January in which nine warrant articles were presented. The most notable Articles related to making the final off-cycle OPEB payment, approving funds to move forward with a potential DPW Site Renovation, amending the code of the Town related to billboard regulations and changing the Select Board name to Select Board.

Immediately following STM, the Advisory Committee began preparing for Annual Town Meeting in May. In total, the Committee reviewed twenty-three Warrant Articles including the budget. As with FY 2023, much of the FY 2024 budget discussion stressed the necessity of being cautious on spending given the uncertainty of revenue from meals taxes and other sources. Among the warrant articles, the Town agreed to approve a new Retiree Spousal Contribution which affects the final OPEB pay off date. Several zoning articles were also approved. Two citizens' petitions for allocating Chapter 90 money for sidewalks and funding sidewalk repairs on Cocasset Street received a lot of attention leading up to and during Town Meeting.

Finally, the Advisory Committee met in the fall of 2023 to review five Warrant Articles for another Special Town Meeting. The most notable Article was to approve funds to make repairs and upgrade the current DPW Site facility.

The Committee continues to monitor the year-to-date revenues and expenses to ensure that they are inline with the budget and the Committee continues to be vigilant. As the Committee deliberates on the budget appropriations, we are always cognizant of the major sources of funds (taxations, local receipts, state aid, & free cash) versus the needs of the Town (uses of funds such as general government, schools, public safety, insurance and other) without compromising the overall services offered by the Town.

Finally, the Advisory Committee would like to thank all of the other Boards, Committees, Town Management personnel and FCA volunteers that assisted us in performing our duties for the citizens of Foxborough.

ASSESSOR

MISSION

The purpose or mission of the Assessor's Department is to provide full and fair cash value for real estate and personal property per Massachusetts General Law Ch. 59 Sect. 38. In addition, we are responsible for managing the motor vehicle abatement program, processing abatements and exemptions, and maintaining the town mapping system and updates. Finally, we are here to serve the public and answer questions as accurately and efficiently as possible on assessing procedures.



Thomas Welch
Chief Assessor

Alma Ugliodoro
Assistant Assessor

Miriah Gilbert
Assistant Assessor

Overview

The Assessor's department manages property records for over 6,700 parcels making annual adjustments as needed to add, subtract, and even merge parcels. This program is held in a CAMA system, or computerized software database, that tracks all changes to property including both physical and ownership changes.

Previously, our office had a Chief Assessor, Assistant Assessor, and an Administrative Assistant. However, towards the end of the year, we underwent a restructuring. We now have a Chief Assessor and two Assistant Assessors, which we believe will enhance our operations. This change enables cross-training across all duties and brings inspections in-house, potentially eliminating the need for external services. We've welcomed two new Assistant Assessors to the team to manage these responsibilities effectively.

New This Year

In order to prepare for the FY2025 certification, the town published an RFP for appraisal services for the five-year certification with the Department of Revenue. This certification requires a detailed review of all appraisal practices and inspection of all 600 plus personal property accounts, and over 700 real estate parcels to meet 2025 requirements. As a result of this process, the town contracted with Vision Appraisal for real property and Real Estate Research (RRC) for personal property valuation services. Inspections are completed in-house and contracted as needed for additional parcels. This ensures that the town has certified values for the Department of Revenue review for residential, commercial/industrial and personal property.

The department has implemented individual property record cards that can be accessed via the website. This will provide residents with full access to all the information on their property through the Vision Assessor's database. It also saves the town over \$4,000 annually by not paying for a separate valuation website.

The Board of Assessors placed an article at special town meeting to increase the personal property business exemption from \$750 to \$5,000. This was approved at town meeting and benefits many more small businesses. With this modernization, a business that is valued at \$5,000 or under will no longer receive a tax bill.

Trends

Residential values and home prices continued to rise in 2023. Residential values increased on average 11% for 2023 and sales prices continue to increase across the board. Commercial and industrial property increased but at a much lower rate of 3 and 4%.

Goals

Goals for the department include enhancing staff qualifications and pursuit of certification for both Assistant Assessors. In addition, continuing with an effort to cross-train staff in all tasks to provide the best service for the town including inspections. Certification maintenance is required for the Chief Assessor which includes attending required seminars and meetings on new technology and law changes. Long term we are looking to improve the cyclical inspection program from a 10-year plan to a 7-year plan by expanding the annual inspection program. We would like to increase attendance at IAAO webinars and conferences to better understand valuation process and techniques across country.

TOWN CLERK



MISSION

Often considered the first stop in local government, the Town Clerk's Office serves as the central information point for other town departments, residents and citizens at large. In addition, the Town Clerk is the Chief Election Official, Recording Officer, Public Records Keeper and Licensing Official. It is the goal of this office to combine efficient operation while providing superior customer service.

Robert E. Cutler, Jr.
Town Clerk

Claudine Gover
Assistant Town Clerk

Laurie Tinti
Administrative Assistant

2023 proved to be a light election cycle with only the Annual Town Election and the Annual Town Meeting scheduled for the year. The Annual Town Election was held on May 1, 2023 followed by the Annual Town Meeting on May 8, 2023. There were two Special Town Meetings called in 2023: January 30th and October 16th.

There were no contested races in the Annual Town Election, and as expected, turnout was extremely low with only three hundred twenty-four (324) voters casting ballots. This represented a turnout of just under two and one half (2.5%) percent of the thirteen thousand and forty-four (13,044) registered voters. The following people were elected to their first terms: Michelle D. Thackston (School Committee), Robin L. Chapell (Board of Health), and Nancy L. D'Uva (Housing Authority). There were no ballot questions on the ballot.

The Annual Town Meeting was called to order by Moderator Frank Spillane at the Foxborough High School Auditorium with one hundred fifty-eight voters in attendance. The Advisory Committee presented twenty-three articles to the assembly. The annual budget and the capital improvement budget were addressed along with several other articles of note including three citizen petitions (involving sidewalks, retiree insurance and complete street prioritization), multiple zoning articles, an article to adjust the starting time of town meeting, and the disposition of the Pratt School property.

On January 30, 2023, a Special Town Meeting was called to order by Moderator Frank Spillane at the Foxborough High School Auditorium with two hundred one voters in attendance. The Advisory Committee presented nine articles to the assembly. The main articles of interest were the nomenclature change from Select Board to Select Board, stabilization fund transfers, a revisit of the billboard bylaw, and funding to start the DPW Garage project.

On October 16, 2023, a Special Town Meeting was called to order by Moderator Frank Spillane at the Foxborough High School Auditorium with one hundred twenty-six voters in attendance. The Advisory Committee presented five articles to the assembly. The meeting was highlighted by the DPW Building repair and maintenance project.

With 2023 being an off-election cycle, the clerk's office concentrated on more long term projects. We continued to implement amendments to the Town Code, coordinated document management and public records request processing, and reorganized the office filing system. With there being four elections scheduled in 2024, including the presidential primary and presidential election, the Clerk's office spent a good deal of time in late 2023 game planning for the large volume of by-mailing voting anticipated for these significant elections.

The Town of Foxborough is very fortunate to have two tremendous employees working in the Town Clerk's office. The Town Clerk team works well together and strives hard to make all visitors feel like their issues have been handled satisfactorily. We try to be responsive to the needs of the public and the other departments within the Town of Foxborough. Assistant Town Clerk, Claudine Gover, is indispensable to the smooth operation of the Town Clerk's office. She has become a subject matter expert in a variety of areas within her domain. She continues to assist The Department in trying to move the office forward in terms of technology and office efficiencies. Our Administrative Assistant, Laurie Tinti continues to grow into her role. Laurie is a quick learner and has become very comfortable in ways of the election world. She has introduced a different perspective to the office and has become an important member of the Town Clerk team. I am very fortunate to work with two tremendous professionals.

VITAL STATISTICS

Year	Births	Marriages	Deaths	Population
2023	183	89	115	18,383
2022	187	103	143	18,333
2021	191	108	141	18,618
2020	184	76	146	17,371
2019	160	102	146	17,152
2018	162	75	138	16,924
2017	165	110	123	17,011
2016	182	98	137	17,457
2015	146	92	132	17,120
2014	162	83	135	16,963
2013	152	80	122	17,501

2023 TOWN CLERK RECEIPTS & PAYMENTS

CC - Births	\$ 5,170.00
CC- Marriages	2,510.00
CC - Deaths	6,640.00
CC - Misc.	120.00
Business Certificates (DBAs)	6,115.00
Dog Licenses	29,240.00
Animal Control Fines	170.00
Underground Storage Permits	320.00
Marriage Intentions	2,350.00
Pole Locations	40.00
Raffles Permits	90.00
Street Lists	100.00
Miscellaneous	758.00
TOTAL	\$ 53,623.00

CC - Certified Copies

ANNUAL TOWN ELECTION

In accordance with posted Warrants for Town Elections, the inhabitants of the Town of Foxborough, qualified to vote in elections met in the John J. Ahern Middle School, 111 Mechanic Street, in Precincts No. 1, No. 2, No. 3, No. 4 and No. 5.

The polls opened at 7:00 A.M. with Warden Kathleen M. Brady in charge of all precincts.

At 8:00 P.M., the polls were closed, and the ballots were sorted and counted. The number of ballots agreed with the checklists, and it was announced that the number of votes cast was three hundred twenty-four (324); fifty-three (53) registered voters voted in Precinct No. 1; eighty-eight (88) in Precinct No. 2; sixty-five (65) in Precinct No. 3; seventy-four (74) in Precinct No. 4; and forty-four (44) in Precinct No. 5. The percentage of registered voters who voted was 2.5%. At the time of the election, there were thirteen thousand forty-four (13,044) inhabitants registered to vote.

ELECTED OFFICIALS

SELECT BOARD

Mark Elfman, Chair	May 2025
Stephanie McGowan, Vice-Chair	May 2026
Leah Gibson, Clerk	May 2024
Seth Ferguson	May 2024
Dennis Keefe	May 2025

BOARD OF ASSESSORS

Lori Rudd, Chair	May 2024
Daniel Smith, Clerk	May 2026
Robert Decker	May 2025

BOARD OF HEALTH

Betsy Allo, Chair	May 2024
Sophia Manos, Clerk	May 2026
Robin Chapell	May 2026

TOWN CLERK

Robert Cutler, Jr.	May 2025
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BOARD OF WATER & SEWER COMMISSIONERS

Michael Stanton, Chair	May 2024
Richard Pacella, Jr., Vice-Chair	May 2026
Richard Garber, Clerk	May 2025

BOYDEN LIBRARY TRUSTEE

Kevin Penders, Chair	May 2026
Christine Freeman, Vice-Chair	May 2025
Jennifer Ooi, Clerk	May 2025
Collin Earnst	May 2024
Joyce Parlapiano	May 2026
Anisul Chowdhury	May 2024

FOXBOROUGH HOUSING AUTHORITY

Greg Spier, Chair	May 2024
Kevin Powers., Vice-Chair	May 2026
Nancy D'uva	May 2028
Heather Konieczka, Tenant Appointee	
Sue Perez, State Appointment	

MODERATOR

Francis J. Spillane	May 2025
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PLANNING BOARD

Kevin Weinfeld, Chair	May 2024
Ronald Bresse, Vice-Chair	May 2025
Tracey Vasile, Clerk	May 2024
Jeffrey Peterson	May 2026
Gary Whitehouse	May 2026

SCHOOL COMMITTEE

Richard Pearson, Chair	May 2024
Sarah Lidonni, Vice-Chair	May 2024
Robert Canfield	May 2025
Brent Ruter	May 2025
Michelle Thackston	May 2026

PRECINCT #1 #2 #3 #4 #5 TOTAL

SELECTMAN FOR THREE YEARS (Vote for ONE)

Blanks	8	22	10	7	7	54
Stephanie A. McGowan	43	65	54	63	37	262
Others	2	1	1	4	0	8
TOTAL	53	88	65	74	44	324

ASSESSOR FOR THREE YEARS (Vote for ONE)

Blanks	12	15	8	7	11	53
Daniel A. Smith	40	73	57	65	32	267
Others	1	0	0	2	1	4
TOTAL	53	88	65	74	44	324

SCHOOL COMMITTEE MEMBER FOR THREE YEARS (Vote for ONE)

Blanks	6	11	5	6	8	36
Michelle D. Thackston	46	76	60	65	35	282
Others	1	1	0	3	1	6
TOTAL	53	88	65	74	44	324

WATER & SEWER COMMISSIONER FOR THREE YEARS (Vote for ONE)

Blanks	9	13	12	5	13	52
Richard M. Pacella, Jr.	43	73	53	67	30	266
Others	1	2	0	2	1	6
TOTAL	53	88	65	74	44	324

BOARD OF HEALTH MEMBER FOR THREE YEARS (Vote for ONE)

Blanks	12	15	9	6	10	52
Robin L. Chapell	41	73	56	66	33	269
Others	0	0	0	2	1	3
TOTAL	53	88	65	74	44	324

BOYDEN LIBRARY TRUSTEE FOR THREE YEARS (Vote for TWO)

Blanks	25	28	23	18	21	115
Joyce Parlapiano	40	73	54	63	31	261
Kevin F. Penders	39	75	53	64	34	265
Others	2	0	0	3	2	7
TOTAL	106	176	130	148	88	648

PLANNING BOARD MEMBER FOR THREE YEARS (Vote for TWO)

Blanks	29	34	24	17	21	125
Jeffrey C. Peterson	39	71	54	66	32	262
Gary E. Whitehouse	35	70	51	62	33	251
Others	3	1	1	3	2	10
TOTAL	106	176	130	148	88	648

HOUSING AUTHORITY MEMBER FOR FIVE YEARS (Vote for One)

Blanks	11	18	6	7	9	51
Nancy L. D'Uva	41	70	58	65	34	268
Others	1	0	1	2	1	5
TOTAL	53	88	65	74	44	324



SPRING SPECIAL TOWN MEETING

TOWN CLERK'S REPORT
SPRING SPECIAL TOWN MEETING
Monday, the 13th Day of January 2023

The Special Town Meeting of the Town of Foxborough convened at 7:35 PM in the auditorium of the Foxborough Senior High School, 120 South Street, Foxborough, Massachusetts with Town Moderator Francis J. Spillane presiding. Michael Brown of the Advisory Committee led the Pledge of Allegiance.

Town Clerk Robert E. Cutler, Jr., read the Warrant and Return.

There were two hundred one (201) registered voters recorded as present [a quorum being one hundred (100) registered voters].



ANNUAL TOWN MEETING

TOWN CLERK'S REPORT
ANNUAL TOWN MEETING
Monday, the 8th Day of May 2023

The Annual Town meeting of the Town of Foxborough convened at 7:33 PM in the auditorium of the Foxborough Senior High School, 120 South Street, Foxborough, Massachusetts with Town Moderator Francis J. Spillane presiding. The Pastor William Dudley of Union Church delivered the invocation. The National Anthem was sung by Gianna Cuscia, a senior at Foxborough High School and Michael Brown from the Advisory Committee led the Pledge of Allegiance. Moderator Francis J. Spillane recognized special guest, Representative Jay Barrows and the new Town Manager, John Coderre.

Robert E. Cutler, Jr., Town Clerk, read the Warrant and Return.

There were one hundred twenty-four (124) registered voters recorded as present [a quorum being one hundred (100) registered voters].



FALL SPECIAL TOWN MEETING

TOWN CLERK'S REPORT
FALL SPECIAL TOWN MEETING
Monday, the 16th Day of October 2023

The Special Town Meeting of the Town of Foxborough convened at 7:03 P.M. in the auditorium of the Foxborough Senior High School, 120 South Street, Foxborough, Massachusetts with Town Moderator Francis J. Spillane presiding. Marlowe Farrar of the Advisory Committee led the Pledge of Allegiance.

Town Clerk Robert E. Cutler, Jr., read the Warrant and Return.

Moderator Frank Spillane recognized special guests Senator Paul Feeney and Representative Jay Barrows. There were one hundred twenty-six (126) registered voters recorded as present [a quorum being one hundred (100) registered voters].

FULL TOWN MEETING MINUTES CAN BE FOUND IN THE APPENDICIES



COMMUNITY DEVELOPMENT

- 
- 25 LAND USE & ECONOMIC DEVELOPMENT**
 - 27 PLANNING BOARD**
 - 28 HISTORIC DISTRICT COMMISSION**
 - 29 BUILDING**
 - 31 ZONING BOARD OF APPEALS**
 - 34 CONSERVATION**
 - 35 CONSERVATION COMMISSION**
 - 36 PERMANENT MUNICIPAL & SCHOOL BUILDING COMMITTEE**

LAND USE & ECONOMIC DEVELOPMENT



MISSION

Provide professional advice and technical expertise to elected officials, appointed boards and committees, town departments and the public by assisting with understanding and addressing key community issues and priorities; to focus on long-term economic vitality, environmental integrity and development design through the highest quality planning, implementation and development review; and to help implement the Town's Master Plan for an orderly and sustainable future for the Town of Foxborough.

Paige Duncan
Land Use & Economic Development Director

Gabriela Jordan
Staff Planner

Diana Gray
Land Use Administrator

In addition to supporting the Planning Board in its efforts, Department staff throughout 2023 also pursued a number of other projects. These ongoing initiatives include working closely with the Foxborough Common Business Collaborative (a coalition of uptown businesses) with increased programming and engagement for Uptown. More specifically, Ms. Duncan provides ongoing staff support to the Affordable Housing Trust Committee and the Town Asset Review Committee. Ms. Duncan also continues to represent the Town on the Board of Directors and Executive Steering Committee for the 495/Metrowest Partnership, and serving as Chair of the 495/Metrowest Partnership's Economic Development Working Group. Ms. Duncan serves as the Town's representative to Foxborough's regional planning agency, the Metropolitan Area Planning Council (MAPC), and is an active participant in the monthly Three Rivers Interlocal Council (TRIC) meetings, a sub-region of MAPC. Both Ms. Duncan and Ms. Jordan participate and attend Massachusetts Association of Planning Director (MAPD) meetings and are members of the American Planning Association (APA).

The staff and the Foxborough Housing Authority (FHA) worked with a consultant funded by MassDevelopment to review the responses to the Request for Proposals (RFP) for the future development of the 16 acres on Walnut Street owned by the FHA. Two different development groups responded, and the proposal submitted by the Walnut Street Joint Venture development team was chosen. Staff coordinated with other town departments on pre-application work for the project. The Zoning Board of Appeals reviewed and granted a Comprehensive Permit for the project in March. By the end of 2023, the project was underway with a Building Permit for phase 1 expected to be issued in early 2024.

In 2023, final design was completed for the installation of a traffic signal at the Walnut Street and Commercial Street (Route 140) intersection and the extension of a sewer line along Walnut Street and across Commercial Street to serve the Walnut Street project. The construction cost exceeded the \$4,000,000 grant that the Town had received from the MassWorks One Stop for Growth program. Because of this, Ms. Duncan continued advocating and applying for additional funding for the project and she was able to secure \$500,000 from the Norfolk County's ARPA (American Rescue Plan Act) funds and \$500,000 from MassDOT. House Bill 5374 also earmarked \$500,000 from the State's ARPA funds for this project. It is important to note that without this funding the FHA senior housing project on Walnut Street could not go forward.



Healey-Driscoll
Administration
visits Walnut Street

Ms. Duncan continued to build the Regional Destination Marketing (tourism) initiative with Plainville and Wrentham, using grant funds from Mass. Gaming Commission and the Mass. Office of Travel and Tourism. In 2023, the Mass Gaming Commission awarded an additional \$272,000 for phase 5 of the project. A website (www.visitfpw.com) highlighting local attractions in the three towns was developed and is maintained by a consultant hired using the funds received. A series of billboard ads promoting local attractions ran on local billboards under community messaging requirements. Additionally, Ms. Duncan, along with the consultant, organized and attended events housing international tour operators to promote tourism to the area.

The Department in coordination with the Department of Public Works (DPW) worked on improvements to the Central Street parking area using the funds received from the State. The Town was awarded \$75,000 for improvements to the Central Street lot for pedestrian safety and to improve access to the uptown businesses.

Using a \$198,960 grant through the Community Compact Cabinet's (CCC) Information Technology, the Town's electronic/online permitting platform for the Building Department was upgraded in 2023. Online permitting for the Health and Administration Departments were added to the platform with Planning, Conservation and Zoning expected to be added in 2024.

During 2023, a major focus was on the MBTA Communities requirement (Section 3A of MGL c. 40A). On January 31st, Ms. Duncan, on behalf of the Town, filed an Action Plan with the Department of Housing and Community Development (DHCD) to obtain interim compliance with the MBTA Communities Requirements. Due to the Pilot Program for Commuter Rail Service to Foxborough Station, the town did not plan on bringing forward proposals on Zoning Districts to meet the MBTA Communities Requirement until 2024. The Pilot Program ended in August 2023 when the station became permanent. Because of this, the Town's classification as Adjacent Community was changed to a Commuter Rail Community, which increased the number of housing units required in the zoning considerations. Massachusetts Housing Partnership allocated \$20,000 to secure the services of a consultant to provide technical assistance. The consultant worked on drafting the zoning changes, mapping, and run modeling to meet the requirements of the law. Zoning Board of Appeals Chair Barney Ovrut worked diligently to draft zoning for the proposed "Foxborough Multifamily Overlay District". The proposed bylaw and map were presented to the Select Board and Planning Board in a joint meeting. Ms. Duncan was also able to secure \$90,000 from the Executive Office of Housing and Livable Communities (EOHLC) (formerly DHCD) to hire a consultant to aid in community outreach for this project and also to begin an update to the Town's 2015 Master Plan. Hearings for the zoning changes are scheduled for early 2024, and the articles will be presented at the May 13th Town Meeting.

Culminating a multi-year process, a workgroup that included Ms. Jordan, DPW Director Chris Gallagher, (then) Town Engineer Lance DelPriore and engineer Bill Buckley, presented to the Planning Board newly revised Subdivision Rules and Regulations. The Board voted to adopt the revised Rules and Regulations in July.

The Director, Staff Planner and Land Use Administrator support the Planning Board, which received 18 permit applications (13 meetings held) and the Zoning Board, which received 21 permit applications (15 meetings held). It should be noted that in June 2023, Ms. Duncan also stepped up to serve as Acting Town Manager while continuing to lead this department.

In 2024, the Department will face the challenge of hiring a new Director due to Ms. Duncan being chosen by the Select Board as the new Town Manager. Staff will continue its efforts with improving Uptown parking/business development, promoting our regional tourism marketing effort, assisting the FHA with the Walnut Street affordable housing and infrastructure project, and continuing the efforts to comply with the requirements of the State's multi-family zoning for MBTA Communities law (Section 3A of MGL c. 40A).

PLANNING BOARD



MISSION

To ensure an orderly and sustainable future for the Town, the Planning Board regulates the subdivision of land within Foxborough; drafts and implements the Town's Master Plan; reviews proposed amendments to the Zoning Bylaws and make recommendations to Town Meeting; reviews applications for Site Plan Review and certain Special Permits; and reviews applications for work on designated Scenic Roads.

Kevin Weinfeld
Chairman

Ronald Bresse
Vice Chairman

Tracey Vasile
Clerk

Gary Whitehouse

Jeffery Peterson

Thomas Murphy
Associate Member

The Planning Board reviewed a number of applications and plans in 2023. 15 Special Permit applications were received including three requests for Accessory Apartments; the expansion of a fitness facility on Route 1; a mixed-use redevelopment at 30-32 Wall Street (4 apartments and office/retail space); and 10 temporary parking lot renewals.

Several very varied Site Plan Review applications were reviewed and approved by the Board. These include: the construction of a new dairy processing facility and cow barn for Oake Knoll Farm at 70 North Street; the expansion of an office/warehouse facility at 7 Perry Drive; and the construction of contractor bays at 61 East Belcher Road. The Board granted Site Plan Waivers to the Hockomock YMCA on Mechanic Street and the Foxborough Charter School on Central Street.

Lastly, two different Form A plans/Subdivision Approval Not Required (ANR) plans were presented to and approved by the Board.

In 2023, the Planning Board voted to adopt revised Subdivision Rules and Regulations which were prepared by a working group comprised of DPW Director Chris Gallagher, Town Engineer Lance DelPriore, Staff Planner Gabriela Jordan, and Engineer William Buckley, Jr. The group worked on revising the regulations to ensure compliance with current State regulations and to meet the requirements of MS4.

Planning Board members continue to be integral to other major local initiatives, with member Gary Whitehouse representing the Board on the Design Review Board, Chairman Kevin Weinfeld serving on the Economic Development Committee (EDC), and the Town Asset Review Committee, and Clerk Tracey Vasile serving on the Affordable Housing Trust.

The Board would like to thank Director of Land Use and Economic Development Director Paige Duncan for eight years of excellent service to the Board and is sure she will also excel serving as the Town Manager. The Board also would like to thank Staff Planner Gabriela Jordan, and Land Use Administrator Diana Gray for their excellent service particularly for the last part of 2023 when Ms. Duncan and Ms. Pierce (Conservation Agent) were not in the Land Use office. The Board is grateful for the assistance provided by Chris Gallagher and Lance DelPriore on many projects as well as performing inspections on behalf of the Board. Since the pandemic, Foxborough Cable Access has provided a tremendous service to town boards and residents by televising almost all government meetings, in addition to providing Zoom accessibility. The Board is extremely grateful for this service.

The Planning Board appreciates the opportunity to serve their fellow townspeople and look forward to projects that will be presented in 2024.

HISTORIC DISTRICT COMMISSION

MISSION

The Foxborough Historic District on Baker Street represents the diverse architecture stretching from the 19th-century straw-hat era to the start of 20th-century industrial manufacturing. The charter of the Foxborough Historic District Commission is to aid in the preservation and protection of the distinctive characteristics and architecture of the buildings and places significant in the history of the Town of Foxborough, the maintenance and improvement of their settings and the encouragement of new building designs and modifications compatible with the existing architecture.



Kristian Edgar
Chair

William Lord
Vice Chair

Tom Kraus
Clerk

Michael Hand

Maria Schuster

David Devine
Alternate Member

The Commission actively approves requests to modify external features of buildings and structures within the Historic District. General maintenance without changing materials or design is not part of the Historic District approval process.

During this year, the Commission added two new members, Michael Hand and Maria Schuster. Michael and Maria joined the Commission with experience in business ownership, design profession, and architectural experience. This year, the Commission issued several certificates of appropriateness. We approved exterior changes to 13 Baker Street, with the addition of an exterior door along the barn, as they were creating an in-law suite. The barn door and exterior trim remained the same, and a new light fixture matching the house's architectural style was installed. The Commission issued a certificate of appropriateness for exterior changes to 29 Baker Street. The homeowners at 29 Baker Street repaired the turret and restored the barrel dormers with copper to contribute to the aesthetics of the historic district and to maintain architectural harmony with other homes in the neighborhood. The Commission also issued a certificate of appropriateness for a fence relocation at 29 Baker Street.

The Commission provides Certificates of Appropriateness to homeowners who collaborate with us in preserving the appearance of historic properties or properties within our district. These certificates and the application must be submitted to the Town Building Commissioner and the Town Clerk. Additionally, we also grant a Certificate of Hardship. This certificate is issued when denying an application would cause significant hardship, financial or otherwise, to the homeowner.



29 Baker Street, Foxborough
BEFORE



29 Baker Street, Foxborough
AFTER

BUILDING



MISSION

Provide quality service to the community that is knowledgeable, efficient, comprehensive and helpful to the public. The intention is to safeguard life, health, property and public welfare by regulating and controlling the construction, quality of materials, use of all buildings and structures within the Town of Foxborough. The Building Department is responsible for the administration and enforcement of the Town's Zoning and General By-Laws and uniform codes and related Federal, State laws.

Scott Shippey
Building Commissioner

Gilbert Bonoan
Local Building Inspector

Lisa Barry
Dept. Administrator

Lisa Rouillard
Permit Coordinator

Shawn P. Wills
Electrical Inspector

William A. Cooke, Jr.
Assistant Electrical
Inspector

Michael T. Eisenhauer
Plumbing &
Gas Inspector

Paul W. Steeves
Assistant Plumbing
& Gas Inspector

During 2023, the Inspections Department reviewed and issued 2,713 permits to perform work regulated by the Town and Commonwealth. As in the past, the majority of these permits were for residential construction, but commercial construction constitutes a fair amount of the department's workload, as well.

In addition to inspections resulting from permit activity, the Inspections staff performed 99 inspections for places of assembly within the Town to ensure the buildings were properly maintained and safe for occupancy by the public. These places of assembly included public and private schools, churches, day care facilities, restaurants, hotels and, of course, Gillette Stadium and Patriot Place.

To the Town of Foxborough and all of the Town's Governing departments, I thank you all for your participation and support of the Building Department. To the Building Department staff, I'm grateful to you for all of your support, dedication, due diligence, professionalism and paramount customer service as well as the essential public safety service you provide while performing your daily duties for the Town of Foxborough

2023 BUILDING PERMITS

W/ESTIMATED CONSTRUCTION COSTS

Residential	\$28,227,498
Commercial	91,779,987
Total	\$120,007,485

979 Total Permits Issued

2023 PERMIT FEES COLLECTED

979	Building Permits	\$1,525,877
41	Trench Permits	1,230
833	Electrical Permits	203,175
387	Plumbing Permits	35,735
353	Gas Permits	27,248
99	Certificates of Inspection	11,236
41	Weights and Measures	6,256
2,313	Total	\$1,810,757



2023 MAJOR CONSTRUCTION PROJECTS



GILLETTE STADIUM CELEBRATES COMPLETION OF NORTH END ZONE RENOVATION PROJECT

The \$250 million project is the largest and most transformative since Gillette Stadium opened in 2002. The renovation has completely transformed Gillette Stadium's appearance and will greatly enhance the day of game experience for fans. It includes the Gillette Stadium Lighthouse, a new signature 22-story lighthouse with a 360-degree observation deck open to guests year-round. The project also features the largest outdoor curved-radius videoboard at a sports venue in the country, the G-P Atrium, a new 50,000 square foot function space overlooking the game field and the newly reimagined Enel Plaza. The improvements also include the Ticketmaster entry canopy, a remodeled Row of Honor, the Bud Light Celebration Beer Hall, the Pepsi Grab & Go, connectivity on the Upper concourse for movement east to west, increased restroom capacity, and permanent bars and concession locations featuring new product offerings.



29 WALL STREET PROJECT COMPLETION

Foxmeadow Farm Apartment is a 2 1/2 story apartment building with 50 apartments in the heart of Foxborough. The complex includes 25 one-bedroom and 25 two-bedroom units. The property also houses 4,600 feet of retail space. Joe's Butcher & Bay occupies one of the commercial spaces.



MASS GENERAL BRIGHAM SPORTS PERFORMANCE PROJECT COMPLETION

The sports medicine rehabilitation complex offers a state-of-the-art diagnostic care and treatment with a difference. The four-story, \$43 million outpatient center features an imaging department with a high-tech MRI system, four day surgery operating rooms and services spanning everything from primary care to dermatology.

ZONING BOARD OF APPEALS



MISSION

The Zoning Board of Appeals principally is responsible for hearing and acting upon matters arising under Foxborough's Zoning Bylaw (Code of the Town of Foxborough, Massachusetts, Chapter 275) and Sign Bylaw (Code of the Town of Foxborough, Massachusetts, Chapter 213). This includes hearing and acting upon applications for the following: variances from the provisions of the Zoning Bylaw; special permits and findings under the Zoning Bylaw; appeals from zoning and sign decisions of Foxborough's Building Commissioner/ Zoning Officer; and special sign permits and integrated sign permits under the Sign Bylaw. The Board also is responsible for considering and deciding applications for Comprehensive Permits to construct low- and moderate-income housing under Massachusetts General Laws, Chapter 40B, Sections 20-23, and the regulations promulgated under 760 CMR 56.00 et seq. All such matters are considered and determined by the Board in public hearings.

Barnett Ovrut
Chair

Kimberly Mellen
Vice Chair

Lorraine Brue

Eric Hogberg
Associate Member

Kurt J. Yeghian
Associate Member

The Board is comprised of five members, each of whom is appointed by the Select Board. Barnett D. Ovrut, Kimberly A. Mellen and Lorraine A. Brue are the Board's members. Kurt J. Yeghian and Eric B. Hogberg are associate members. Board members serve staggered terms of three years; each associate member serves a one-year term. These individuals bring considerable experience, knowledge and understanding to the various zoning and sign issues that come before them.

Though all Board members and associate members participate in hearings, only the three members – or an associate member if a member is absent, must recuse himself/herself from a matter, or otherwise is unable to participate in a specific matter – vote on each application that is considered by the Board. A unanimous vote is required to approve variances, special permits, findings and appeals; a majority of the voting members must approve applications for special sign permits, integrated sign permits and Comprehensive Permits.

Assuming the receipt of applications requiring Board determination, public hearings are held by the Board on the third Thursday of the month beginning at 7:00 p.m. at Foxborough Town Hall. Such meetings also were held throughout the year “virtually” by Zoom, thereby permitting Board members and associate members who were unable to attend a meeting in person and members of the public to participate remotely. The efforts and guidance of Foxborough Cable Access in facilitating such meetings are very much appreciated. The Board anticipates that its hearings throughout 2024 will be conducted in a similar manner.

Notice of each matter that the Board is to consider at a public hearing is mailed to “parties in interest” as defined by statute. This includes abutters of the property that is the subject of a specific application, and abutters to the abutters within 300 feet of such premises. Notice also is published in The Foxborough Reporter, and is posted on the Notice Bulletin Board in Town Hall. Copies of applications that are subject to Board consideration can be obtained from the Town's Land Use Department and may be accessed on the Town website.

Twenty-one applications were submitted for Board consideration in 2023. This was comparable to the twenty applications that were received in 2022. The Board additionally considered and decided three matters in January and two matters in March that had been filed during the previous year (two of which were continuances of hearings that had commenced during such year). Fees totaling \$13,450 were paid to the Town for the applications that were filed in 2023.

Eight of the applications that were filed during 2023 concerned special permit requests, with four of the applications concerned with “structural” matters relating to a residential building. The Board in this respect approved permits that respectively authorized the reconstruction of a two-family dwelling and the reconstruction of a single-family dwelling that will cause the habitable floor area of each to be more than 25% greater than the habitable floor area of the prior structure; the construction of an addition to a home that will further encroach upon its existing nonconforming front yard setback; and the construction of an attached two-car garage that will further encroach upon the single-family dwelling's existing side yard setback.

Three of the special permit applications that were submitted to and considered by the Board involved the proposed use of property. The Board in this respect approved a permit authorizing a homeowner to conduct art lessons within her single-family residence as a home occupation. Two separate requests to utilize single-family dwellings as the respective homes of five disabled individuals were approved as constituting permissible institutional uses, with the Board taking note of the applicability to such applications of the Federal Fair Housing Act and non-discriminatory wording in the Massachusetts Zoning Act.

The Board additionally determined that though it lacked authority under the Zoning Bylaw to grant a special permit requested in connection with a proposed land swap involving the applicant and an abutting residential property owner, a finding under the circumstances of the matter was warranted. It concluded in a separate matter that a variance that was requested in connection with an intended addition to a single-family dwelling was not required, opting to treat the matter as, and to grant instead, a special permit authorizing the proposed construction. Finally, the Board granted special permits during 2023 with respect to applications that had been submitted in the previous year – one for the construction of a detached garage having a footprint in excess of 625 square feet, the second for an addition to a single-family dwelling that both increased its habitable floor area by more than 25% and further encroached upon its nonconforming front yard setback.

Two applications requesting variances from the residential side yard dimensional requirements that are imposed by the Zoning Bylaw were denied by the Board. Though the Board in each case concluded that one of the required criteria for approval of a variance had not been satisfied, its decisions will serve only to reduce the desired size of the carport and attached garage respectively at issue in those matters – the construction of those structures is not prohibited.

Five special sign permit requests were considered by the Board during 2023. Two such matters involved the construction of a billboard on property situated at 1 Spring Brook Road. The Board authorized the placement and operation of such billboard at its April meeting, and then modified that decision in September by authorizing the height of the pole on which the billboard was to be placed to increase by 20 feet. Special sign permits for signs exceeding applicable dimensional requirements were granted in connection with the replacement of static pylon signs on Route One at separate entrances to the Patriot Place complex with freestanding signs containing digital message boards; the installation of static digital wall signs on the Mass General Brigham building in the South Marketplace of the Patriot Place complex; and the placement of a wall sign above the entrance to the new Planet Fitness facility in the Foxborough Plaza shopping center on Route 140.

Four appeals of enforcement orders issued by the Town’s Building Commissioner/Zoning Officer were filed with the Board in 2023. One appeal was withdrawn as the issues giving rise to the enforcement order were resolved to the Building Commissioner/Zoning Officer’s satisfaction. An appeal that was filed in December was scheduled to be heard in January 2024. The Board upheld an order requiring the removal of two construction storage containers from residential property situated on Main Street, determining that they did not constitute permissible residential accessory structures within the meaning of the Zoning Bylaw. A February 2023 determination that property situated on East Belcher Road was being used in violation of the Zoning Bylaw as a junkyard was the subject of several hearings through the close of the year, as the Board has sought to provide the property owner of such premises with the opportunity to in good faith remedy the existing situation to the Board’s satisfaction. This matter remained ongoing at the close of the year, with a further hearing scheduled for March 2024. Finally, the Board in March 2023 denied an appeal filed in December 2022 of an enforcement order asserting that property located on Spring Street was being used as a contractor yard and junkyard. As an appeal to the Norfolk Superior Court was taken by the owner of the Spring Street premises, the matter remained “open” at the close of the year.

Comprehensive Permit matters garnered much of the Board’s attention during the first half of the year. On the less-complex side, the Board in January made the administrative determination that a request that had been filed during the prior year for the construction of a hot tub on the patio of one of the dwellings in the Wyman Village complex was insubstantial in nature in accordance with the applicable state regulations, thereby avoiding the necessity of a public hearing on the matter. The request previously had been approved by a majority of Wyman Village’s homeowners, as required by the pertinent documents of the development’s homeowner’s association.

A significantly more involved and complex Comprehensive Permit matter concerned the application to construct 52 homeownership residential units on a 6.42-acre parcel of land located at 119 Morse Street. The Board's hearings on this application commenced in June 2022 and continued throughout that year. Additional public hearings were conducted in January, February and March 2023. The Board at its meeting on March 16 by a vote of two in favor and one opposed granted a Comprehensive Permit for the development of 36 residential units.

The approved permit will allow for the development of 26 two-bedroom units and 10 three-bedroom units. These residences will be situated in nine separate buildings, each of which will contain four units, with two units to be provided in the building that currently exists on the site. A minimum of 25% of the units will be "affordable" – i.e., they will be available to individuals and families earning not more than 80% of the Area Median Income. Notwithstanding the foregoing, the project's development remained uncertain at year's end as the Board's decision has been appealed to the Norfolk Superior Court.

The Board additionally considered and approved a Comprehensive Permit application for the development of 200 rental residential units on a 15.57-acre parcel situated at 55 Walnut Street. Public hearings on this application commenced in February, with a site walk and two public hearings conducted in March and the final hearing held in April. The Board unanimously approved the Comprehensive Permit at its May 9 meeting.

The project's residential units will be provided in three separate buildings, and will be available to individuals who are disabled or who are 55 years of age and above. All of the units will be "affordable." Foxborough residents will have first preference for the rental of up to 70% of the initially-leased units. The development will be constructed on land that is owned by the Foxborough Housing Authority, with its construction and ultimate management and operation to be provided on behalf of that entity by a joint venture involving Affordable Housing and Services Collaborative, Inc., Peabody Properties, Inc. and the Onyx Group. The Board anticipates that development will commence during the first half of 2024.

In addition to the numerous applications that were considered, this year was important in connection with the Board's composition. Sadly, the Board lost a longtime and valuable member when Dave Brown passed away in June. The Board and the Town benefited immeasurably from Dave's more than twenty-five years of service, as his insights and understanding of zoning issues provided guidance and leadership. More importantly, though we were saddened by Dave's passing and miss him, we individually and collectively had the good fortune to have known and worked with him, and to have had his friendship.

Dave's position as a member of the Board was taken by Lorraine Brue, who had been an associate member for the previous five years. The Board was fortunate to welcome Eric Hogberg to the Board when he was appointed as an associate member in September.

The Board had the continued opportunity in 2023 to interact and work with Scott C. Shippey, Foxborough's Building Commissioner/Zoning Enforcement Officer, and Paige Duncan, in her capacity as the Town's Director of Land Use and Economic Development, with respect to the various matters that came before it. The assistance, advice and support provided by each was and is greatly appreciated.

The invaluable administrative assistance that Diana Gray provided to the Board in 2023 also was and is greatly appreciated. The Board has benefited from Diana's services on its behalf, and considers her an important and integral participant in its work.

The Board's members and associate members are appreciative of the opportunity and privilege to serve the Town of Foxborough in this capacity. We look forward to representing the Town with respect to the various zoning and sign challenges that will be presented throughout 2024.

CONSERVATION



MISSION

The Conservation Department's mission is to provide professional expertise, technical advice and environmental education and outreach for residents, realtors, developers, consultants and general public.

Jane Sears Pierce
Conservation Agent

Diana Gray
Land Use Administrator

The Conservation Department is staffed by Conservation Agent Jane Sears Pierce and Land Use Administrator Diana Gray, who manage the department's day-to-day operations and regularly assist the public. In addition to supporting the Conservation Commission, the staff also coordinates several other projects including managing the Lane Learning Center's staffing needs and ensuring that its grounds and native gardens are properly managed, and coordinating Eagle Scouts' and other volunteers' projects and initiatives.

Ms. Pierce provides technical expertise and advice to the Conservation Commission and carries out their policies and decisions, but also manages town conservation lands and provides environmental education and outreach for the public. Unfortunately, Ms. Pierce has been out of the office on extended leave starting in September 2023. The Commission is grateful for the assistance of Interim Agent John Thomas who started working with the Commission in October 2023, and Ms. Gray who has been handling the day-to-day operations of the Conservation Department.

Ms. Gray works with three boards: the Conservation Commission, Planning Board and Zoning Board of Appeals. She keeps them "up and running" by coordinating their public meetings, responding to the public's questions, and keeping the boards informed about each other's applications, permits and ongoing projects.

Resources

The Department's staff maintains the Commission's website, which provide a wide variety of environmental resources, topics, and other information about wetland protection laws, native plants, animals and vernal pools, and nature-based solutions to protect and help sustain the water quality of Foxborough's ponds, streams, vernal pools and wetlands. For more information, please visit the Conservation Department's website, which is linked to the Town's website under the "Departments" dropdown menu.

The Conservation Department Staff sincerely thank our wonderful volunteers, including:

- Lane Learning Center's Senior Volunteers, who kept the building up and running during summer, 2023: Leah Snow, Cindy Ganter, Elmer Morse, Don Kinney, Anne Burke, Gaby Cohen, Alda Kalberer, Rick Plasmati, Joe Lally and Elaine Patrick.
- NRRC members, for monitoring the Neponset Reservoir and reporting any issues they encounter.
- Kay Andberg, Jim Goyea and Barry Young for helping to manage the "Neponset View" trail, which begins at Chestnut Street, runs along the Reservoir's shoreline, and ends at the Lane property.
- Our many land stewards, who monitor town conservation areas and notify us if they discover any problems.



CONSERVATION COMMISSION



MISSION

The Foxborough Conservation Commission is dedicated to conserving, protecting, and preserving the ecological integrity of the Town's wetlands and natural resources/assets for the common good. Established in 1961, the Commission is responsible for managing 2,000 +/- acres of land and waterbodies for open space and conservation purposes, accepting gifts of land and money for conservation purposes, maintaining the town's Open Space and Recreation Plan, seeking grant money for conservation purposes, administering the Massachusetts Wetland Protection Act (M.G.L. Ch. 131, § 40) and the Foxborough Wetlands Protection Bylaw (Code of Foxborough, Ch. 267), providing environmental education, and advising town boards on environmental concerns.

Robert Boette
Chair

James Marsh
Vice Chair

David Opatka
Clerk

Rich Golemme

Taunya Orlando

Peter Atanasoff

Rebecca Kelly

The Conservation Commission has a responsibility to the community to provide guidance and set policies for the Town's wetlands and natural resources. This is observed by working with residents in implementing and enforcing the State and Town wetland protection laws. The Commission endeavors to lead by example by seeking to maintain the ecological integrity of the Town's natural assets, preparing for predicted climate change issues, such as increased flooding and its effects on infrastructure, and providing accessible open space opportunities and passive recreational experiences that support the reasons why people have chosen to live, work and play in this community.

The Conservation Commission, a seven member board of volunteers, is appointed by the Select Board. Current Commissioners include (name and year appointed) Chair Robert Boette (1986), Vice Chair Jim Marsh (2009), Clerk David Opatka (2016), Rich Golemme (2016), Peter Atanasoff (2019), Rebecca Kelly (2021) and Taunya Orlando (2023). Commissioner Jeff Ambbs resigned from the Commission in May 2023 after serving the Town for seven years.

Since the pandemic, the Commission has been holding their meetings in person at Town Hall but also virtually via Zoom; meetings were also broadcast on Foxborough Cable Access (FCA). The Commission held 16 meetings and reviewed 13 Requests for Determination, 11 Notices of Intent, 1 Abbreviated Notices of Resource Area Delineation, and issued 9 Orders of Conditions (OoC), 4 OoC Extensions, 6 Certificates of Compliance (CoC), 2 Partial CoCs, 1 Orders of Resource Area Delineations, 11 Determinations, 2 Cease and Desist (Work) Orders, and 2 Enforcement and Restoration Order.

Conservation Land News

Lane Learning Center - The Commission was pleased to have the cheerful assistance of their Senior Center volunteers during 2023, who opened the Learning Center up for visitors in early May and closed it in the fall. Without their enthusiastic help, the building would not have been open to the public.

Horticulturist Carol Lundeen, of Garden 911, continued to maintain and enhance the Learning Center's ever-expanding native plant gardens. Visitors often report about how much they enjoy visiting the Center's beautiful native gardens, which are flourishing thanks to Carol's meticulous care.



PERMANENT MUNICIPAL & SCHOOL BUILDING COMMITTEE

MISSION

The Permanent Municipal & School Building Committee (PMSBC) is charged with assisting all Town Departments and Committees with municipal building project. The Committee is involved from the feasibility stage through the close-out stage of each project.



William F. Yukna
Chair

Carl Fuller
Asst. Facilities Director

John F. Hardy

William Kass

Michael O'Leary

Steven D. Sloan

Donnie Treannie III

Gary Whitehouse

Jeffrey Whitehouse

During FY23, the Burrell Project has been in the final punch list stage with all construction completed. Based on a successful bid process and limited change orders the project ended up well under budget. To date \$1.3 million dollars has been released from the project to be used toward the feasibility and design phase of the DPW garage renovation and expansion.

We hope to complete the final payments to the General Contractor by early 2024 and enter the audit phase of the project with the Massachusetts School Building Authority (MSBA). Once the audit is complete the final payment from the MSBA will be sent to the Town to close out the project.

During FY23 the Committee has continued working with the DPW Director and the project engineers on the facility design and site layout of the DPW garage renovations and expansion. The project will include the addition of four service bays, a wash bay and updated parts storage areas. In addition, the gas pumps will be replaced, and the bus yard will be shifted to the left to make room for the expansion. The Facilities Department has been working to update the HVAC systems and roof of the existing maintenance building. It is anticipated that a warrant article will be presented to the Town at the May election and Town meeting to seek funding for the project.

During FY23, the Committee has also been working with the Police Department to determine the expansion needs of the locker rooms area to accommodate the future staffing needs. It is also hoped that an article will be presented to the town meeting to fund this small expansion.

We would like to take this opportunity to thank the community for its continued support. In addition, I would like to thank the Building Committee members for their time and effort over the past year.



A close-up, slightly angled view of the American flag. The top-left corner shows the blue canton with white stars, while the rest of the image is dominated by the red and white stripes. The flag appears to be waving or draped. The word "EDUCATION" is printed in a bold, white, sans-serif font across the lower-middle portion of the flag, centered horizontally.

EDUCATION



39 SCHOOL COMMITTEE
41 FOXBOROUGH HIGH SCHOOL
47 FHS 2023 GRADUATES
51 AHERN MIDDLE SCHOOL
53 ELEMENTARY SCHOOLS
54 SPECIAL EDUCATION
55 FACILITIES
56 TECHNOLOGY SERVICES

SCHOOL COMMITTEE



MISSION

The mission of the Foxborough Public Schools, guided by its core values, and in collaboration with the community, is to engage students in rich, intellectual, artistic, and character building educational experiences which empower them to become healthy, productive, and responsible citizens, leaders, and innovators. The Foxborough School Committee oversees the process that fulfills this mission, striving for continued excellence in our schools while working within the strict parameters framing public education.

Richard Pearson
Chair

Sarah Lidonni
Vice Chair

Rob Canfield

Brent Ruter

Michelle Thackston

Vision

The Foxborough Public Schools will inspire all students to succeed in and contribute to an everchanging global society by fostering dynamic, equitable, and integrated learning experiences.

Core Values

- Challenging and innovative educational experiences promote academic excellence by meeting the diverse needs of all students in ways that engage them in their learning.
- A safe, supportive, and collaborative environment fosters positive attitudes among students and school staff.
- Relationships built on mutual respect and kindness among parents, teachers, town organizations, residents and the entire school community ensure a quality education and are cultivated by ongoing communication and shared resources.
- Embracing the diversity and dignity of individuals and cultures enriches learning and supports the development of responsible citizenship.

Theory of Action

If we provide a safe, secure, supportive, responsive, and innovative learning environment for all students and staff; provide opportunities for educators to collaborate and create common, equitable learning experiences; provide the necessary supports to ensure healthy minds and healthy bodies for all members of the school community; and foster and strengthen the respect and actions of staff, students, and families to celebrate diversity, ensure equity, and practice universal inclusion, then our students will succeed in and contribute to an ever-changing global society, by fostering dynamic and integrated learning experiences.

A Year in Review

The calendar year began with the final approval process for the FY24 budget. The budget once again supported the diverse needs of the community with careful planning and analysis of school district needs. Given the conclusion of the Burrell School Renovation Project, the committee thoughtfully proceeded to submit a letter of interest for a Taylor Elementary School Renovation Project to the MSBA (Massachusetts School Building Authority).

Discussion within the budget process included thoughtful discourse relative to one-on-one computing and the continued commitment of the school district to carefully plan for this expectation, now a standard of practice for the district's student learning goals and planning.

The committee entertained discussion of the FPS mascot during various meetings beginning in the spring of 2023. This discussion continued through the end of the school year and into the end of the summer and fall of the new school year. Within the first few months of the school year, the committee continued discussion and held a school committee forum on the topic allowing members of the community to speak on the topic. The result of the input and discussion resulted in a vote of the committee to phase out the use of Native American/indigenous people pictures/representations and/or iconography as mascots, emblems, and logos. The committee further moved to allow school administration to form a committee for the purpose of researching, imagining, and then proposing a new official mascot, emblem, and/or logos for School Committee approval.

The ten-year NEASC (New England Association of Schools and Colleges) accreditation of Foxborough High School entailed ongoing work by the school system in preparation for a visit in October 2024. The NEASC process, “A Vision for Learning”, helps to guide the school district/high school on self-reflection of all practices and protocols for the benefit of student learning. During the calendar year 2023, the high school embarked on this reflective work creating efforts of a “Vision of the Graduate” presented to the school committee in the winter of 23-24.

As for standard occurrences for school committee work during this and other calendar years, policies are updated regularly based on current analysis as well as input from MASC (Massachusetts Association of School Committees) updates. Curriculum review is an annual occurrence based upon a multi-year plan. Curriculum review reporting for both K-12 Technology Education and Science Curriculum were presented to the Committee in the spring of 2023. During this and previous school years, special education updates about services and programs were part of careful discussion for school district planning.

During the summer of 2023, the school committee once again worked to solidify and develop School Committee/Superintendent Protocols, School Committee Goals and School Committee Functions and Responsibilities for the 2023-24 school year. School Committee Goals were established in the following areas: Communication/Community Relations and Student Success. The details in the area of Communication/Community Relations were based on an overarching goal of engaging in two-way communication within the District among staff, parents, and the community, as well as outreach to legislators to advocate for our needs. Key components include, updating parents and the community on current and ongoing public health and safety guidelines, sharing and supporting implementation of the Plan for Success Action Plans include teaching and learning highlights and/or student recognitions at each regularly scheduled school committee meeting and demonstrating that the Foxborough Public Schools fosters a community that embraces and celebrates diversity, equity and inclusion.

As for Student Success, the guiding goal was through a series of initiatives, the district will provide equitable opportunities for all students to reach higher levels of achievement. Key components include, increase capacity of staff to recognize and respond to bias and expand programming to address diversity, equity, and inclusion, support implementation and expansion of social emotional programming and supports that ensure a positive and productive learning environment for students and staff and support the development of the Vision of a Graduate and ways to assess student competencies across K-12 through the NEASC process.

Gov. Maura Healey declared a state of emergency on Tuesday, August 8, 2023, in connection with rapidly increasing numbers of migrant families arriving in Massachusetts. This resulted in a hotel location in Foxborough housing ninety-three families which included sixty-five school aged children. The administration and the School Committee worked to integrate these families as seamlessly as possible and support the multitude of needs, multiple languages and social expectations and learning access. During the fall of 2023 and well into the winter, the School Committee received updates on the full range of services as well as financial planning necessary for these newcomer families.

The school district began the 2023-24 school year with a strong leadership team, albeit many new to the district during the previous school year. The Foxborough School Committee appreciates the collaborative work with the school department administration led again by Dr. Amy Berdos. Their leadership of the entire faculty and staff of the school system has clearly allowed this district to maintain its belief as a school system which is the “gem of Norfolk County.” We are all fortunate to live in a town that highly values education and devotes time, energy, and resources to ensure our schools’ continued success.



Dr. Amy Berdos
Superintendent of Schools

Dr. Stephanie Burroughs
Assistant Superintendent

Bill Yukna
School Business Manager

Darleen DeLuca
Payroll/Personnel

Caroline Clark
Accounts Payable Supervisor

Jamie Quattrini
Administrative Assistant to Superintendent

Debbie Marcelonis
Administrative Assistant to Assistant Superintendent

Joan Bradley
A/P Assistant

FOXBOROUGH HIGH SCHOOL



James Donovan
Principal

Jennifer Homes
Assistant Principal

Joseph Scozzaro
Assistant Principal

CORE VALUES, BELIEFS, AND LEARNING EXPECTATIONS

Foxborough High School, in partnership with parents and the community, creates a safe, structured, and supportive environment that we believe encourages students to become thoughtful, responsible, and productive citizens. The school empowers students to strive for excellence as they develop critical thinking skills through reading, writing, speaking, and using technology effectively across all disciplines. We believe Foxborough High School's comprehensive curriculum and extra-curricular activities provide students with opportunities to work collaboratively to solve problems while encouraging them to mature as independent learners.

The Foxborough High School student will learn to:

- Read actively and critically,
- Write using standard English for a variety of purposes and audiences,
- Use oral skills to communicate ideas coherently for a variety of purposes,
- Use technology effectively,
- Problem solving

CHARACTERISTICS OF A FOXBOROUGH WARRIOR

Willingness to strive for Academic excellence, by showing Respect for self,
Respect for others, Integrity, Open-mindedness, and Responsibility

Foxborough High School encourages all students to appreciate learning and to be active participants in the school and the community. Eighty faculty members educate a high school population of 772 students, comprising grades nine through twelve. The three levels of courses are advanced placement, honors, and college preparatory.

Graduation requirements stipulate that all students will successfully complete four years of English, four years of mathematics, three social studies and science, at least two years of the same world language, four years of physical education, two years of health education, and six elective credits. Courses are structured so that all students are given every opportunity to demonstrate a level of achievement, enabling them to gain college acceptance, enter a vocational career or enlist in the armed services.

Foxborough High School is a 1:1 technology environment, with every student having their own District provided laptop device. The high school also has two technology integration specialists who support teachers' use of technology and integrate it into personalizing classroom instruction. In addition, the high school maintains multiple computer labs to support instruction in business, art, CADD, science, foreign languages, one in the media center for general classroom use and one in our Virtual High School classroom.

NEASC Accreditation

In the winter of 2023, Foxborough High School received its Collaborative Conference report from the visiting team that came in October of 2022. Upon receipt of the report, our school based NEASC Committee began their work on the four identified priority areas: developing and implementing the vision of the graduate, developing a common template for and publishing our curriculum in all classes, examining our schedule to ensure we can support student needs, and strengthening our multi-tiered systems of support for all students. In the fall of 2024, FHS will host its decennial accreditation visit when NEASC returns for the second of two site visits.

Art Department

The Visual Arts Department of Foxborough Public Schools is dedicated to nurturing critical thinking and visual literacy through an engaging, supportive, and collaborative studio environment. Our curriculum is designed with the whole child in mind and seeks to foster independence through differentiated and self-directed work. We develop a lifelong aptitude and desire to learn, explore, create, and invent. The arts program is committed to the process of creating as opposed to the quantity of created works. We seek to engage students in experimentation, risk-taking, and discovery, thereby allowing students to create their own unique solutions. Introducing students to an increasingly diverse selection of art and artists fosters opportunity, equity, and inclusivity. This allows students to see themselves in a variety of representations, inspires them to share their unique voices, and become global citizens.

In 2023, our department made significant strides toward achieving the goals outlined in our two-year plan (2022-2024). Building upon the progress from the previous year, our K-12 teachers focused on enhancing students' exposure to a diverse range of artists and perspectives. This initiative aims to foster a more inclusive and diverse art education experience for all students. Additionally, during the next two-year period (2023-2025), our teachers will concentrate on developing and implementing inclusive lesson materials and art assessments tailored to support all our English Learner (EL) students' learning.

Art Department Highlights

- In 2023, FHS Graphic Design 2 and Senior Inc students collaborated with real-world clients to design three logos, including the Sayay Dance Team in Ecuador, the FHS English Department, and the FPS METCO program. Through these projects, students gained invaluable experience in client communication, design thinking, and global citizenship.
- On May 27, 2023, our NAHS and Senior Project FHS artists hosted the seventh annual Foxborough Street Painting Festival. Working in partnership with Patriot Place and Foxboro Dental Associates, the community-based art event welcomed over 60 artists from Foxborough and 14 of our neighboring towns.
- In May 2023, all FHS AP artists achieved scores of three or higher on their AP Art Portfolio exams, surpassing both the state and global averages.
- A concert mural banner, designed by FHS artist Lydia Stone, was showcased at Patriot Place throughout the summer of 2023. This remarkable opportunity, measuring an impressive 232"W x 96"H, was presented to our Graphic Design 2 and Senior Inc classes by Patriot Place's marketing team, marking the largest project undertaken by our FHS artists.
- June of 2023 marked the end of an era with the retirement of Linda Scotland, our K-8 Art Teacher of 27 years, who inspired young artists at the Ahern, Taylor, and Burrell Schools. Linda's passion for art extended beyond the classroom, organizing student art shows, leading after-school art clubs, supporting NAHS members, and cheering on FPS students at the Foxborough Street Painting Festival. Her legacy continues to inspire her former students.

As we bid farewell to Ms. Scotland, we warmly welcome Michaela LaCroix as our new K-4 Art Teacher at Igo School. With experience from UMass Dartmouth and the National Art Education



Business Department

During the 2022-2023 school year the Business Department conducted a curriculum review in conjunction with the overall Technology curriculum review. Some of the findings include the fact that twenty-five States now require a financial literacy requirement for graduation, and seventeen school districts in Massachusetts have this same requirement. The current course offerings of Personal Finance, Accounting, Entrepreneurship, Marketing, and Business Law align with what other districts in our area offer for business classes. Enrollment numbers in business courses continue to be strong, with nearly every class full to capacity and multiple sections of several courses being offered.

English Department

Throughout 2023, the FHS English Department continued its commitment to equipping our students with the analytical and critical thinking skills essential for success in the evolving world. To that end, we maintained our focus on project-based learning, broadening our explicit instruction of authentic skills and strengthening the integration of self-reflection techniques and Technical Pedagogical Content Knowledge into our curriculum. In March 2023, our sophomore students underwent the MCAS assessment. In the spring of 2023, 54 AP English Language students, 31 AP Literature students, 16 AP Seminar students, and 5 AP Research students completed their cumulative AP exams. In June, we graduated our fourth cohort of AP Capstone students. The AP Capstone program, comprising AP Seminar and AP Research, continues to enjoy popularity, preparing students for college and careers with research, collaboration, and presentation skills. We eagerly anticipate the enrollment of more AP Capstone cohorts in the future.

Mathematics Department

Over the past year, the Foxborough High School Math Department continued its goal of providing high-quality instruction to the students of Foxborough. FHS has continued to experience a significant proportion of students taking Advanced Placement (AP) courses. Approximately 35% of seniors graduating in 2023 enrolled in at least one of the three math AP courses offered, and about a dozen of these seniors are taking multiple AP math courses.

To continue and improve this level of instruction, teachers in the department continued their work implementing the teaching practices outlined in *Building Thinking Classrooms in Mathematics* by Peter Liljedahal. The book provided ideas in pedagogy designed to increase student thinking within the classroom. Teachers have implemented randomized groupings of students and have them work while standing at vertical surfaces. Teachers are seeing students more engaged because of this work and, importantly, showing increased perseverance in problem-solving.

FHS students also found increased success on the 2023 Grade 10 Mathematics MCAS exam. Scoring 19% above the state average overall, our students also performed above the state in all content domains on the exam. On the 2023 exam, the proportion of our students achieving a rating of exceeding expectations increased to 15% from 8% in 2022. Additionally, the proportion of our students who did not meet expectations decreased to 2% from 5% in 2022.

Science Department

In June of 2023, The FHS Science Department, in conjunction with representatives from the middle and elementary schools, reported on the results of the 2022-2023 Science Curriculum Review. The high school recommendations to the school committee included the adoption of American Modeling Teachers Association (AMTA) Modeling curricula for physics and chemistry, the OpenSciEd curriculum for biology, and the addition of Project Lead the Way (PLTW) courses at the high school level. As usual, students performed admirably on the MCAS Biology, AP Biology, AP Chemistry, and AP Physics C exams. In the fall of 2023, in accordance with the curriculum review recommendations, teachers began implementing the AMTA modeling approach to teaching physics and the PLTW Environmental Sustainability curriculum. The teacher training and curriculum for the PLTW Environmental Sustainability course were made possible through a grant from Project Lead the Way.

Social Studies Department

The 2022-2023 school year has been constructive, and mission driven. Core courses for World History and US History I and II continue to provide high-quality, challenging learning experiences that focus on content, skill development, and improving civic dispositions. Many students continue to participate in our AP offerings, such as Psychology, European and US History, and United States Government. Our elective offerings provide students with introductions to the social sciences, such as psychology and sociology, while also offering courses in civic learning, current issues, and media literacy. This current school year, all tenth and eleventh grade students have begun work on their Civics Learning Project, where they are immersing themselves in the workings of their town government and building a mock Town Report based on their research findings.

Our extracurricular offerings have been active and productive. Debate Team, Model UN, and Model Senate have students participating and competing. Last spring representatives went to the Massachusetts State House for Student Government Day. The National History Day competition brought incredible recognition for one of our student entries. The theme for the project was Frontiers in History: People, Places, and Ideas. Senior Stephanie Amanze ('23) won both the local and state competition for her website entry Frontiers in Nigerian Independence; The Women's War of 1929, propelling her project to the national competition in Washington D.C. in June 2023.

School to Career

During the 2023 school year, we were able to resume field trips to the New England Institute of Technology, Mass Bay Community College, Framingham State University, and Future Educators Day at Bridgewater State University. The seniors also were able to have a successful Credit Fair for Life Fair experience at the Lakeview Pavilion. Students who were involved in the Teacher Externship Program enjoyed working with younger students in their classrooms. This program has been able to help students confirm that they want to pursue a career in early childhood education. Students will be participating in a virtual Future Educator's Day sponsored by Bridgewater State University. Approximately twenty-five senior students successfully participated in Senior Project to gain hands-on work experience for the last 6 weeks of their school year. This program helps students get an understanding of what their chosen fields could entail if they choose to pursue them once they graduate.

The World Language Department

The Foxborough Public Schools World Language program seeks to promote linguistic and cultural proficiency through a program that fosters joy, exploration, and creativity. We strive to prepare our students to become global citizens who celebrate multicultural perspectives and appreciate the benefits of multilingualism. Teachers are using proficiency-based instructional strategies to foster language acquisition. In the elementary and middle school programs, teachers provide a wealth of comprehensible input through stories. The high school world language classes focus on gaining proficiency through a minimum of 90% of instructional time spent in the target language use, interpersonal communication, and engagement with authentic resources.

The World Language Department adopted the Massachusetts State Seal of Biliteracy in the fall of 2019. The Seal of Biliteracy recognizes a student's high level of achievement in proficiency in English as well as one or more additional languages. Nine members of the Class of 2023 earned the Seal of Biliteracy upon graduation, and eight seniors earned the Seal of Biliteracy with Distinction. Students are encouraged to test their proficiency levels in languages learned through academic study or in their heritage language. Graduating with the Seal of Biliteracy indicates to colleges and future employers that the individual possesses the language skills and cultural awareness to thrive in a multicultural, multilingual, and global society.

During the spring of 2023, the Spanish Exchange Program returned to visit their sister school in Valencia, Spain. The 2022-2023 exchange was a huge success and involved thirteen Foxborough High School students and their families. Our next Spanish exchange will run in the 2024-2025 school year.

DECA

The DECA program at FHS saw increasing in new members participating. Once again, nearly all of the students who competed at the district level qualified for the State competition in March (24 out of 29). At the State competition, we had two students finish in the top 10 for their events. One of those students finished in the top four and was eligible to compete at the international level held in Orlando, FL. Our chapter also earned four spots in leadership academies at the international conference through our chapter activities, which included community awareness events. Students had a great experience in Orlando, being able to network with other students from around the globe. Next year, our chapter hopes to see an increase in membership again as we strive to return to the number of participants that we saw involved in the chapter in past years.

(*DECA – is a student organization that prepares students to be leaders in the business world through a series of simulated business competitions and leadership conferences.)

Music Department

Music Achievement – A Commitment to Excellence. High-quality opportunities are indeed the key phrase for the Music Department. Many professional musical artists and performers interacted with our school and students this year. The Concert Band, Wind Ensemble, Symphonic Winds, Jazz Ensemble, Jazz Lab Band, Concert Choir, Baritone Choir, Chamber Choir, Treble Choir, Vocal Jazz Ensemble, Lab Jazz Choir, String Orchestra, Chamber Orchestra, and Symphony Orchestra provide opportunities for performance throughout the year. We are proud of the work our students and faculty commit each year to musical excellence.

All students in grades K-8 receive a music education during the school day in a general music class or performing ensemble. Approximately 20% of FHS students perform in one of these fine ensembles or take a music class. Solo and chamber music recitals help the music wing come alive with all types of music. Music Theory, Piano, and Guitar courses complete the music curriculum offerings. Students interested in exploring how music and art have impacted social change throughout our history and society also can take the “Arts and Social Justice” course offered in collaboration with the art department.

We are thrilled to offer a variety of exciting and unique music experiences to students in grades K-12. The music department is staffed with the highest quality educators, committed to teaching and caring for our students in the Foxborough Public Schools. We are so proud of their effort and commitment each day. Our philosophy continues to remain the same: “The Music Department’s commitment to excellence means a commitment to the highest national standards in student music making! Come hear us perform!”

Highlights

1. Six students were selected for the All-State Music festival.
2. 45 students in grades 7-12 were accepted into the Southeast District Festivals.
3. FHS Marching Band's special halftime show this year was “West Side Story”, in celebration of Leonard Bernstein.
4. The FHS Jazz Ensemble was accepted into the Essentially Ellington Festival and competed against the nation's top 15 high school jazz ensembles.
5. The Vocal Jazz Ensemble premiered its first-ever Vocal Jazz Winterfest Concert, featuring local high school vocal jazz ensembles with special guests, the Vintage Vocal Quartet.
6. The Concert Band, Concert Choir, Chamber Orchestra, and Symphony Orchestra received gold medals at the annual MICCA Festival in April.
7. FHS Music Department traveled to Washington, D.C., for a performance tour and competed at the Festivals of Music; our ensembles all received top honors at the festival.
8. The Burrell and Igo Schools held concerts for students in grades 1-4.
9. Master Classes and guest artists were sponsored by the Foxboro Music Association (F.M.A.) and provided to students in both middle and high school.
10. This Fall, the Voices and Strings Concert featured “Magnificat” by Antonio Vivaldi with two professional vocal soloists.
11. At the Winter Concert in December, the FHS Concert Band, Choir, and Orchestra combined to perform “Blessed Village” by Mark Miller, commissioned by the FMA in 2007 in honor of our late town historian, Jack Authelet. Mr. Authelet was an avid supporter of the music department and the arts.
12. We closed out the 2023 year with the “Caroling on the Common” by our Brass Choir in partnership with the Foxboro Jaycees!”

Graduation

Foxborough High School graduated 186 students from the class of 2023 in its 148th graduation ceremony held on June 4, 2023. Class Officers: Marco G. Pacini, President: Mya Q. Waryas, Vice-President: Paige Curran, Secretary: Madelyn G. Maher, Treasurer: Aine G. Fitzpatrick, Class Valedictorian: Burnie E. Legette, Class Salutatorian: Madelyn G. Maher, President of National Honor Society: and Mya Q. Waryas, President of Student Council. Marco G. Pacini, Class President, and Aine G. Fitzpatrick, Valedictorian, gave senior speeches. Pastor Willaim Dudley (Class of '76'), Union Church of South Foxboro, delivered the Invocation to the class. Rabbi Yossi Kivman, of Chabad Jewish Community Center, of Mansfield, offered a blessing to the class. The School Committee Chair, Brent D. Ruter, gave a message to the graduates.

Student Academic Awards

Eighty-nine percent (89%) of the class of 2023 planned to further their education. Eighty-four percent (84%) planned to attend four-year colleges, and five percent (5%) planned to attend two-year colleges or specialized programs. Six percent (6%) entered the workforce or enlisted in the military.

In 2023, a combination of town and outside scholarships totaling \$187,180.00 was awarded to the graduating class. The Foxborough High School graduating class of 2023 received many accolades, including forty-six (46) students receiving the John and Abigail Adams Scholarship. These students scored in the Advanced category in either the Mathematics or the English Language Arts section of the grade 10 MCAS test, scored in the Proficient or Advanced category on the second subject (Mathematics or English Language Arts); and had a combined MCAS score on these assessments that ranks in the top 25% in the school district.

Sixty-six (66%) of the students at FHS scores indicate they are exceeding expectations or meeting expectations in English Language Arts, sixty-eight percent (68%) in Mathematics, and sixty-four percent (64%) in Science & Technology on the MCAS test.

During the 2023 school year, four hundred eighty-six (486) Advanced Placement tests were administered in nineteen (19) subject areas. Scores can range from a low of one (1) to a high of five (5). Three hundred forty-three (343 or 71%) of the scores were three (3) or better, earning college credit eligibility.

During the 2023 school year, the average scores for FHS students were 570 in mathematics (state average 551) and 572 in SAT Evidence-Based Reading and Writing (state average 560) on the SATs.



FOXBOROUGH HIGH SCHOOL CLASS OF 2023

Sohaib A. Abdelrahim 🕯️

Olivia Alexis 🕯️

Hussein Salah Al-Janabi

Cassie A. Allen ✨

Stephanie Adaugo Amanze ✨

Gavin C. Amara †

Eric Christopher Anderson

Lauren Lee Andrews ✨ ✨ ✨

Kadie Bangura

Joseph John Bartecchi-Lonardo

Jaden Becker

Noah T. Boisclair

Ashley Lyn Borde ✨ ✨ ✨ 🕯️

Kylie Boyle

Michelle A. Brandt 🕯️

Jacob C. Bridgham

Kristina Jane Brightman † ✨

Emily A. Brody †

Garrett Peter Buckley

Patrick W. Callahan

Ryan James Camelio

Da'Myi Nyije Cameron

Ariana Marie Cappellano

Louis Frederick Carangelo ✨

Samuel Otto Carpenter

Mitchell Campbell Carroll

Alijah James Carvalho

Rory Clare Casey ✨

Alyssa Cloherty

Jayden D. Colon

Brandon Kenneth Comeau

Samantha Claire Conley ✨ ✨ ✨

Ashley M. Conlon

Joshua Thomas Connolly ✨ ✨

Alexa Renee Correia ✨

Gavin Andrew Costa

Catherine Cotter

Alexander James Coviello

Paige Curran

Reese Michael Curreri

Gianna Cuscia

Casey Erika Dahl ✨ ✨

Alexia Marie DaSilva

Brooke Ann Davies

Andrew T. Delano

Jake T. DeMaino

Davian Abel Devora

Henry R. Diamond, III

Mia Jane DiNunzio ✨

Grace DiPrete 🕯️

Marissa Dorney 🕯️

Victoria Douvris 🕯️

William F. Earnst ✨

Ethan R. Emerson 🕯️

Tristan B. Everson

Jaydan Roger Bataille Fabe † ✨

Jake Ryan Ferguson

Andrew Brian Finn, Jr.

Delia Ann Fitzgerald † 🕯️

Aine Grace Fitzpatrick ✨ ✨ ✨ ✨ ✨ 🕯️

Joseph Flanagan 🕯️

Sarah Joanne Foley †

Payton Martin Paul Francis

James C. Fraser

Abigail A. Gallagher ✨ ✨ ✨ ✨ ✨

Jennifer Patricia Gallagher

Haley Gill

Hajji S. Glover, Jr.

Samuel Benjamin Golub

Christopher James Gonzalez

Laura Kim Grenier

Channdlyee Guelce ✨

Joel Steven Gygi

Stephen J. Haney

Vaughn Frederic Haralson

Meghan Heather Harding 🕯️

Adam Michael Harootunian

Cooper M. Hassman ✨ ✨ ✨ ✨

Sarah Elaine Howard ✨ ✨ ✨

Gannon Anthony Jackson

Annabel Katherine Jacobson ✨

Navianie Najae Amilian Johnson

Colin Thomas Joyce

Aden Michael Kaplan

Aziz Karimov

Corinne Marie B. Kaveny ✨

Ava Rose Kelloway 🕯️

Shannon H. Kenneally †

Liya Kilani ✨ ✨

Jamie Jordan Kuenzel † ✨ ✨ ✨ ✨ ✨ 🕯️

Isabelle May Labonte †

Emilia Christina Lacy ✨ ✨ ✨ ✨

Emma Alexandra Lacy ✨ ✨ ✨ ✨

Megan M. Lathrop ✨ ✨ ✨ ✨

Lauren C. Lavallee ✨ ✨ ✨ ✨

Jack Allan Leach

Sydney S. Lebow † 🕯️

Ryan M. LeClair

Burnie Ethan Legette ✨ ✨ ✨ ✨ ✨

Sonia Letson

Collin Johnathon Light

Mabel Linck ✨ ✨ ✨ ✨

Andrew John Linnehan

Brooke Genevieve Lynch † 🕯️

Madelyn Grace Maher ✨

Ian Jarred Marcotte

Amanda F. McCabe ✨ ✨ ✨ ✨ ✨

Braden S. McCarthy †

FOXBOROUGH HIGH SCHOOL CLASS OF 2023

Aidan Connelly McCarthy

Justin William Mccauley

Ryan Connor McClernan

Shannon M. McElhinney *✠

Edward Behn McGahan

Allison McMullen

Abigail Rose McNamara

Dijjanay N. Melendez 🎨🎓

Kenneth S. Mello

Heleana N. Melvin †

Andrew Harry Mercer

Mallorie Jeannine Rebecca Meyer ✠✠✠

Elizabeth Alisha Miers

Lauren Elizabeth Miley

Hanifah Fanta Mohammed

Jayda Juleesa Moore

Justin Thomas Morrison

Lauren Elizabeth Mulcahy

Conor John Noone

Kamsi S. Ogbuze

Sean Christopher O'Leary

Daniel Barron O'Malley *✠✠✠

Lucy Catherine Ouimette † 🎨🎓

Jenna Marie Orena

Brayden A. Pace

Isabelle G. Pacella *

Marco Giovanni Pacini ✠

Kyla Wynn Palmer 🎨🎓

Grace C. Paolino ✠✠

Makayla Peck * 🎨🎓

Alexander Quentin Penders *

Ava Perez-Kirk

Sebastien Peronet

Juliana Rae Pettigrew

Austin Joseph Philbin

Madeleine Clara Murphy Polis

Gabrielle S. Powers *

Ashley Rose Prevet † 🎨🎓

Christopher R. Proulx *✠

Gina Rosalina Quartarone

Matthew O. Quartarone

Angelia K. Rancifer

Grace Elisabeth Riley * ✠

Alaina M. Rogers

Anthony Rumsey

Catherine Rose Ruo *

Jorge H. Sanchez Garcia ✠

Ashley Patricia Shailor ✠✠*

Mitchel Persaud Sham ✠✠✠✠

Samuel Grant Sheerin

Ananya Singh ✠ 🎨🎓

Samantha J. Sloan ✠✠*

Molly Olivia Smith † 🎨🎓

Peter George Souaiden

Sophia H. Sougaris ✠✠✠✠

James P. Sprague

Finn Joseph Stapleton

Grace Sandra Stapleton

Alexander J. Stern *✠✠✠✠

Ava E. Stern *✠✠✠✠ 🎨🎓

Brooks R. Stone ✠

Macey Elizabeth Sullivan 🎨🎓

Mathieu J. Sullivan * ✠

Charles Sykes

Paige Elle Taylor

Brooke Kathleen Tierney

Mason Paul Tower 🎨🎓

Brielle Ann Treannie

Hailey R. Trombly

Srikruti Tummla ✠✠*

Mycah John Urban

Jaclyn Marie Vecchione ✠✠✠✠

Mya Quinn Waryas ✠✠✠✠✠

Dakota Bryan White

Jaiquann Williams

Samantha Rose Yeh ✠

Adyson A. Yozzo * ✠

Sebastian Obed Zerpa Aguilar

† AMERICAN SIGN LANGUAGE
NATIONAL HONOR SOCIETY

✠ AP CAPSTONE

🎨🎓 ART NATIONAL HONOR
SOCIETY

✠ FRENCH NATIONAL HONOR
SOCIETY

* NATIONAL HONOR SOCIETY

✠ SEAL OF BILITERACY

✠ SCIENCE NATIONAL
HONOR SOCIETY

✠ SPANISH NATIONAL
HONOR SOCIETY



Athletic Program

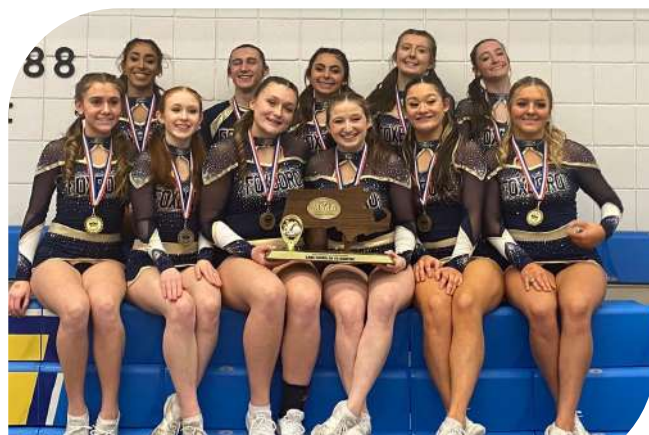
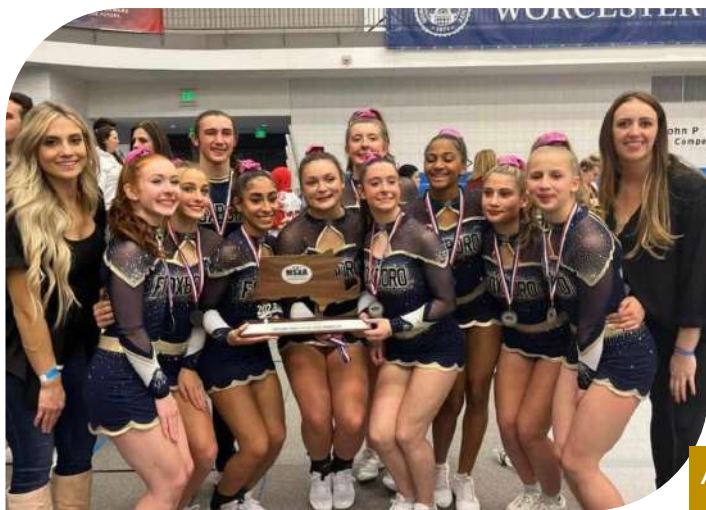
Foxborough High School continued to build on its proud winning tradition and development of well-rounded student-athletes. Interest in Athletics during 2023 remained strong. During the 2022-2023 school year, the 2023 winter season involved 243 student-athletes, which was followed by the spring season, which garnered 241. The fall season (2023-2024 school year) had 342 signups. The Athletics Department provides experiences that help students gain confidence and build self-esteem and discipline. Sportsmanship, leadership, pride, respect, and maturity are characteristics developed through competition. The athletic program prides itself on serving as an extension of the classroom and reflects the philosophy of Foxborough High School.

2023 saw a number of accomplishments in the athletic arena. Foxborough High School's Cheer program won another All-State championship in the co-ed division during the Winter 2023 season and competed at the Nationals. Cheer was also the All-State runner-up in the Fall 2023 season. The girls' basketball team (24-1) won another All-State championship in March of 2023, their third state title in six years. In the spring, the softball team won their first Hockomock League championship. The girls lacrosse program won its 11th consecutive League championship, and won a sectional title by advancing to the state semifinal. In the fall, our field hockey team won the League championship. Football won the Division 5 Super Bowl at Gillette Stadium by defeating Hanover for their fifth state championship. Foxborough was represented in most sports by placing numerous athletes on the all-star lists published by the League and both local and regional news outlets. For the first time ever, Foxborough High School offered a Unified Bocce program during the winter season of 2023. Ten students competed as athletes or partners on the team, which was coached by field hockey coach Kristen Fichera and several members of the FHS staff. Foxborough again had nearly 20 student-athletes move on to compete in a sport at either the collegiate or post-secondary level.

In 2023, Foxborough High School was again named to the MIAA's Sportsmanship Honor Roll for 2022. Our XC/track, football, cheer, soccer, and basketball teams continue to be involved in the community, assisting annually with making holiday food baskets, distributing those to local families in need, participating in Clean Up Foxboro Day, offering free camps for youth players, and volunteering at local food banks. We were represented well at the MIAA by our student ambassadors - Lincoln Moore ('24), Ava Hill ('25), and Ryan Foley ('26), who participated in regular meetings throughout the year. These represent only a handful of examples of our teams' active role in helping their school and community.

The Athletic Department, in conjunction with the other schools in the Hockomock League, relaunched the seasonal Hockomock Captains' Conference in the fall of 2023, which was held at Canton HS. Our student-athletes also have multiple opportunities to attend leadership and sportsmanship-themed events hosted by the MIAA throughout the year as we work with our student-athletes to instill the character values that are important to successful athletic teams and to success in life. Finally, the Athletic Department launched the Foxborough High School Athletics Hall of Fame and inducted Joan Goodwin, Joe Heinricher, Bobby Moreshead, Thomas Nalen, Sarah Behn, the 1987 state champion girls' soccer team, and Jack Martinelli in the inaugural class.

The Warriors look to continue our success in the classroom, in the community, and on the playing fields in 2024.



All-State Championship Co-Ed Division - Winter 2023 Season
All-State Runner Up Co-Ed Division - Fall 2023 Season
Foxborough High Cheer



All-State Championship
Girls Basketball [24-1 Season]



Coach Lisa Downs, Girls Basketball
Named Coach of the Year

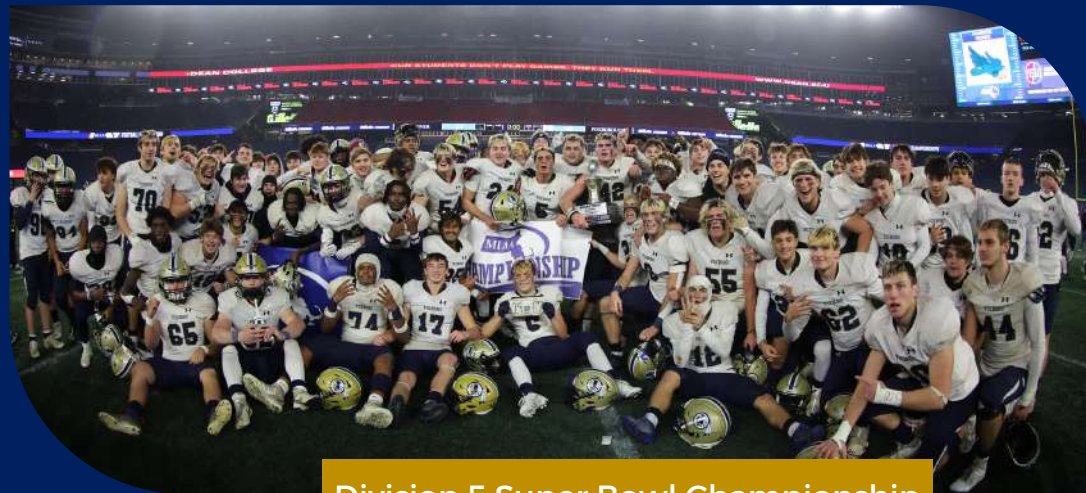


League Championship
Girl's Lacrosse



League Championship
Field Hockey

A Town of Champions



Division 5 Super Bowl Championship



Hockomock League Championship
Softball



Coach Jack
Martinelli,
reaches 300
wins, 7th in
State history

AHERN MIDDLE SCHOOL



MISSION

At the Ahern Middle School, we strive to create an environment that fosters the academic, social, and emotional needs of every student, in every classroom, every day. Serving 744 students in grades 5 through 8, we continue to prioritize relationships; a positive, collaborative learning environment; accountability to high expectations; real world connections; data-driven practices; and family partnerships.

Kerryn Frazier
Principal

Jon DeMarco, Ed.D.
Assistant Principal

Adam Gravit
Assistant Principal

Every curricular program is aligned with the Massachusetts Curriculum Frameworks and reflects high standards for academic performance. In addition to English language arts, mathematics, social studies, science, and world language, students regularly attend classes in wellness, music, art and STEM. We are thrilled to be able to offer several Project Lead the Way courses, including Automation and Robotics, Medical Detectives, Green Architecture, Computer Science for Innovators, and App Creators. Students in grade 8 study civics for their social studies course. Each year in this course, students collaborate in small groups on projects meant to make meaningful change in their school, local community, or state.

Teachers and staff work collaboratively to create an inclusive and nurturing learning environment that acknowledges, respects and accommodates each learner's background, learning style and diverse needs. Teachers incorporate a variety of instructional strategies to differentiate instruction and meet the wide range of children's learning needs. Our staff is committed to working with each child to meet her/his individual needs.

The Ahern Instructional Leadership Team is a team of teachers representing each grade level, content, and specialty area. This year, the team has focused on inclusive practices, specifically, developing our co-teaching model at the middle school. This team of teachers has led professional development for their colleagues in the models of parallel teaching, team teaching, leading and supporting, and a workshop model. They defined school-wide common language to describe best practices in co-teaching and have worked to coordinate peer classroom observations so that teachers continue to learn from one another by visiting one another's classrooms, providing feedback, and engaging in collaborative, professional learning conversations.

Our Ahern Constitution is a student-created set of core values and school-wide academic and behavioral expectations. The five overarching values to which our students hold themselves and one another accountable are: Be Respectful and Kind; Be Responsible and Engaged Learners; Be Inclusive; Be Safe; Be the Best Version of Ourselves. The expectation of being inclusive has been a strong area of focus in our school, as we strive to seek to gain understanding of those who are different from us; celebrate our differences; consider everyone's ideas, speak out against prejudice and discrimination; promote respect for all people; respect individual dignity; invite others to join; and believe that one person can make a difference. These expectations are outlined in No Place for Hate's Resolution of Respect. Our No Place for Hate Club meets weekly to collaborate on school-wide projects that aim to celebrate our differences, and ensure a school where everyone feels welcome, valued, knows they belong, and believes they can be successful here. One of our school-wide projects led by the No Place for Hate Club is our Humans of the Ahern project in which students interview and share the stories of our students and staff. These stories are shared on the Daily 2, our student morning news program with the goal of promoting empathy, respect, and understanding of one another.

We are proud to share that we became a Unified Champion School, designated by Special Olympics, for our commitment to fostering a socially inclusive school climate that emphasizes acceptance, respect, and human dignity for all students. We had nearly 40 students participate on our Unified Basketball Team.

Students and staff filled the stands at every home game, and we even had a fan bus for one of our away games. We held a school-wide pep rally in which the Ahern Jazz Band played, Foxborough Youth Cheerleaders performed, and our Megan Basketball Teams for 7th and 8th grades joined our Unified Basketball Team for a scrimmage. The energy, enthusiasm, support, and spirit of inclusivity was contagious. We look forward to expanding upon our Unified Sports program in the future.

In the spring, we partnered with the Foxborough Rotary Club to initiate the Ahern Middle School Early Act Club. This has been a great start to a community-service based club in which students, teachers, and community members collaborate on projects to serve the school, as well as local and global communities. The club has provided opportunities for our students to expand upon their academic learning by making connections to the world beyond the classroom. Importantly, these opportunities encourage our students to think globally and act locally.

We continue to emphasize the importance of addressing and supporting the academic, social, emotional, and behavioral needs of all students. At the Ahern Middle School, we have three school counselors, two social workers, a school psychologist, team chair, a teacher for English Language Learners, literacy specialist, math specialist, educational assistants, special educators, and related service providers such as speech language, occupational and physical therapists, who interface with classroom teachers to provide the special services necessary for students to learn. In addition, we have a Digital Learning Coach who continues to support students and staff with the integration of 1:1 laptop devices with curriculum, instruction, and assessment.

As a school community we collaborated with the Ahern PAC to incorporate school dances for students in all grade levels. The PAC also continued to support field trips and enrichment opportunities for our students.

We recognize that preadolescence/adolescence is perhaps the most rapidly changing time in a person's life and are sensitive to the social and emotional development of our students. We continue to build upon our focus on social emotional learning as we integrate our Second Step program, build strong classroom communities, and implement Responsive Classroom. Our 8th grade WEB Leaders (Where Everybody Belongs) welcomed our 5th grade students with a lively orientation to middle school at the start of the year and continued to meet with small groups of 5th graders throughout the school year to support them in their transition to middle school. This year, they also incorporated smaller, quarterly orientation sessions for students in grades 6-8 who were new to Foxborough. Our school and district mental health teams met weekly and worked in partnership with community organizations to identify and support the social emotional needs of our students throughout the challenges of this year. Our faculty and staff are committed to meeting the needs of every student, in every classroom, every day, and strive for continued partnerships with our students' families and the Foxborough community to provide our students with the best opportunities for academic, social, and emotional growth and success.

We continue to be proud of all that our school has accomplished this past year and are incredibly appreciative of the support provided by the town of Foxborough and its residents. We look forward to continuing to provide students with safe, joyful, and engaging learning experiences every school day.



ELEMENTARY SCHOOLS



PRIMARY EDUCATION

Foxborough is the proud home of three outstanding elementary schools. The Mabelle M. Burrell, the Vincent M. Igo, and the Charles G. Taylor Schools serve neighborhood children in grades kindergarten through four. The Burrell School also offers a town-wide integrated preschool program to support the needs of our youngest learners. All three of the school buildings offer a safe, clean and engaging learning environment, equipped with current technology and instructional tools.

BURRELL ELEMENTARY

Robert Worth
Principal

IGO ELEMENTARY

Danielle Morrissey
Principal

TAYLOR ELEMENTARY

Michael Stanton
Principal



The elementary staff is a talented, experienced group of individuals committed to supporting all children. They work collaboratively to create an inclusive and nurturing learning environment that acknowledges, respects, and accommodates each learner's background, learning style, and diverse needs. Teachers incorporate a variety of instructional strategies to differentiate instruction and meet the wide range of students' learning needs.



Every curricular program is aligned with the Massachusetts Curriculum Frameworks and reflects high standards for academic performance. In addition to reading, language arts, mathematics, social studies and science, children regularly attend classes in wellness, music, art and Spanish. Each building has a school counselor, literacy specialists, a math specialist, educational assistants, special educators, and related service providers such as speech/language, occupational, and physical therapists. Together, they collaborate with classroom teachers to provide the special services necessary for children to learn.

Teachers and staff continue to expand their professional knowledge and understanding of inclusivity and how to best support our diverse populations of students and families.



Our families are wonderful partners and provide a tremendous amount of support through their generous donations and volunteering.

We are proud of all that our schools have accomplished this past year and are incredibly appreciative of the support provided by the town of Foxborough and its residents. Our schools look forward to continuing to provide students with safe, joyful, and engaging learning experiences every school day.

SPECIAL EDUCATION

POSE AND OVERVIEW OF FUNCTIONS

The Foxborough Public School District provides special education services to all eligible students ages 3 to 22. Eligibility is determined through a Team process using criteria set forth in the 2004 Federal IDEA (Individual with Disabilities Education Act) and MA State Special Education regulations.



SPECIAL EDUCATION

Cory Mikolazyk, M.Ed., CAGS
Director of Student Services

The Foxborough Public School District provides special education services to all eligible students ages 3 to 22. Eligibility is determined through a Team process using criteria set forth in the 2004 Federal IDEA (Individual with Disabilities Education Act) and MA State Special Education regulations. The Team includes parents, general and special education teachers, and other personnel, as appropriate. For each eligible student, an Individualized Education Program (IEP) is developed by the child's Team. Methods of instruction, types of services, and the placement of the student are all described within the IEP. Instruction and services are designed by special educators and team members to meet the unique needs of the eligible student. Areas of need may include academic, physical, communication, mental health and/or social-emotional.

In Foxborough, a full continuum of services exists, ranging from all services being delivered within a general education inclusion classroom to services provided within in-district specialized programs, as well as programs out of the local district. The Foxborough Public School District embraces an inclusion philosophy with appropriate services and programs in the least restrictive environment so that students with disabilities are educated in settings with their non-disabled peers.

The Foxborough Public School District complies with state and federally mandated requirements in providing FAPE, a Free and Appropriate Public Education, to every eligible child. The goal of special education is to provide eligible students with services and programming so that they may access the general curriculum, experience academic, physical, social and emotional growth, increase independence within their home community, and reach their goals in the areas of education, employment, and independent living.

As we continue to move forward to the 2024-2025 school year, we will continue to enhance and expand our supports and specialized programs to ensure a robust continuum of special education services, PreK-12+, to ensure we are meeting all needs of students with disabilities. Lastly, we will remain agile in meeting the evolving needs of our learners.



Unified Basketball Pep Rally



Unified Bocce program
Winter Season 2023

FACILITIES



MISSION

The Foxborough Facilities Department is responsible for the maintenance, repairs, improvements and systems testing of all Foxborough Municipal Buildings. This includes all Foxborough schools, Town Hall, Council on Aging & Human Services, Public Safety, Boyden Library, DPW, and Recreation Office.

Tony Moussalli
Facilities Director

Carl Fuller
Assistant Facilities Director

Mike Gerraugty Juan Nova Jeff Whitehouse Mike Ferraro

The Facilities staff is composed of six core staff members. Facilities Director Tony Moussalli and Assistant Facilities Director Carl Fuller manage a custodial staff for the Schools, several municipal buildings and external vendors who handle major electrical, plumbing, HVAC, and other services vital to the upkeep of all municipal buildings.

The Facilities staff assisted in the planning and execution of demolition to the State Hospital Laundry Building off Payson Road, replaced copper roofs and skylights at Memorial Hall, replaced two 200-ton chiller units at the Ahern Middle School. Also, our team renovated existing office space at the current COA to make room for Veterans' Services, replaced windows at the Mill St Recreation building, along with completing 493 work orders through our Maintenance program.



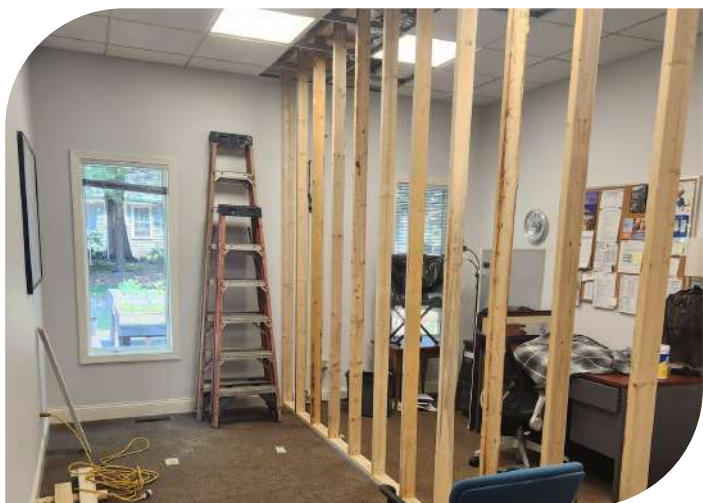
Door & Window replacement at Mill Street Recreation Snack Shack



Varsity Girls Softball Scoreboard installation

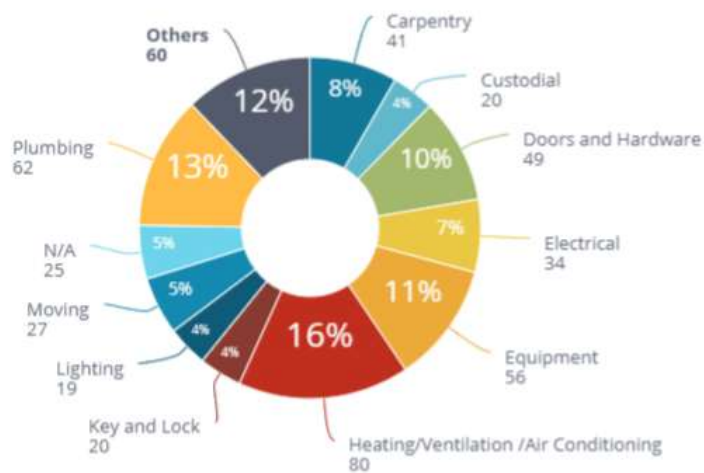


Replacement of two 200-ton chiller units at the Ahern Middle School



Framing for the Veteran's Services Office at the Council On Aging

TYPE OF WORK ORDERS



TECHNOLOGY SERVICES

MISSION

The Town of Foxborough & Public Schools shared Technology Services Department's mission is to identify, implement, and support fiscally sustainable, safe, dependable, and innovative uses of technology to develop the next generation of municipal government departments, educational operations, and kindergarten through twelfth-grade (K-12) teaching and learning by providing technology planning, and technical Support to all town and school departments.



Aaron Hyre
Director of
Technology Services

Kianna Ostrander
Administrative Assistant

Dionisio Goncalves
Network Manager

Maiuca Monteiro
Support Specialist

Bekzhan Koshiknov
Support Specialist

Nabin Giri
Support Specialist

Chris Charpentier
Support Specialist

Sam Maloney
Support Specialist

The Town of Foxborough & Public Schools' innovative use of technology and digital services engages citizens in our community and local government and students in our school community and learning. Technology enhances our next-generation government offices, constituent services, educational operations, and teaching and learning. Technology infrastructure is reliable, fiscally sustainable, and well-supported.

The Town of Foxborough & Public Schools Technology Services Department supports technology for Town Hall, DPW, Human Services, Public Safety and School operations, and kindergarten through twelfth-grade (K-12) teaching and learning. The sharing of personnel, infrastructure, and software has allowed the town and schools to leverage efficiencies to streamline technology costs, services, and operations.

Technical Services

Network Infrastructure — the department supports a private, wide-area municipal fiber network connecting school and town-owned buildings. Additional network infrastructure includes local networks, switches, routers, wireless access, firewalls, internet access, remote access, and network security.

Data Center and Hosting — the department operates our multi-site Data Center to support Town Hall, DPW, Public Safety and School operations, and K-12 teaching and learning. The data center stores town and school data and hosts municipal and school applications.

Help Desk — the department provides technical support to over seven hundred (700) Town and School employees and approximately two thousand and five hundred (2,500) students. The helpdesk also services all the Schools' instructional technology equipment (e.g., Projectors, Interactive Whiteboards, Audio Amplification, and Document Cameras).

Data and Applications and State Reporting — the department provides data support for all Town and School databases and applications, including municipal financial systems, online permitting, online payments, website hosting, email, GIS, school student information systems, digital learning programs and, the Department of Elementary and Secondary Education reporting requirements.

Other Support — the department supports the town and school's central telephone and voicemail, physical security cameras and card access system, low voltage cabling, audiovisual design, and building construction and renovation support for town construction projects.

Technology Services Accomplishments

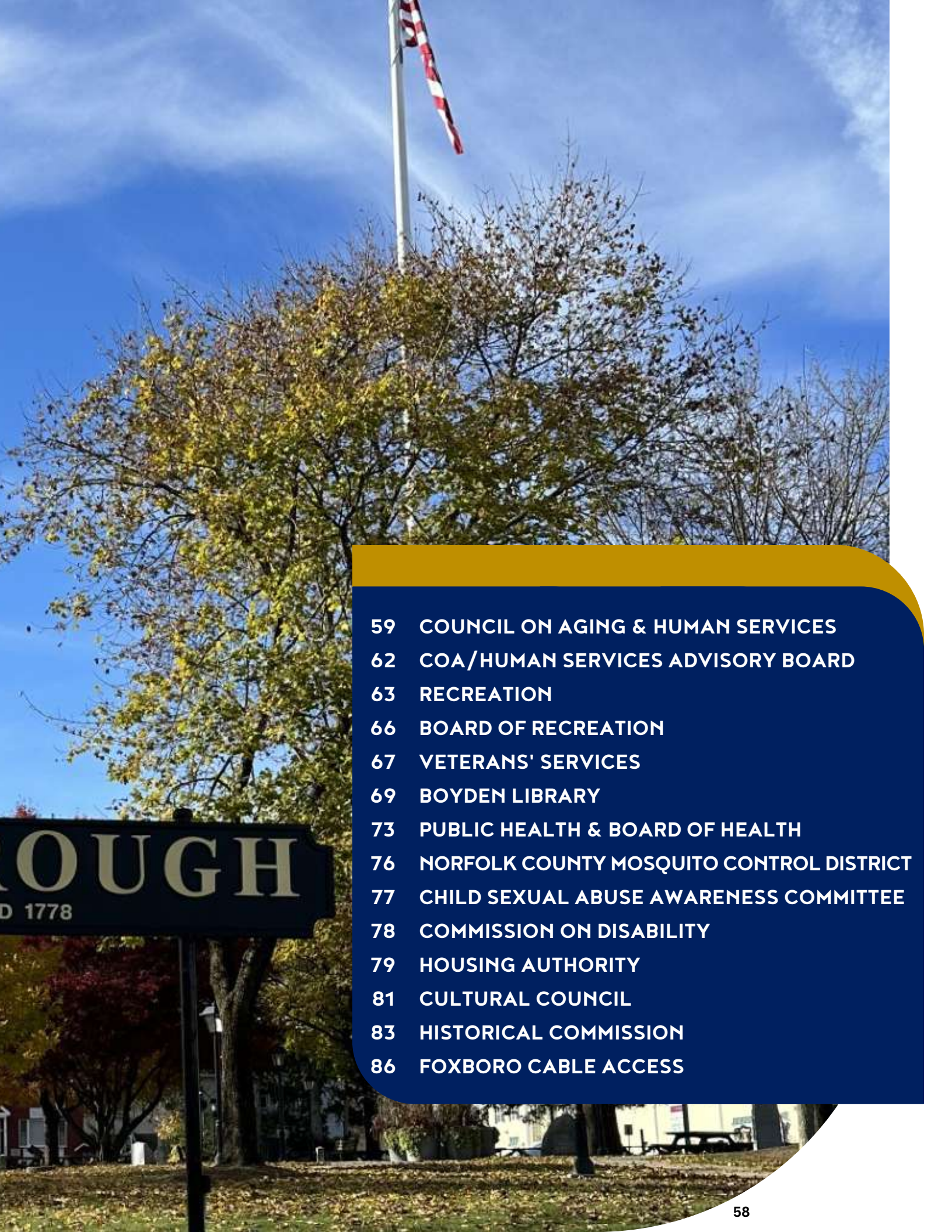
- Municipal Cyber Security Grant
- Cyber-Aware Community Designation – State of MA
- Migrated School Department Computers to Azure Cloud
- Upgrade Munis Financial Database and Hosting
- Upgrade Data Center Servers and Storage
- Assisted with Migration of Town Permit Systems to Permitte Eyes



COMMUNITY SERVICES

FOXBORO

INCORPORATED 1



59	COUNCIL ON AGING & HUMAN SERVICES
62	COA/HUMAN SERVICES ADVISORY BOARD
63	RECREATION
66	BOARD OF RECREATION
67	VETERANS' SERVICES
69	BOYDEN LIBRARY
73	PUBLIC HEALTH & BOARD OF HEALTH
76	NORFOLK COUNTY MOSQUITO CONTROL DISTRICT
77	CHILD SEXUAL ABUSE AWARENESS COMMITTEE
78	COMMISSION ON DISABILITY
79	HOUSING AUTHORITY
81	CULTURAL COUNCIL
83	HISTORICAL COMMISSION
86	FOXBORO CABLE ACCESS

COUNCIL ON AGING & HUMAN SERVICES



MISSION

The Foxborough Council on Aging and Human Services will provide the highest quality of services and programs available to meet the ongoing needs of all Foxborough residents.

VISION

We envision the Foxborough Senior Center as a safe, welcoming facility dedicated to providing all residents with opportunities to experience activities and services that broaden their knowledge, promote a healthy lifestyle, and improve their quality of life, guided by the leadership of dedicated personnel and volunteers, opportunities will focus on Foxborough residents achieving their social, economic, and health goals.

Marc Craig
Human Services Director

Kristen Pellerin
Dept. Administrator

Tracy Rozak
Office Coordinator

Chris Shewry
Program Coordinator

Pam McGuire
Community Social Worker

Kate Fennyery
Community Case Worker

Garry MacDonald
COA Driver

Karen Bongo
COA Driver

Michael Kominsky
Custodian

Originally, there were two separate departments, Foxborough Council on Aging and Foxborough Human Services. In 2000, the departments were combined to consolidate services and reduce costs. In 2022, the department was further reorganized to incorporate Council on Aging & Human Services, Veterans' Services, and Recreation under one umbrella: Human Services. This reorganization has proved to be tremendously successful and the coordinated efforts between divisions have yielded positive results for Foxborough's residents. Continuing with the theme of consolidation, in 2023, the Veterans Services Division was relocated from Town Hall to the Foxborough Senior Center. This important step has allowed for cross training between staff, and easier access to resources for residents. We are confident that through these successes we can be better prepared for a hopeful Community Center in the future.

Programs & Events

The Foxborough Senior Center is a vital link for older adults in the community. We promote healthy aging with programs that focus on good physical and mental health, emotional sport and socialization. Research shows that seniors who are actively engaged in their community have less depression and are generally in better health. Additionally, surveys have concluded that fewer than 1 in 7 older men can say they have a close friend. We believe that through supportive programs at the Foxborough Senior Center, we are creating activities to improve the lives of attendees. In 2023, we were finally able to break our attendance records set in the pre-pandemic days of 2019.

Wednesday evening programs continued to prove to be very successful, regularly attracting between 50-100 seniors for individual activities. History lectures led by Paolo Di Gregorio, Anthony Sammarco, or Henry Quinlan are quite popular and regular fill to capacity. Our most popular program ever occurred in May when we invited Harvey Leonard to present, which attracted 135 community members, so many that we had to rent additional chairs! Foxborough's love for music has been evident in the number of attendees for our music based programs such as our SINGO Game nights, Jack Craig's Music with Class, and our ever popular Serenading Senior's Chorus group led by Jeanne Bonneau. Additionally, seniors' creativity has certainly been on display during the 2023 year, programs like Knitting, Craft Group, Tracy's Treasurers (led by Office Coordinator Tracy Rozak), Card Making, and Tale Spinners have grown in popularity as seniors continue to express themselves through a variety of artistic mediums.



William Kole Book Signing



Ogunquit Lobster Trip

With the addition of Veterans' Services to our facility we were able to offer a second evening of programs. Starting in August additional programs for seniors and veterans regularly occur late into the afternoon on Tuesdays. These programs are still evolving but we are finding program attendees appreciate the added opportunities. Even with the addition of more hours to the Senior Center operations and additional staff, our facility is expertly cleaned by Mike Kominsky and we can't even begin to thank him for his hard work in maintaining the building.



Trips proved exceptionally popular this year as seniors traveled around New England and beyond. Overnight trips included the Adirondack Balloon Festival, Ogunquit Playhouse, and Italy. All trips are coordinated by Chris Shewry and her everlasting positive spirit is typically most seniors' introduction to the Foxborough Senior Center. As always, we hope that traveling with us, will ignite a spark of curiosity into the Senior Center's daily regularly scheduled programs.

The most popular event in 2023 was the 3rd Annual Foxborough Senior Olympics. This eight-day program that featured a myriad of individual activities ranging from scrabble to one mile walk to darts to corn hole. We were extremely lucky to once again hold a day at Gillette Stadium, hosting over 125 seniors, and their families. We sincerely appreciate the Kraft Group's commitment in offering unique opportunities for Foxborough's seniors and the continued support that they give the entire Human Services Department.



Human Services & Transportation

Throughout the year, Pam McGuire and Kate Fennyery kept up with the demand placed upon them by clients who were seeking access to resources, many of whom, were unfamiliar with the application processes for help. It is important to note that caseloads rapidly increased after the pandemic, as residents, many of whom had lost their jobs, were looking for help for the first time. Luckily, Pam and Kate have done a great job with providing support to those who need it.

In August, the Town of Foxborough was notified by the Governor that a hotel would transition to an Emergency Shelter for transitional residents including many migrants from Haiti and other Caribbean nations. In partnership with the Community Response Social Worker, Christina LaRose, the YMCA, and several other Foxborough based organizations, aid was provided to incoming residents and a clothing drive was held at the Ahern Middle School. In October, the National Guard was deployed to the hotel to manage the services provided by the Human Service Department still closely monitored the situation while also providing assistance when requested.

Our transportation system is managed by our Transportation Coordinator, Karen Bongo. Karen also serves double duty as she can regularly be found in the afternoon driving the Chevrolet Traverse. Additionally, Mike Pitts and Garry MacDonald each provide transportation services using our vehicles. Unfortunately at the end of 2023 our Van Go was damaged in a collision and we are currently in the process of purchasing a replacement vehicle.



Grants

Alternative funding sources in the forms of grants are the lifeblood of programming at the Foxborough Senior Center.

Formula Grant – The Commonwealth of Massachusetts through the Executive Office of Elder Affairs granted the Town over \$54,000 in this year. This 50% increase over 2022 was due to the increased number of seniors living in the town.

Brigham & Women's – 2023 was the third year in our grant from Brigham & Women's Hospital focusing on improving Transportation and access to Mental Health Support. These funds allowed the Council on Aging/Human Services Department to purchase a new Chevrolet Trax in early 2024 to replace our 2014 Ford Taurus which was damaged by a falling tree branch in 2023. Funds from the Brigham & Women's grant will allow us to purchase a new handicap accessible van at no cost to the Foxborough taxpayers. Additionally, the support from Brigham & Women's allowed for Foxborough to become a "Interface Community" through William James College. This, non-crisis, telephone line serves as a connector between Foxborough's residents and mental health counselors in the surrounding areas. William James personnel links residents with counselors and continually follows up with residents to ensure the match is a good fit and are receiving mental health care. The funding for our programs, activities, and services are provided through these grants and the revenue generated from paid programs. This complicated budgeting process is expertly managed by Department Administrator, Kristen Pellerin as she navigates the variety of different accounts under the direction of the Council on Aging & Human Services Department while always providing a firm knowledge of the daily expenditures.



Appreciation

2023 was a year of steadily increasing attendance and program offerings at the Foxborough Senior Center. We further cemented the standing of our department in the community through dedication to the residents that we serve on a daily basis. The tremendous success of the Council on Aging and Human Services Department can be directly attributed to all those that supported and visited the Senior Center in 2023.

These supporters include, (but are not limited to) COA/HS Advisory Board Member: Milli Greene, Helen Olsen, Jeanne Bonneau, Elaine Repoff, Nancy Bach, Jeanne Foster, Lloyd Gibbs, Marsha Lewicke, Janet O'Neil, and Betty Reilly. The Friends of the Foxborough Seniors: C. Paul Dumas, Pat Murphy, Connie McLaughlin, Linda McCoy, Kathleen Bisazza, Pat Kelley, Vera Maccone and Joan Stafford.

The Senior Center staff, Marc Craig, Kristen Pellerin, Pam McGuire, Kate Fenneyery, Karen Bongo, Garry MacDonald, Tracy Rozak, Chris Shewry, Michael Kominsky and Michael Pitts



COUNCIL ON AGING/HUMAN SERVICES ADVISORY BOARD

MISSION

Our purpose is to advocate on behalf of Foxborough's seniors and the residents who require access to resources from our Human Services specialists. Our mission is to support the activities, programs, services and staff of the Council on Aging & Human Services Department at the Foxborough Senior Center.

Elaine Repoff
Chair

Jeanna Bonneau
Vice Chair

Nancy Bach
Clerk

Ann Alibrandi

Milli Greene

Kathy Kelly

Marsha Lewicke

Janet O'Neil

Betty Reilly

Thank you to all the Foxborough Seniors and Human Services Clients who continue to support the Council on Aging/Human Services Department. This year we have continued our advocacy for all the programs and services offered at the Foxborough Senior Center. As we move into the future we would like to impress upon the community our desire for a larger space that can adequately provide for our every growing community.



RECREATION



MISSION

Our mission is to enrich the lives of the residents of Foxborough by providing safe, welcoming parks and recreation facilities and affordable, diverse recreation and cultural opportunities for people of all ages to play, learn, and build community. We create community through people, parks, and programs in your big back yard.

Renee Tocci
Division Director

Who We Are

Recreation is staffed with a full time Director. In the summer the Director oversees an additional 35 employees. The cost of staff and their benefits are paid for out of the revolving account, funded by our programs.

Recreation is fortunate to be surrounded and supported by many residents. We could not do it without the help from the following town departments Foxborough DPW, Police, and Fire. We also thank Foxborough Public Schools, youth sports organizations, Friends of Foxborough Recreation, and the support from the Foxborough community.

2023 was an extremely successful year for the Recreation. The Recreation Division has made a commitment to offer residents quality, affordable and diverse programs for all ages. Our newest asset is 6 new pickleball courts at the Payson Recreation Complex, paid for by funds from the Senior Center.

Programs

We offer classes and programs year-round from cooking, science, chess, theater and sports classes plus vacation programs and summer programs.

Summer Programs

- LittleRec-KersToddler/Preschool Program ages 2-5 years old
- 8 week Summer Program Grades K-6
- 8 Week Middle school Adventure Summer Program Grades 7-9

Community Events

- Ties & Tiaras
- Touch a Truck
- Farmers Market
- Un-Common Pumpkin Patch
- Light Uptown



Payson Road Recreation Complex

- Baseball
- Lacrosse Fields
- Playground
- Pickleball

Cocasset River Recreation Area (Mill Street)

- Town Pool
- Donnie Cotter recreation Hall
- Chapel Meeting House
- Basketball Courts
- Walking Trails
- MoMs Club Playground
- Ball Fields

Booth Recreation Complex

- Skate Park
- Hyland Rink
- Playground and Tot Lot
- Baseball/Softball Fields

2023 PROGRAM STATS



6,042
Program Registrations



353
Played a Sport



10,014
New Members



64
Programs



Ages 18M to 84Years

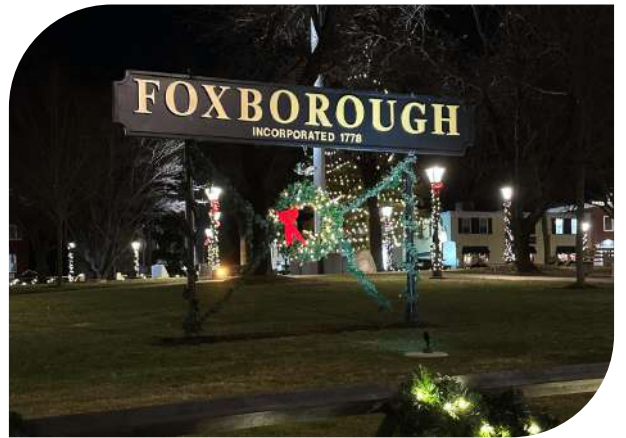


212
Chapel/Rec Hall Rentals

Accomplishments

We are proud to have been able to bring back the summer Farmer's Market on the Common again for another year. We would often have special events such as a petting zoo, a DJ, kid's games, guest speakers, Art in the Park and more. The goal was to draw in more people and entertain them. Future markets promise to be more exciting as we look to bring in more vendors and special events.

In 2023, with the help of ARPA funding, we continued renovations on the CRRA property on Mill Street. We were able to successfully open the pool to the community this summer selling more memberships in one summer than we ever have before. With the renovations we also were able to open a snack bar to provide patrons with the option to purchase chips, candies, drinks and freeze pops. The parking lot was paved, trees were removed, a new fence installed as well as a heater to keep the pool at a warmer temperature. With the help of the Council on Disability, we purchased a new accessible lift and our highway department installed a ramp and patio making the entire pool now fully accessible to all. We hope to continue to improve the space with a picnic area, new landscaping, updated signs, clearly marked walking trails and more. We continue to rent out the Recreation Hall and the Chapel located on the CRRA property on Mill Street, which on most weekends, are both fully booked.



Our programs and events were all back to full capacity and bigger than in years past. This holiday season was second to none and, much like a Hallmark movie, we did in fact, LIGHT Uptown. We hired the Red Nose lighting company to help transform the Common into a magical winter wonderland. The night itself was amazing with many fun activities. With the help of our public safety team we were able to shut down Central Street allowing for 25 vendors, a Sle-Hay ride, carolers and even snow. Up on the Common we had live music, hot chocolate, a visit from the North Pole, Pat Patriot, the New England Patriot cheerleaders and Mike "Sarge" Riley to emcee the event and the best part of all, we lit the entire Common in warm white lights. The Jaycees transformed the bandstand into a manger, and decorated each light post on the Common with lights. Garland draped on the outside of the Common railing. Many businesses also joined in on the festivities lighting their storefronts as well. The night was enjoyed by over 2000 Foxborough residents and then continued for many nights during the rest of November and all of December.



With funding from the Partners in Patriotism and a grant from the Foxborough Council on Aging, six pickleball courts were installed at the Payson Recreation Complex. We offer lessons of all levels, a tournament and open play on all 6 courts. The courts have 2 picnic tables, 3 benches and is fenced on the ends thanks to a generous donation from the Stern Family Charitable Trust.



Our biggest event was the collaboration between the Town Manger's office, Foxborough Police, Human Services and Recreation when we put on a pep rally and cheer squad for the 2023 Army Navy Game. We welcomed both the Army and the Navy's marathon teams that ran the ball from their perspective schools though the Town Common to Gillette Stadium. Prior to the arrival on the Common we were greeted by three military helicopters that landed at the Booth Field. All were welcome to visit, walk through and admire these amazing helicopters.

Goals

With some grant funding we are looking to update the Booth Recreation Complex, including but not limited to the skatepark, Hyland Rink, and, the tennis courts. With the help of partners in Patriotism and the Council on Disability we will be building the Debbie Giardino Pavilion at the Booth Recreation Complex in 2024. We are also looking to install more signs and maps at all of our parks and facilities.



BOARD OF RECREATION



MISSION

Work closely with Renee Tocci, the Recreation Division Director, Human Services Department in carrying out our mission to enrich the lives of the residents of Foxborough by providing safe, welcoming parks and recreation facilities and affordable, diverse recreation and cultural opportunities for people of all ages to play, learn, and build community. Handle all fiscal matters as they relate to the revolving accounts for the department including; budgeting, spending, rate setting and overall fiscal responsibility and stability. Inspect all properties to ensure proper maintenance and upkeep. Establish policies relating to fields, rental properties and programs.

Heather Harding Chair	Jenna Strickland Vice Chair	Kevin Powers Clerk	Jim Green	Diana Griffin	Melissa Maling
Doug Suess	Guy Caracciolo Assocaite	Sarah Lidonni School Committee Liaison		Rebecca Kelly Conservation Commission Liaison	Maureen Dunphey Senior Center Liaison - Assocaite

The Board of Recreation consists of nine voting members, appointed by the board of selectmen for three-year terms. We also have two associate members who are non-voting unless needed for a quorum. We meet monthly and all meetings are open to the public. All board members are CORI certified and have attended the Darkness to Light or equivalent training.

We oversee and are responsible for properties (Booth, Mill St. and Payson) and programming. We conduct routine inspections and address any concerns in a timely manner.

Recreation runs a number of free events each year with support from the Board including; Touch a Truck, The Fishing Derby, the Farmer’s Market, Town Pool, Family Fun Day, Halloween Parade, Un-Common Pumpkin Patch, Pumpkin Float Night on the Frog Pond, Light Uptown, Movie Night and more.

We welcomed Rebecca Kelly to the board as our Conservation liaison, and Maureen Dunphey, who is also active at the Senior Center, as an Associate member.

With the merger of the Council on Aging and Veterans’ Services in 2022, we now all fall under the umbrella of Human Services. This has proven to be a success.

Goals

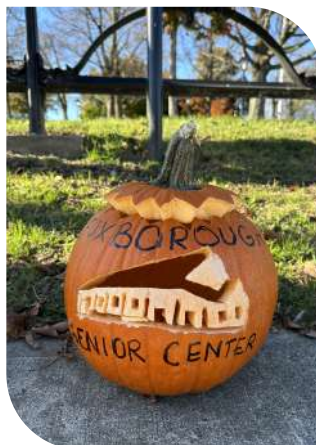
Our primary goal for 2024 is to continue to build the department by hiring a part time coordinator to assist Renee. We will be offering even more programs and investing in our properties. Our Booth campus will be undergoing a major facelift including the Debbie Giardino Pavilion at Booth Complex for all to enjoy

Tribute

I would be remiss if I did not acknowledge the passing our dear friend and Town Historian, Jack Authelet who passed away on September 18th. He was a great supporter of Recreation and will be sorely missed.



Touch-A-Truck



CAMP

VETERANS' SERVICES



MISSION

Serve and advocate for all veterans who have answered our nation's call, including their dependents & widows, and assist our returning service members with military transition, civilian life reintegration, and the pursuit of meaningful, productive, healthier lives in the community.

Ally Rodriguez
Director/VSO
US Army Veteran

Scott Blake
Director/VSO
US Army Veteran

Lauren Burrill
Administrative
Assistant

As always the Veterans' Services Department goal is to support Veterans and their families by providing assistance and information on financial, education and health benefits that they have earned by serving their country. We administer Ch. 115 Veterans Relief Program, provide case management and help injured/ill veterans with disability claims as well as getting them access to VA medical facilities. In 2023, we distributed \$141,365 in Chapter 115 funds to our town veterans. The Town receives up to 75% reimbursement from the Department of Veteran Services. The Office works to provide veterans and active military with financial information such as bonuses for deployed Massachusetts Veterans, wartime deployments or educational information including the Chapter 33 Post 9/11 GI Bill or VA home loan guidance. We provide assistance with transportation for disabled Veterans and suicide prevention and awareness programs. We provide services and benefits for widows or service members including burial assistance, grave markers, and survivor benefits.

2023 was a year of transition for the Veteran Services Division of Human Services. In April, our Veteran Services Officer Ally Rodriguez left the Town of Foxborough to manage the Veterans; Services Department in her hometown of Taunton. We wish Ally all the best and know she will continue to excel in her role as she provides assistance for Veterans. The Veterans Administrative Assistant Lauren Burrill (Shurtleff) was elevated to the Acting Veteran Services Officer role and she managed to continue with the pace of the ongoing needs of Veterans until August. She resumed the role again in late 2023 after another transition in the Veteran Services Office occurred with the departure of Veteran Services Office Scott Blake.

The highlight of the year for the Veterans' Services Department was our Memorial Day presentation. Planning for this event began in early February with a meeting with Jack Authelet and Mark Ferencik. We quickly identified the desire to recognize Jack and the Historic Commissions' work researching the Spanish American War. The Keynote speech was to be delivered by Jack, unfortunately he was ill and could not attend. Luckily, Foxborough High's National Honor Society student Elyse Rancifer was able to read the collection of stories in Jack's place.



As planning shifted to planning Veterans Day, the Town of Foxborough lost Jack Authelet. We quickly realized that Veterans Day should focus on Jack's military and community service.

VETERANS' SERVICES ADVISORY COMMITTEE (VSAC)

Bea Maloof
Chair

Mark Boucher

Naomi Boucher

Adam Byrnes

John Francis Connolly

William Dudley

Michael Kerr

Ted O'Malley

Patricia Shea

Colin Sweeney

Douglas Sylvestre

Gary Whitehouse

MISSION

Care: for veterans, dependents, and widows, starting with cards, visits to home and hospital, plan patriotic events such as Veterans Day, Memorial Day, Flag Day, POW*MIA Day, and Purple Heart Remembrance Day for the Foxborough Community.

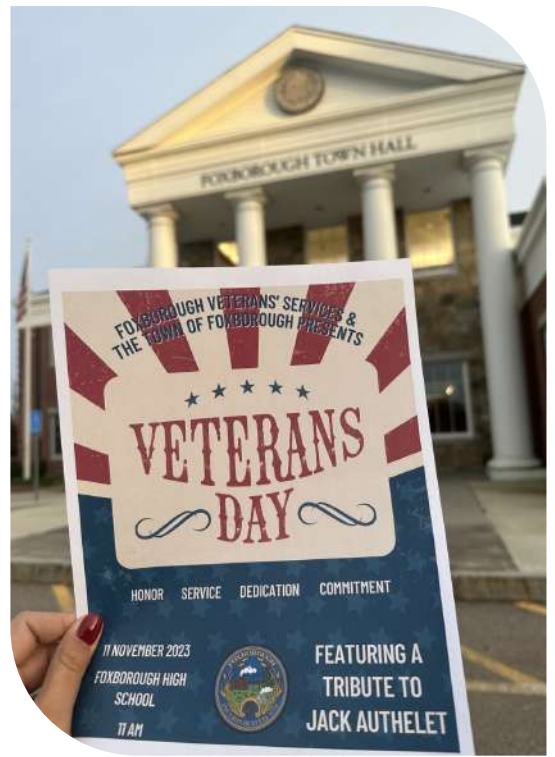
Awareness: Help veterans understand and know their benefits.

Outreach: Find and refer those in need to the Veterans' Services Department.

Veterans Day 2023 was focused on a community tribute to Town Historian, Jack Authelet, who passed away September 2023, including a slide show of photos and memories. The tribute was delivered by Reverend Bill Dudley, longtime friend and Pastor of the Union Church of Foxborough. The Foxborough Serenading Senior Chorus gave a fabulous performance of the US Military songs, in which the audience joined in enthusiastically. This was followed with poems contributed by Harriet Rounds. Winning essays titled, "What Veterans Day Means to Me", were read by students from the Ahern Middle School. This was a contest conducted by Jaycees, American Legion Post 93, and the Foxborough Veterans' Services.

A luncheon followed the ceremony, catered by Roche Brothers including appetizers of meatballs, calzones, sandwiches, fresh cut fruit, and amazing deserts. This meal was attended by approximately 150 residents and veterans of the community.

Our department is grateful for all those who came to enjoy these events and support our Foxborough Veterans. Veterans' Services is truly very blessed to be able to reach out to this community for help and receive more than what we ask. Thank you for your assistance this year; we could not do it without you. To all America's Veterans & Members of the United State Armed Forces, we salute you and thank you for your service to America.



Edward Butler, Foxborough American Legion Post 93 Commander, gave the Proclamation



Emma Lavery, of Foxborough High School sang the National Anthem

BOYDEN LIBRARY



MISSION

At Boyden Library, our mission is to create an inclusive community hub that fosters lifelong learning, enrichment, and active community engagement. Through thoughtfully curated and diverse collections, innovative programs and meaningful community partnerships, we empower individuals to explore, discover and connect with others.

Libby O'Neill
Library Director

Kathy Bell-Harney
Adult Services Librarian

Jessica Henderson
Youth Services Librarian

Timothy Golden
Reference Librarian

Suzanne Roberts
Tech. Services Librarian

Renee Spinner
Dept. Administrator

There were a couple personnel changes to mention at the Boyden Library in 2023. Emma Brelsford was hired in February 2023 to fill a vacancy for the Senior Youth Services Librarian position. She has done an amazing job working with the Youth Services team to expand and enhance programming for children and families in the Foxborough community. Some new programs she implemented were: Preschool Picassos, Strange Science, and the Graphic Novel Book Club.

Pamela Riccio, former department administrator, left in August to take a position in the Town of Walpole. Renee Spinner seamlessly stepped into this role at the end of October and has been a huge help with processing invoices, payroll, ordering supplies, etc.

The Boyden Library met all the state certification requirements of the Massachusetts Board of Library Commissioners, qualifying for a State Aid to Public Libraries FY 2023 Award of \$40,703.

We express our sincere appreciation for the support and assistance received from various Town Departments. Special recognition goes to Tony Moussalli, Facilities Manager, and the entire Facilities staff. The Library is also incredibly grateful for the dedicated efforts of the Friends of Boyden Library to provide continuing support for library programming and services. Without their generous support, the Library would not be able to offer nearly as many wonderful programs.

PROGRAMMING

Adult programs: 149 programs, 1,617 attendees

Teen programming: 75 programs, 474 attendees

Children's programming: 298 programs, 6,487 attendees

SUMMER READING CHALLENGE

369 PARTICIPANTS

171,308 TOTAL MINUTES READ

AGES 0-5

93 children registered and read for a total of **3,708** minutes

AGES 6-12

261 children registered and read for a total of **163,621**

AGES 13-18

15 teens registered and read for a total of **7,687** minutes

COLLECTIONS & CIRCULATION

Adult programs: 149 programs, 1,617 attendees

Teen programming: 75 programs, 474 attendees

Children's programming: 298 programs, 6,487 attendees



Youth Services

The Youth Services department continued to provide exceptional programming for children and families in the community. In addition to story times, crafts, outreach visits, and the annual Summer Reading program, the Youth Services department introduced new programming such as: parent/child paint along programs, soothing sensory time, homeschool hangouts, Dungeons & Dragons for 7th and 8th graders, and a writers' workshop.

The 2023 Summer Reading program, "Find Your Voice" included 23 programs such as Mike the Bubble Man, Teddy Bear Picnic, Indoor Mini Golf, Virtual Reality with One Up Games, and much more. The Youth Services staff offered 13 story times off-site which were a part of a new "Story Time Around Town" series this year. The department also received donations from 12 different local organizations and businesses to use as drawing prizes for the kids. The four teen programs for Summer Reading had a total of 39 teens participate. Summer Reading is sponsored by the Friends of the Library, the Massachusetts Library System, the Massachusetts Board of Library Commissioners, and the Boston Bruins.



Teddy
Bear
Picnic



Outreach

Library outreach continues to be extremely important in order to reach new patrons and promote all that the Boyden Library has to offer. Staff participated in community events such as Founders Day, Farmer's Markets, the Annual Fall Harvest Celebration at Patriot Place, and Light Uptown. Arts & crafts were provided at some events, while others librarians read a story to families and children.

The Youth Services department did an amazing job in 2023 getting out into the community and offered 21 programs around town. Some of these included: A Stroll Along Cranberry Bog and Story Time, Patriot Place Monster Jam Story Time, Police and Fire Story Time at Payson Playground, and additional story time sessions at Patriot Place, the Farmer's Market, Booth Summer Camp, Little Rec-Kers, Lane Properties, and Normandy Farms.

The Children's and Teen Librarians also formed great partnerships with local schools participating in school visits and full school assemblies to promote the Summer Reading program. School visits to the Foxborough Regional Charter School took place and allowed students the opportunity to sign up for a library card and learn more about library programs and resources.




Teen Room Ribbon Cutting



4 Week Filming Series with Peter Simmons
Grades 7-12
 Thursdays @ 3:30
 March 16 and 30th
 Saturdays @2:00
 April 15 and 22nd


Mr. Simmons won a special award alongside George Lucas, creator of Star Wars! His grandmother Eleanor voice Malificent in the Disney Movies!

Sponsored by the Friends of the Boyden Library!





FRIENDS OF BOYDEN LIBRARY

Book Drive
 April 29, 2023
 Saturday | 9am - 11am



DROP OFF YOUR LIKE-NEW BOOKS



Volunteers will be curbside to accept your donations
 Sign-up today by using the QR Code or link.
<http://www.sjrupjonias.com/ga/100044A1A72FA47E5-book15>

Hand Sewn Teddy Bears!
 Grades 7-12

Boyden Library & Foxboro High School Fashion Club will be donating bears to a local charity!

Thursday February 23
 4:00 - 5:00
 Community Room

Register: <https://tinyurl.com/teddycraft>



FRIENDS OF BOYDEN LIBRARY FOUNDATION

Janice Rosado President
Betsy Buckland Vice President
Sara Halton Treasurer
Sue Collins Secretary
Bernadette Thie Newsletter Chair
Lesleyann Foster Book Sale Chair
Jen Linskey Public Relations Chair
Don Jenkins Membership Chair
Margi Rossetti Book Shop Chair
At-Large Members: Charles DiPompo Katherine Howard Colleen McManus

Each year, the Friends of Boyden Library generously support the Library by providing funding for a diverse range of activities catering to all age groups. Additionally, they purchased various supplies for the Youth Service's Department, an Xbox and controllers for the Teen Room, promotional materials for the Community Reads program, and passes for the popular museum pass program. The Friends continued their annual tradition of a "Giving Tree" and children's book drive during the holiday season in support of the Discretionary Fund and local schools. The Friends of the Library actively volunteered at various events in 2023 including the Teddy Bear Picnic and Annual Harvest Fall Celebration at Patriot Place. The Friends held two multi-day book sales: one in April and another in November. They also continue to raise funds through an ongoing book shop and membership drive.

A huge thank you to all our volunteers, as their invaluable contributions helped make all these initiatives possible this year.

BOYDEN LIBRARY TRUSTEES

Kevin Penders Chair
Christine Igo Freeman Vice Chair
Jennifer Ooi Clerk
Anisul Chowdhury
Collin Earnst
Joyce Parlapiano

The Trustees express their appreciation to the many individuals and organizations whose generosity in 2023 enriched the Library's resources to enhance programming and services. Additionally, the Trustees would like to extend a special acknowledgement to all community members that donated a diverse array of items this year including books, DVDs, Blu-Rays, audio-books, and other materials. We sincerely value your support.

We would also like to thank the Kraft Foundation for donating a New England Patriot's signed Josh Uche photo, and the following businesses that donated passes to help make our Summer Reading program such a huge success:

Capron Park Zoo
Children's Museum Easton
Dairy Queen
Just Claying Around
Monster Mini Golf

One Up Games
Showcase Cinemas
Southwick Zoo
Tree Top Adventures
Water Wizz
Xtreme Craze

HEALTH DEPARTMENT



MISSION

The Foxborough Health Department is guided by the Board of Health to prevent disease, protect the public health of our citizens, protect our environment, and to be prepared in times of public health emergencies.

Matthew Brennan R.S.
Director of Public Health

Cameron Shamey
Health Inspector

Diane Passafaro
Dept. Administrator

Kevin Duquette, R.S.
Sanitarian

Paul Gilpin
Food Inspector

Clifford Pierre
Housing Inspector

The Foxborough Health Department is composed of three full-time and one part time staff member funded through the Town's municipal budget. In addition, the Department has been awarded the Public Health Excellence (PHEG) grant through the Department of Public Health, in order to create shared services throughout the Towns of Easton, Foxborough, Mansfield, Norton, Plainville, and Sharon.

The Foxborough Board of Health is a three-member elected Board. In 2023, **Betsy Allo was the Chair** of the Board, **Robin Chapell was the Vice Chair**, and **Sophia Manos had the role of the Clerk**. Local Boards of Health are required by State and local laws and regulations to perform many critical duties related to the protection of public health. The work of the Board is to steer the local Health Department's response to a wide range of public health control and prevention activities, including: disease surveillance; the promotion of sanitary conditions in housing, recreational facilities, and food establishments; the elimination of nuisances; the protection of the environment; and numerous others. This year the Board of Health acted on the following agenda items listed below. The Foxborough Health Department would like to thank the current and former Board members for their continued support of the Department and their participation in public events and meetings throughout the year. They truly make the Town of Foxborough a better place through their actions.

- 1 Disciplinary Hearings
- 3 New Food Establishments
- 1 Public Health Nuisance Declaration
- 1 Receivership and/or Condemnations pursuant to the Housing Code
- 5 Title 5 Variances or Local Upgrade Approvals
- 2 Shared Services with other Municipalities
- 1 Sharps Collection Approval
- 2 Town Warrant Recommendations/Discussions
- 2 University of Connecticut Technical Assistance Presentations
- 15 Updates to Board of Health Regulations
 - 1 Variance - Housing Code
 - 2 Variance - Food Code
 - 1 Variance - Private Well
 - 5 Variance or Local Upgrade Approval - Title 5



Public Health
Prevent. Promote. Protect.

2023 PERMITS

1	Body Art
2	Family Style Campground
385	Food Inspections - Establishment
35	Food Inspections - Mobile
14	Food Inspections - Temporary
48	Pool
89	Hotels, Motels, and Housing
9	Recreational Camps for Children
292	Title 5
17	Tobacco
151	Septage Hauler
81	Complaints addressed
18	New Food Service Establishments

2023 INSPECTIONS

26	Animal & Fowl Permits
1	Boby Art Establishment
1	Body Art Practitioner
1	Family Camp Grounds
113	Fats/Oil/Grease Inspections
4	Food - Cottage Food
215	Food Service Establishment
42	Food - Mobile Food
45	Food - Temporary Food
11	Hotel/Motels
1	Pasteurization of Milk
5	Recreation Camps for Children
40	Septage Hauler
39	Septage Installer
26	Swimming Pool
2	Tanning
90	Title 5 Reports Reviewed
13	Tobacco
27	Trash Hauler
15	Plan Reviews
10	Private Well

Public Health Excellence Grant

The Office of Local and Regional Health provided the Town of Foxborough with grant funds to promote and support the development of an inter-municipal shared service agreement that contributes to the improvement in local public health capacity within the region. By pooling regional resources, functions, and expertise within the communities, the region can improve compliance with their statutory and regulatory mandates and expand the public health protections and services they offer to area residents. As a result of the grant, Bristol Norfolk Public Health Partners (BNPHP) was formed through an alliance between the Towns of Foxborough, Easton, Mansfield, Plainville, and Sharon. BNPHP personnel performed inspectional services within all of these participating communities in 2023. For more information about BNPHP, visit the newly developed website. (www.bnphp.org)



Sharps Collection Kiosk

The Health Department sponsored a new sharps collection kiosk located at the Council on Aging Building this year. The sharps collection kiosk was installed to make it easier for residents to dispose of their personal-use medically necessary hypodermic needles and/or lancets. The disposal kiosk, as well as, the necessary sharps collection containers are available during normal business hours at the Council on Aging building at 75 Central Street, free of charge for residents.

Health Promotions

The Health Department participated in several health promotional activities and trainings throughout the year. Some of the notable events and promotions that we sponsored include: The free distribution of COVID-19 test kits at Town Hall and the Boyden Library; The free distribution of sunscreen at Foxboro Founder's Day; The promotion of physical activity at Foxboro Founders Day; The free distribution of sunscreen at Town Hall during the summer months; The free distribution of bug and tick spray at Town Hall during the month of September. Lastly, we sponsored a Mental Health First Aid Training class this year at the Boyden Library, which was open to the public.



Hailey Brennan volunteering at the Founders Day Tent



Diane Passafaro, Health Administrator & Clifford Pierre, BHPHP Inspector - Septic Hauler Day

University of Connecticut Technical Assistance for Brownfield (UConn TAB) Program

The Health Department applied and received two technical assistance grants from the UConn TAB Program this year. As a result, two properties were investigated for historic sources of environmental contamination and provided an in-depth document search regarding each of these sites. The results of the studies were presented at Board of Health meetings this year and can be watched via Foxboro Cable Access. (www.fcstv.org)

Lifeworks

The Town of Foxborough gives yearly financial support to Lifeworks, which is an organization that provides services to residents who are diagnosed with intellectual and developmental disabilities, including autism. It is through this partnership that Lifeworks is able to make a difference in the lives of people with disabilities.

As in previous years, the overall value of services extended to residents of the Town of Foxborough and those directly aided by Lifeworks has demonstrated growth over the past year. This positive trend is particularly notable in the expanded offerings from our Family Support Center and Autism Support Center. Our day programs and social/recreation initiatives have seen increased engagement as well. Foxborough residents are a significant number of those involved in our programs, services, and activities.

LIFEWORKS PROGRAM	\$ PER PERSON	# OF PERSON	TOTAL
Daily Habilitation	\$30,049	11	\$330,539
Family Support	2,015	49	98,735
Adult Family Care	19,278	6	115,668
Autism Support Center	787	34	26,758
Harbor Counseling	6,491	6	38,946
Social-Recreation	460	22	10,120
Residential Individual Support	25,816	2	51,632
Residential Program	189,115	8	1,512,920
Employment Training	30,233	17	513,961
TOTAL COST OF SERVICES			2,699,279

NORFOLK COUNTY MOSQUITO CONTROL DISTRICT



MISSION

Norfolk County Mosquito Control District operations apply an Integrated Pest Management (IPM) approach to mosquito control that is rational, environmentally sensitive, and cost effective.

David Lawson
Director

Surveillance

NCMCD is engaged in an intensive monitoring process through weekly field collections and data analysis in collaboration with the Massachusetts Department of Public Health (MDPH) to detect for disease-vectoring mosquitoes. Virus isolations assist us in focusing our surveillance to areas of concern thereby allowing us to alert nearby towns of a potential epidemic. Public requests for service alert us to high numbers of nuisance mosquitoes.

Virus Isolations in the town: 9 samples submitted, no isolations in 2023
Requests for service: 207

Water Management

The NCMCD reduces the potential for larval mosquito development through a variety of methods under this category. Our Freshwater Water Management Program includes Ditch & Pond Maintenance, as well as Culvert Area Clearing conducted to improve water quality and increase water flow. Tire collection is a service in which we remove and recycle off rim tires in order to eliminate this source of potential larval mosquito development.

Culverts cleared	34 culverts
Drainage ditches checked/hand cleaned	3,400 feet
Intensive hand clean/brushing*	400 feet
Mechanical water management	0 feet
Tires collected	4

* Combination of brush cutting and clearing of severely degraded drainage systems or streams by hand.

Larval Control

When mosquito larval habitat management is not possible, larval mosquito abatement is the most environmentally friendly and effective method of mosquito control. An intensive monitoring program, aides in our decision to effectively target culprit locations.

Spring aerial larvicide applications (April)	90.1 acres
Larval control - briquette & granular applications by hand	12.6 acres
Rain basin treatments – briquettes by hand (West Nile virus control)	1,770 basins
Abandoned/unopened pool or other manmade structures treated	0

Adult Control

Adult mosquito control is necessary when public health and/or quality of life is threatened either by disease agents, overwhelming populations, or both. Our surveillance program, along with service request data and state of the art GPS and computer equipment, allows us to focus our treatments to targeted areas.

Adult aerosol ultra low volume (ULV) applications from trucks	4,941 acres
Barrier applications on municipal property	0 applications

CHILD SEXUAL ABUSE AWARENESS COMMITTEE



MISSION

The purpose of the Child Sexual Abuse Awareness Committee is to strive to educate the Foxborough community on how to prevent, recognize and report signs of sexual abuse of children. The Committee is comprised of seven segments of our community, as established by town bylaw in 2013 and includes schools, religious institutions, town employees, private social groups, and citizens at large.

Bob Correia
Chair

Bill Dudley
Vice Chair

Dr. Amy Berdos

James Cannata

Marc Craig

Doug Suess

Lynda Walsh

Our Mission statement states our main goal is to spread the awareness of child sexual abuse prevention in our community. This is a very thankless job and sometimes is only brought out in the open when a horrific situation happens, such as the Sheehan debacle some years ago. Arrests are made all the time, but again, so many are unreported. We have trained in excess of 3,000 people to date in the Darkness to Light program to spread the awareness. To receive a paycheck from the Town of Foxborough you must complete this course within 90 days of your start date. If a group wants to use a town facility more than three days a year they must also complete this training. These requirements are set forth in a town bylaw. This year, Marc Craig developed a system to record all trainings and to also alert those every four years when training has to be renewed. This system also keeps track so people don't take training several times as some are in multiple groups. We have worked with the Foxborough Regional Charter School so all their personnel are trained like our public schools.

Shortly, training will commence with the Jaycee group as they will be implementing a youth program. Also, several churches are being trained. The Sage School is also on our list shortly. Our goal is to get anybody who has contact with children to take our awareness training. The more eyes that are out there, the more uncomfortable we are making the town for pedophiles to operate.

As for our State bill, we again appeared before the Legislature to testify in favor of our bill. Our bill is to expand the parameters of the Mandatory Reporter Law to include more categories that are required to report any abuses. The way it is set up currently is to list a number of occupations such as teachers, fire fighters, etc., but leaving out many such as volunteers, bus drivers, librarians, playground personnel, etc. Here in Foxborough we have it covered with training, but no law to back it up. We think all should be Mandatory Reporters. Why be exclusive to some? If you see something, you should be required to say something. We just had a forum with the Child Advocate for the State with Senator Feeney and Representative Barrows in attendance. We seem to be getting closer to some real action on our bill but is a very arduous process. Again, we were lauded for our efforts and unique program, which is always good to hear, but until we can say that there is no child sexual abuse in Foxborough, our job is not done.

In closing, even though no one wants to hear or acknowledge these issues, please recognize the importance of continuing to be aware of this very real subject. By the national stats of 1 in 10 of our children are abused by age 18, that's 485 children. Let's say we have a very aware town and have only 1/2 the average, that's 242 of our children. Who wants their child to be part of that group? So, help us spread the awareness and attend the trainings. We need to work together. We meet monthly, the second Wednesday at 5:00pm at the Senior Center. All are welcome.

Foxborough
Child Sexual Abuse Awareness

The REALITY According to the National Resource Center on Domestic Violence

1 in 10 Children will be sexually abused before the age of 18.

1 in 5 children are solicited sexually while on the internet

90% of children are abused by someone they know and trust.

60 % of child sexual abuse victims never tell anyone.

COMMISSION ON DISABILITY

MISSION

The goal of the Foxborough Commission on Disability (FCOD) is to advise and guide the Town of Foxborough and the public regarding issues of accessibility in accordance with the Americans with Disabilities Act(ADA). Updated brochures of our activities are available at Town Hall, Boyden Library and Senior Center.



Susan Collins Chair	Margaret Chaisson Vice Chair	Cindy Curran Clerk	Bob Siteman Treasurer	
Sheri Barrett	Charlie Hobbs	David Del Pizzo	Dave Foscaldo FPD Officer	Scott Shippey ADA Coordinator

2023 Accomplishments

- FCOD and the Recreation Department laid a concrete slab at the Booth Playground. The concrete will provide an easy approach to accessible picnic tables.
- A concrete slab and a ramp from a door were installed to make for easy access to the Council on Aging patio. Our Commission also purchased an accessible picnic table for that area.
- The FCOD worked with the town to provide safe Accessible Parking spots for the Veterans Parking Lot and downtown area. Accessible parking spots were added on both sides of Central Street. Previous Accessible parking spots in the Veterans Parking Lot were deemed unsafe.
- Two local businesses on Main Street worked with the Police Department & our ADA Coordinator Scott Shippey to install proper signage and an appropriate number of accessible parking spots.
- Farmers Market patrons were provided tote bags with our logo for their convenience.
- Our annual Above & Beyond Awards were presented to a group of individuals and a business this year. The business was Cumberland Farms, which employs people with disabilities. Those employees are enthusiastic and are an asset to the store. The individuals were a group of educators from the Ahern Middle School who created a Unified Sports Program that partners students with and without disabilities with everyone benefiting. They stated the whole school enthusiastically embraces those students that learn differently and see they have a lot in common.
- Member David Del Pizzo continues to work on our Facebook page. We hope it serves to facilitate communication with other Foxborough Boards/Committees and between Commissions on Disability in other towns.
- The FCOD provided for a Sign Language Interpreter for a community event.
- FCOD members continue to liaise with the Town Linked Together program to share resource information across a broad spectrum of service agencies.

2024 Goals

- FCOD is working with the Town to install benches on Central Street so that people with disabilities, Senior Citizens or anyone can sit down and relax while shopping or dining in downtown Foxborough. The benches will have plaques memorializing past members of the Commission: Jim Mullin, Sheri Barrett and Tony Williams.
- The Commission will post decals on Central Street businesses stating that accessible parking is available in the Veterans Parking Lot as well as a ramp into the Boch Building businesses.
- After road work on Rockhill Road is completed, ramps and signage for an Accessible Parking spot will be installed in front of the Marilyn Rodman Center.
- Foxboro Cable Access is working with the FCOD and the Town to acquire Assistive Listening Devices for Select Board meetings and other activities at Town Hall. We will also ensure that such devices are available for Town Meetings to enable Hard of Hearing residents to fully participate.
- FCOD will be awarding two scholarships: one to a student with a disability pursuing higher education and one to a student pursuing higher education in the field of disabilities.



2023 Above & Beyond Award



HOUSING AUTHORITY



MISSION

The Foxborough Housing Authority provides affordable public housing for elderly, families, and disabled in the Foxborough community.

BOARD OF COMMISSIONERS

Greg Spier Chair **Kevin Powers** Vice Chair **Susan Perez** Treasurer **Nancy D’uva** **Heather Konieczka**

HOUSING AUTHORITY STAFF

Maggie Hurd Executive Director **Carlyn Powers** Bookkeeper **Catherine del’Etoile** Bookkeeper **Elizabeth Allen** Tenant Selector

MAINTENANCE STAFF

Eric Galanti **John Babbitt** **Joseph Rathbun** **James Amaral** **Morgan Southworth**

The FHA would like to thank Maggie Hurd, our executive director for the last 5 years, for her dedicated service to the Foxborough Housing Authority (FHA) and now a well-deserved retirement. The FHA conducted a formal and extensive search for her replacement and is delighted to have hired Kevin Fusco, a Foxborough resident, as our new Executive Director.

Walnut Street development

The FHA has been working for nine years on developing 200 units of affordable senior housing units on 16 acres of land it owns. This property is located at the intersection of Commercial Street (Route 140) and Walnut Street. This new development of 200 housing units will require a sewer main extension along with traffic signal for this precarious intersection.

The agency went through an extensive RFP to choose the developer of this site over the past two years and selected a joint venture group headed up by Affordable Housing and Services Collaborative, Peabody Properties, Inc, and the Onyx Group known as WSJV Developer LLC. This group is entering into a land lease of the property for 99 years. Upon completion, the land lease will eventually pay the FHA \$100,000 per year which will be used to fund the ongoing maintenance, renovations and improvements of the FHA’s existing affordable rental properties. Currently, the FHA has 179 total units, of which only 104 are senior housing units. The proposed development will double the inventory of affordable senior housing in Foxborough; the first to be added since Carl Annon Court was built in 1975.



HOUSING PORTFOLIO

- 104** Elderly/Non-Elderly handicap units
- 20** SMOC - Section 8 Project
- 16** Based Family units
- 39** Beds Group Home = 16 beds
2 & 3 Family bedroom sites





The Town of Foxborough has contributed significant funds and staff time towards this development effort; however, an infrastructure project this large cannot be financially absorbed by the Town alone. Fortunately, the Town, thorough its Director of Land Use and Economic Development, Paige Duncan (now Town Manager), State Representative Jay Barrows, State Senator Paul Feeney and US Congressman Jake Auchincloss, were instrumental in securing in excess of \$5 million dollars in funding for the signalization of the intersection and the required sewer main extension. In addition to servicing the Walnut Street Development, the sewer extension will also serve the existing FHA Walnut Terrace units, which have an aging septic system, as well as a drug treatment center, the Steward Health Care facility and possibly Foxborough Plaza.

The developer expects to break ground in Spring of 2024 and has held three neighborhood meeting to inform the abutters of the progress of the development and to accommodate any concerns. This new development should be fully complete in 2026 with Phase I (86 units) expected to be complete in late 2025. This is currently the largest proposed, all affordable senior housing rental development in Massachusetts outside of Boston.

Of particular note for the Town is that the FHA has received a formal commitment from the Developer and the State regulatory group, that Foxborough residents and Town employees will be granted 70% preferential treatment for first time leasing of these senior units. Currently, there are over 2,700 families on the State waiting list for affordable housing, 170 of which are Foxborough senior residents; many of whom have been on this waiting list for years.

In summary, the FHA, the Town of Foxborough and the State of Massachusetts are committed to developing this senior affordable rental housing project which will significantly benefit not only our seniors but our entire community for generations to come.

For additional waitlist information regarding the new Walnut Street development please view our website: www.foxborohousing.com



CULTURAL COUNCIL



MISSION

The goal of the Massachusetts Cultural Council and local cultural councils is to promote excellence, access, education, and diversity in the arts, humanities, and interpretive sciences, to improve the quality of life for all Massachusetts residents and to contribute to the economic vitality of our communities.

Mark Ferencik Chair
Richard Benoit
Lidy Chan
Lydia Ciarallo
Paul F. Godin Honorary Lifetime Member
Tiffany Elliot
Catherine Connor-Monen
Teddy Jouret
Keith Polis
Erica Spitz

As of December 31, 2023, the FCC has nine voting members. These members are Ken Carberry, Lydia Ciarallo, Keith Polis, Erica Spitz, Tiffany Elliott, Lidy Chan, Rick Benoit, Catherine Connor-Moen, and Teddy Jouret. The FCC meets monthly with the aim of maintaining our presence in the community and continue expanding awareness about the availability of cultural grants. In 2024, we plan to feature grant recipients on our Facebook page @FoxboroughCC and to serve as a cultural resource for the community. We are working with community members and the Massachusetts Cultural Council on the exploratory phase of creating a state recognized Cultural District in Foxborough. We plan to continue our fundraising efforts with the goal of increasing the impact of our grants. Members may serve up to two three-year terms before taking a one-year break, allowing for many in our community to get involved. Any Foxborough resident who is passionate about arts, sciences, and culture and interested in lending their time and talent is welcome to contact us at foxborocc@gmail.com for information about joining.

In 2023 the Foxborough Cultural Council presented our FCC Public Art Project, Fox-In-The-Boro! We coordinated the installation of five fox statues hand-painted by five local area artists chosen by the FCC from among 70+ applications. This was an unprecedented public art installation in our town and was very positively received. A total of \$21,286.91 was raised from local sponsors and supporters, as well as a \$7,500 PiP grant to kickstart the project. We will continue to raise funds and awareness around the Fox-In-The-Boro project as we approach next year’s culmination of the project, which involves selling the foxes at auction to raise more funds for local art and cultural events.

16 Grants Awarded for a total of \$9,200



PROGRAM	ENTITY	AWARD
Rodman Awards	Foxborough Regional Center for the Performing Arts	\$1,077
Whales In Motion: Musical & Sculptural Experiences	Sound Explorations, Inc.	525
Spring Production - Mean Girls High School Version	The Un-Common Theatre Company, Inc.	1000
Lewis & Seah Presents “Songs and Stories for the American Folk Revival for Seniors”	Andrew Lewis	500
Annie Kids Production	Mabelle M. Burrell School PTO, Inc.	700
Conservation and Wildlife in your Neighborhood	Mass Audubon Metro South Region	750
Reading is Magic	Edward L. Cope, Jr.	450
The Foxboro Reporter Photo Exhibit	Juri Love	500
The Catnip Junkies Live at the Library	Elizabeth Silvia	700
Interactive Music Concert for the Young Children & Families	Evan Haller	430
Hockomock Film Festival	Easton Community Access Television ECAT, Inc.	500
Hip Hop Chair Dance for Seniors!	MUSIC Dance, Inc.	500
Textured Watercolor Paintings & Collaging	Maria Mendonca	568
Winter Wonderland- Hornithology Ensemble	Rachel Daly	300
FY23-24 Concert Series	Neponset Choral Society, Inc.	500
Easton Chamber Music Festival	Sharon Community Chamber Orchestra, Inc.	200



Fabulous Mr. Fox...at MRPAC Theatre
 Artist: Howie Green
 Sponsor: Rudd Homes Team RE/MAX Real Estate Center



**Mossy the Fox
 ...at Town Hall**
 Artist:
 Joy Capodanno
 Sponsor:
 Bay Colony Group



Pat the Fox...at Citizens
 Artist: Patricia Annicchiarico
 Sponsor: Citizens, Rumsey Family &
 AJT Supplies



**Snowflake the Magical Fox
 ...at Boyden Library**
 Artist: Joan Klatil Creamer
 Sponsor: Mayfair Realty &
 Development



Better Together...at YMCA
 Artist: Blaire Jenkins
 Sponsor: Hockomock Area YMCA
 Invensys Foxborough Branch

HISTORICAL COMMISSION



MISSION

The Foxborough Historical Commission's role is to ensure that the historic resources and assets of Foxborough, which are key to its identity, are preserved and protected for future generations. Through preservation, education, advocacy and partnership we strive to preserve all the resources that document our heritage including houses, streetscapes, landscapes, collections and cultural traditions. The Historical Commission is alert to threats and will be a focal point for action and create vehicles to promote preservation. We actively collect, exhibit and conserve artifacts and archival materials made, used or associated with Foxborough. The Foxborough Historical Commission establishes a clear and firm position against all threats to the integrity of Foxborough historic resources.

Mark Ferencik
Chair

Kenneth Bryant
Clerk

John P. Authelet
Town Historian

Paul F. Godin
Honorary Lifetime Member

Christian J. Arcaro

V. Taylor Ford, Jr.

Kristin A. Hovey

Deborah Wendell

Arlene Marie Crimmins

Emelie J. Bonin

Thomas P. Sabin

Maureen T. Kraus

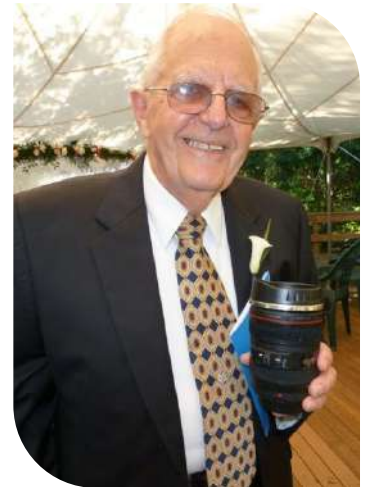
Fr. Edward M Cardoza

Jonathan M. Glover

Charles Lippmeier

In Memoriam ~ Jack Authelet

On September 18, 2023, the Commission and the town lost a legend, John "Jack" Pendleton Authelet. The long time Town Historian was so much more than that, having been involved with and/or leading projects as diverse as the Foxborough Discretionary Fund, delivering Christmas baskets for needy families, a replacement flagpole on the Common and a member of the Child Sexual Abuse Awareness Committee. Jack could never say no to anyone wanting to enlist his larger than life presence for any worthy cause. The decades long editor of The Foxboro Reporter won numerous regional and national awards over the years.



Jack was a "townie" through and through. Despite all of his accomplishments he was most proud of his family, his late wife Marge and daughters Lynne, Jayne, Mary Lou and Laurie. He was irreplaceable and will be sorely missed.

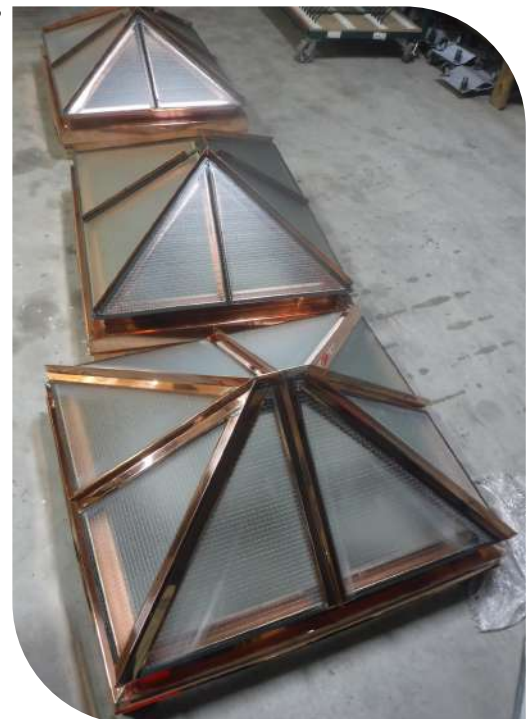
Memorial Hall

After many years of slow progress, mainly due to delays caused by the pandemic, a lot was accomplished in 2023.

The main building was erected in 1868, and two rooms had been added in 1897 to alleviate crowding in the 29 year old structure. Those rooms had their copper roofs replaced, as well as exact replacements for the unusual skylights that served us well for 126 years. New copper gutters were also installed on the lower levels of the building, and 2 downspouts were repaired.

In the fall the front doors and doorway were completely restored.

Over the years there had been much deterioration, but the contractors did a great job, and the doors look like they did in 1868.



Town Square Signs

As first reported in last year's Annual Report there are twenty-nine Town Square markers around Foxborough honoring those who made the Supreme Sacrifice serving from World War I up through current engagements. They are located on street corners near their homes, another reaffirmation of our promise that we would never forget them and what they did for their country.

The first signs for World War I servicemen were erected in 1923 and were looking the worse for wear. The Foxborough Historical Commission approached the Foxborough Select Board with a proposal for upgrading the signs; the Board agreed, and the project was launched.

The Commission researched various designs for replacements and settled on the version that the city of Milford uses. The cost to replace the markers was about \$5000 and this was achieved through donations in early 2023. The first replacements were installed in March, and all were in place by April, in time for Memorial Day.

We have offered the original signs back to the families and so far six families have taken advantage of that.

Town Hall Picture

Commission Associate Member Emelie Bonin had a vision for the large blank space that one encounters when entering Town Hall. A review of the many pictures in the Historical Commission database yielded a winter scene of children at recess from the school wing contained in the old Town House, which burned in June 1900. Member Deborah Wendell prepared the picture for print and mounting by Staples. The large (84" X 60") picture is now highly visible as one enters Town Hall.

Cemetery Preservation Project

Commission members spent many hours once again cleaning gravestones, this time at the Sherman Cemetery. Currently most of the monuments in the Centre, Boyden, Pratt/Hodges, Payson/Morse and Sherman have been cleaned, as well as some minor repair work. We will resume the efforts at Wading River Cemetery in 2024.

Spanish-American War Veterans

Town Historian Jack Authelet led an effort to recognize the veterans of this war in 2022. He researched the names of participants in that conflict who came from Foxborough. Eight names were certified: Charles Everdean, Fred W. Fletcher, George Hearn, Thomas J. Kelly, Joseph Kirby, Charles A. Krebs, Dr. Frank G. Lillyman, and Roy T. Weil. These servicemen had their names read aloud for the first time at Memorial Day 2023 exercises. There is also a plaque in Memorial Hall displaying the names.

School Tours Resume

For many years the Historical Commission has provided tours for the three elementary schools. Tours include Memorial Hall, the Steamer Shed, and Paine School. Town Hall was added a few years ago, and that is conducted by Town Clerk Robert Cutler. These visits were suspended in 2020, first due to the pandemic and then by revisions to the State of Massachusetts' local history curricula. In 2023, we resumed the tours, but now for third graders (formerly they were for second graders). The students were very receptive, and the teachers felt that it was a positive exercise.

Visitorship

Memorial Hall was a very popular destination in 2023, with 937 visitors logging in. Guests represented 29 Massachusetts towns, 17 states and one foreign country (Brazil). The most popular events were Memorial Day, Founders Day and the Jaycees Car Show.

Membership

The Commission was devastated by the loss of icon Jack Authelet. Others resigning from serving were Marie Crimmins and Jonathan Glover. We are very grateful for their contributions over the years. Liza Click and Bill Sides were appointed as associate members.

ONGOING ACTIVITIES

Historic House Plaques

The Program was initiated in 2000 by Associate Member Emelie Bonin. It helps folks demonstrate appreciation for their older homes by exhibiting a plaque of uniform quality, size, and appearance. The plaque displays the original owner's name, occupation and date of construction, thus giving passersby a glimpse into the history of the neighborhood.

As a service to our community, we conduct the deed research free of charge. We use available resources to learn details of previous owners' lives, which we pass on to the owner in a research packet.

In 2023, there were eleven historic houses researched; most of these plaques have been displayed by the homeowners. The construction dates ranged from c1840 to 1929 and occupations of original owners included a bootmaker, a restaurateur, a hatter, an auto mechanic, a machinist, a coal & ice merchant, a Rock Hill Cemetery Superintendent, and a straw goods merchant. Two other plaques honored yeomen, (those who farmed their own land). Family names of original owners included Eddy, Smith, Foulkes, Sumner/Kirby/Igo, Lane, Foster, Carpenter, Murphy, Johnson, Stratton, and Baldwin.

Since the Program's inception in 2000, Emelie Bonin has personally researched an amazing total of more than 260 homes with construction dates ranging from 1759 to 1948.

The cost for the locally crafted Azek and PVC plaque is \$70.

All homes or structures over 75 years old are eligible. Plaque order forms can be downloaded at the following link on the Town's website(once on this page, click on House Plaque Program):

Visit Memorial Hall to pick up a printed order form or find the form online!

Memorial Hall is open every Wednesday night from 7-9pm, and the second Saturday of each month from 9 AM until noon.

Significantly, this program imposes no restrictions or obligations whatsoever on the house or property.

2023 Extra Highlights

- Commission Members Deborah Wendell, Kristin Hovey and Mark Ferencik attended and had a display booth at the Canton Heritage Festival at the Paul Revere Heritage site in Canton in May.
- There were 3 demolition requests submitted last year and all were approved.
- We participated in the Jaycees Car Show on June 25.
- The 3rd Annual Rodman Awards at MRPAC in May saw two Historical Commission members, Taylor Ford and Kristin Hovey, nominated for the "Hamilton Award - for someone who builds bridges from history to the present." The ultimate winner was William "Bill" Milhomme, a former Massachusetts state archivist and historical blogger.

2024

Work on Memorial Hall will be winding down in 2024. The slate roof over the entryway needs some masonry work, then plastering, painting and woodwork clean up inside.

As previously mentioned, work will continue on cleaning markers at the Wading River Cemetery when better weather returns. Noted preservationist Jonathan Appell will be restoring some gravestones at Pratt/Hodges and Payson/Morse cemeteries this year.

We will continue adding to the Women of Foxborough display.

FOXBORO CABLE ACCESS



MISSION

To empower Foxborough citizens, government and educational institutions to communicate through media. Manage an electronic forum for the free exchange of information and ideas. Promote its use by providing access to media-making tools and education.

Michael Webber
Executive Director

Margaret Nash
Administrative Assistant

Lauren Bitar
Master Control Technician



BOARD OF DIRECTORS

Paul Beck
President

Lynda Walsh
Vice President

Margaret Chaisson
Clerk

Matt Shea
Treasurer

Ruth Mackie

Anne Marie English

Rick Plasmati

Dan Williams

The year began with the signing of a 5-year license agreement with Verizon. This secured not only vital financial support for FCA, but also paved the way for the launch of our second HD (High Definition) channel, Verizon HD 2139. Comcast HD Channel 1072 was activated in 2022.

May marked another milestone as Verizon installed HD encoders and officially activated our HD channel. This long-awaited dream became a reality, opening up a new era of high-quality programming for Foxborough. Now viewers can enjoy local events, educational content, and original shows with stunning clarity, further enriching the viewing experience.

Also in May, our President, Paul Beck, was recognized with the prestigious Marilyn Rodman Legacy Award, a fitting testament to his decades of dedication to FCA, the wider Foxborough community and beyond. “Paul’s energy, spirit and sense of humor are contagious ... it is with great pride and excitement that we presented Paul Beck with the 2023 Marilyn Rodman Legacy Award.” - MPPAC



March saw history in the making as the Foxborough Varsity Girls Basketball team clinched the state championship. FCA volunteers were there every step of the way, capturing the team’s triumphant journey on camera. Their dedication and persistence, even when working out of cobbled-together road kits, were remarkable, ensuring that these unforgettable moments were preserved for the entire community to share.

Building on the pilot launched in 2022, we expanded our closed-captioning services to make programs more accessible to everyone in the community. The advancements in technology, including AI technology, are quickly improving the quality and reliability of the automated captioning, a service that was previously well beyond our financial means. Taking this effort one step further, government meetings are indexed with clickable timestamps on our YouTube channel, improving accessibility and viewer engagement. This is a time consuming process considering we cover approximately 75 official meetings each year, and requires someone with a strong attention to detail. FCA volunteer Deb Wendell does a great job every week. It’s a great resource for anyone searching a specific topic, and adds to the value of the meeting archives.

“Just got done watching your coverage of the Foxborough/Norwood basketball game. I felt compelled to drop you a note saying how very impressed I was with both the coverage itself as well as the work of your play-by-play and color commentators! I do a lot of work with Norwood Community Media (calling games and working with tech crew) and have to say your coverage was simply first rate ... Extremely well done !!! Loved the work of the cameras behind both baskets as well as your replay work. Fair and balanced game call of the game was also simply first class. Well done. Well done indeed! Thanks very much!

- Mark Hoover

We remain vigilant in monitoring legislative activities and raising awareness about the positive impact of PEG Access on communities nationwide, and in our own local community. One particular high point was FCA's participation in the holiday event in November. Situated as we are in the middle of the Central Street block with Santa & the Snow Machine, we opened our studio doors and invited revelers to record a personal greeting with a variety of green screen backgrounds.

Despite ongoing cord-cutting trends, our PEG channels and online platforms continued to enjoy strong viewership and community engagement. The FCA YouTube Channel reached over 7,900 subscribers and 319,600 views during the year.

In total, community volunteers produced 516 locally produced programs in 2023. That includes 367 LIVE programs! Our YouTube channel is quickly approaching 8K subscribers, currently at 7,938. We express gratitude to the FCA volunteers who contribute countless hours to produce local programming. Their efforts are instrumental to our success and make this organization valued and respected within our local community, and also in the wider media landscape. We honor them. Among other recognitions, Kevin & Neda Joury-Penders were named Volunteers-of-the-Year at our Annual Volunteer Appreciation Night.



I especially want to thank the FCA Board of Directors who work tirelessly for the organization, for the support they offer all year long and I'm thankful for a wonderful staff that supports our mission every day. We are grateful for the support of our town and its residents. FCA has a long history of serving the Foxborough community, providing a platform for diverse and independent voices as well as engagement. From the early days of analog broadcasting to its current state-of-the-art High Definition digital platform, FCA has continually adapted to meet community needs, and plans to continue that standard well into the future.

Production and Facilities

The maintenance of our ten local production facilities is an ongoing challenge. Nearly all facilities in recent years have been upgraded to High Definition; the production facility located within the High School Auditorium is the last remaining Standard Definition system and is scheduled for upgrade this year.



During the summer of 2023 FCA engaged in a number of upgrade projects, each targeting incremental improvements to add capabilities and improve reliability:

- Partial rewiring of the FCA Truck & Replacement of our exterior connector panel
- Installation of long cable bundles in the FHS Gymnasium to improve connectivity
- Installation of two additional robotic cameras at our MRPAC facility

Overcoming challenges is a hallmark of success. Collaboration with the Foxborough IT staff and Foxborough Public Schools continued through 2023 to produce LIVE school events including concerts, sports and meetings and supported local churches with technical consulting and equipment as needed.

Programing

We provide multiple viewing options for the community: Programming runs 24 hours daily on three SD channels, two HD channels; LIVE! streaming meetings and events on our FCA website (fcav.org) and YouTube.com; Community Bulletin Board notices and announcements with customized FCA Radio news and local commentary as background; and over 2,500 FCA programs on Archive.org via the internet. Evidence of viewership and community interest is clear as shown by the increasing number of viewers tracked on our YouTube, Twitter and Facebook accounts.

Community Resources

Foxboro Cable Access provides various opportunities for hands-on training in the use of all production equipment as well as expanded Educational Support.

FCA's longest running collaboration is with the Foxborough Public Schools, sponsoring a course at the high school since 1984. This class continues to provide state-of-the-art education in studio, control room, and digital production, message making, script development and media literacy. The Ahern Broadcasting Club (ABC) produces "Take 2", the morning news shown to the student body LIVE over the school's closed circuit TV network.



Throughout the year, FCA tries to foster interaction among the volunteers with special events at the studio: Annual Volunteer Appreciation Night, Fall Cookout and Holiday Social, as well as other events planned to invite the public. We support and participate in events planned by town departments and civic organizations, such as Founders' Day, the Recreation Halloween Parade, or the Cultural Council programs and offer our studio as board meeting space for other organizations such as the Historical Society and the Jaycees. In April the Foxboro Jaycees presented FCA with a Community Partner Award, "With gratitude for generous support to The Foxborough Jaycees, helping to advance their good work for the Foxborough Community."

License Renewal

We appreciate the volunteer efforts of the Foxboro Cable Television Advisory Committee (CTAC) under the direction of Mark Stopa for their skillful negotiations on behalf of town residents.

FCA Awareness

Foxboro Cable Access is an integral, proactive part of the entire community and we take advantage of every opportunity to participate in activities sponsored by other organizations, and assisting them in using our resources to further their own objectives. Our prominent location on Central St. gives us great visibility and we welcome the numerous visitors who drop in frequently to inquire about what we do or how they can become involved.



Our expansive train layout, visible through the storefront windows of our facility, went into storage during 2023. But don't worry train fans; it's not the end of the line! We're making way for building improvements scheduled for early 2024. When complete our facility will have additional space for trains along with a refreshed exterior façade and awning. Stay tuned!

The FCA staff strives to maintain a professional and friendly atmosphere supporting the volunteers' efforts. We can never thank our volunteers enough for their never-ending support and contributions. They are the core of our organization, and we are very fortunate to have them.

As always, we are thankful to our two municipally-contracted Cable Service providers, Comcast and Verizon, for their support and service in this past year. Their commitment to the community was exemplified by the exciting addition of High Definition PEG channels to their networks. This advancement allows us to showcase the incredible local content produced at FCA in all its high-quality glory; ensuring residents can experience it exactly as intended. We are truly grateful for their collaboration in empowering local voices and enriching our community through accessible media.

The FCA Annual Report offers a snapshot in time, an opportunity to document achievements and share our vision for growth in the coming year. We strive to provide professional level media making tools and programming for the Town of Foxborough. Our goal as an organization is to provide an atmosphere that brings folks together to work as a team towards a common goal: the development and creation of high quality programs of interest to the community.

It has been a busy year! Thanks to the leadership and support from the Board of Directors, we entered 2024 with a fresh focus on our mission and a strong sense of community. Interested town residents are invited to contact us at 508-543-4757, visit our website at www.fcatv.org or visit our wonderful Studio Complex at 28 Central Street in town Foxborough.





91 POLICE

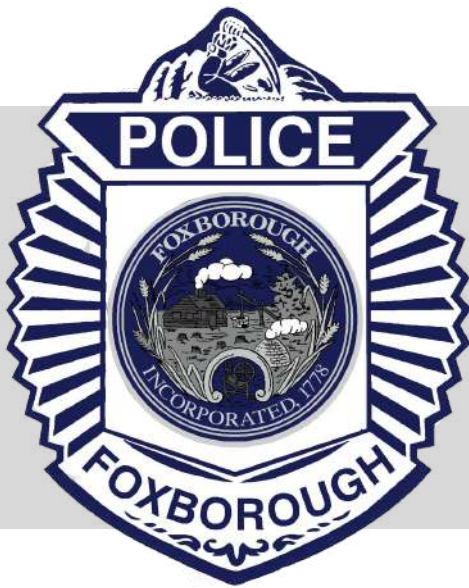
103 FIRE

111 STADIUM ADVISORY COMMITTEE

113 PUBLIC WORKS

115 WATER & SEWER

POLICE



MISSION

The Foxborough Police Department is a professional law enforcement organization dedicated to Community Policing that ensures public safety, prevents and controls crime and keeps the peace. As a Massachusetts Accredited Police Department, FPD achieves the highest standards of performance in fair and impartial enforcement of the Law. FPD takes pride in serving the Foxborough community while also coordinating and leading the safety and security of one of the largest public event sites in New England – Gillette Stadium. As a reliable and vital community citizen, FPD creatively contributes to the social wellbeing and quality of life of our residents, business owners and visitors.

I am pleased to offer the annual report of your police department's activities, progress, and programs in 2023.

The Foxborough Police Department is an accredited law enforcement agency which acknowledges our commitment to excellence in law enforcement by providing the community with the most proactive, efficient, effective, and constitutionally-sound law enforcement services based on best practices. Accreditation is one of the best measures of a police department's compliance with professional law enforcement standards. In the fall of 2022, the Foxborough Police Department attained accreditation status through the Massachusetts Police Accreditation Commission and exceeded many of the accreditation standards which represents significant professional achievements for the Department. We look forward to completing a renewal process in the spring of 2025. The men and women of the Foxborough Police Department are accountable to our citizens, we strive to provide an unequalled level of service, and we are proud to be part of the remarkable Foxborough community. We believe in community engagement and developing relationships with our residents and businesses. The Department acknowledges Foxborough as a premier quality of life community and desires to create partnerships that are built upon mutual trust and respect, preserving the excellence of the Town. Our mission, as the lead first responders in Foxborough, is to secure and enhance the quality of life through crime prevention, law enforcement, problem resolution, public outreach, and protecting public safety for our community. A police department cannot be successful if it does not embrace the needs and desires of its community and to review those needs on a regular basis. We act with fairness, restraint, and impartiality in carrying out our duties and are committed to working with members of the community to continually understand and overcome cultural influences and unconscious biases. Our actions, combined with the way we treat members of our community, contributes to our legitimacy in the eyes of the public.

I am extremely proud of the work that the brave men and women of this Department do each and every day to guarantee the safety of the Foxborough community. They are selfless in their dedication to their duties and I am truly fortunate to lead such a tremendous group of professionals. I invite you to learn more about the Foxborough Police Department and the services that we provide. It is my privilege and honor to serve as your Police Chief.

Chief Michael A. Grace

Vision Statement

A forward-thinking Community Police Department that evolves with law and societal changes and secures a peaceful and safe community. Creatively strives for superior law enforcement service performance attained through strategic planning and targeted investments in human resource, facilities, processes and policies advanced by technological innovation. Succeeds in balancing the dual role of a community-focused public safety agency, while being the model for policing and homeland security operations for one of the largest and active entertainment venues in New England. Be the Law Enforcement Employer of Choice through the nurture of a collaborative, vibrant and diverse employee team with a focus on professional and career development, training and retention, that respects every team member as we respect our community

Core Values

- Dedicated to the Community through Selfless Service.
- Embraces Challenge with Bravery, Professionalism and Integrity.
- Helps others with Empathy and Compassion.
- Builds the Team through Collaboration, Trust and Respect.
- Creates a Performance Environment that Unleashes Talent and Strives for Excellence.
- Values Personal Character, Discipline and Accountability.
- Reveres Tradition and Evolves to meet the future.
- Takes the Initiative, Makes a Difference, and Does the Job.
- Celebrates Achievements and Successes along the way.

2023 Personnel Changes

New Hires

- Officer Korey Goldrick transferred from the Norfolk County Sheriff's Office after completing the Bridge Academy and becoming a certified police officer.
- Officer Patrick Lydon transferred from the North Attleboro Police Department.
- Officer Philip Sloan joined the department in September following his graduation from Fitchburg State Police Academy.
- Officer Melissa O'Connor came to us from the Belmont Police Department and is now serving as one of our School Resource Officers.
- Officer Patrick Nagle transferred from the Attleboro Police Department.
- Desiree Rivera will complete the Plymouth Police Academy in January of 2024 and start as a full time officer.
- Jean Medard will complete the Quinsigamond Community College Full-time Recruit Officer (ROC) Academy in March of 2024 and start as a full time officer.

Promotions

- Lt. Adam Byrnes was promoted from Sergeant.
- Sergeant Megan Allen was promoted from Officer.

Community Response Social Worker

Christina LaRose, LICSW, has joined the Police and Fire Departments as our Community Response Social Worker. She has quickly become a valuable asset to both departments and more importantly to members of our community.



Retirements & Resignations

Officer Charles Gallagher, Officer Shawn McKay and Officer James Headd all retired in 2023. We thank them for their years of service and we wish them all the best in their future endeavors. Officer Patrick McCarthy left to join the Massachusetts State Police. Lt. Kenneth Fitzgerald left Foxborough to become the Chief of Police in Bellingham, and he is doing great things there. Although we continue to lose many years of experience from our Reserve force, we are also welcoming new members who have retired from their full time careers but are not quite at a point to hang up their duty belts.

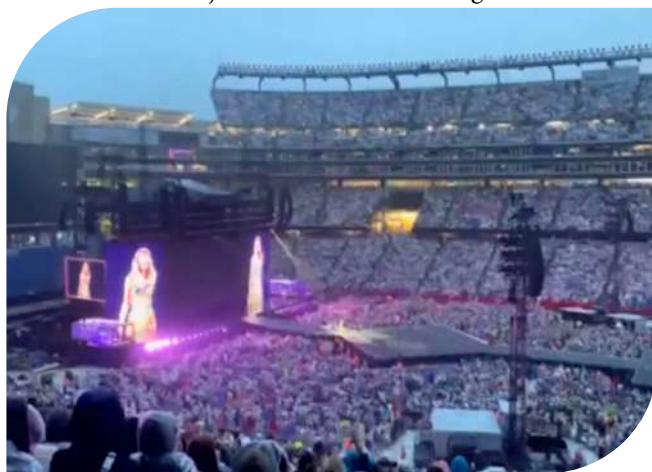


2023 Training Highlights

Training continues to be a high priority for the department. As policing evolves and modernizes each year we must invest in our member's professional development to stay at the forefront of policing. When people discuss police reform they often point to particular events that trigger a change in procedures, or change in legislation that triggers a change in policy. What most do not realize is that policing is constantly evolving and constantly being reformed. Whether a recent court ruling prompts a change in case law, or societal norms demand different services from the police, or an unplanned incident or crisis triggers an emergency response, we must be well trained and prepared to pivot our procedures and responses as needed.

Our professional response to the community is rooted in our training, starting at the Police Academy and continuing throughout our member's careers. In addition to our mandated 40 hours of annual in-service training, all members receive semi-annual firearms training, annual use of force, and less lethal training, as well as the opportunity to participate in many optional training seminars and exercises. Thanks to grant funding from both the Gaming Commission and Department of Public Health we were able to have a robust offering of specialized training made available to our staff. Thanks to grant monies we were able to offer a communications and de-escalation course to our entire Reserve staff. We also were able to run a full active intruder/critical incident exercise over the summer break in partnership with the Regional Charter School.

Some of the courses that we were able to offer this past year include: Critical Incident Training, Advanced Domestic Violence, Sexual Assault Investigation, Crisis Intervention, Crash Reconstruction, Command Leadership, Large Event Venue Management, Media Relations, Adolescent Mental Health, Firearms Instructor, Major Use of Force Investigations, Social Media Investigations and many more.



Gillette Stadium and Homeland Security Division Division Commander Deputy Chief Richard Noonan

The Foxborough Police Department is one of the most unique police departments in the country. We are the smallest police department responsible for policing a community and for protecting and providing professional police services at an NFL stadium, Gillette Stadium. Throughout the year, the department is responsible for planning, deploying, and operating at dozens of large-scale multi-agency events at Gillette Stadium along with our public and private partners. The department frequently provides police services and protects over 70,000 patrons at Gillette for such events as New England Patriots and Revolution games, concerts, Monster Jam truck shows, Super Cross motorcycle races NCAA games, and various other events.

In 2023, the department deployed officers to Gillette Stadium for sixty-four (64) major events and provided a safe and secure environment in and around Gillette Stadium for 1.6 million fans and employees.

On December 9, 2023, the Foxborough Police Department was on the world stage as it was responsible for protecting the Army-Navy football game, better known as "America's Game". "America's Game" is a unique challenge because of the many high-profile dignitaries that attend this game and the potential threat to this country's national security. Through working with our many federal, state, local, and private partners, our department welcomed and protected the current, the past, and the future of the United States Military and government.

Our 2023 year at Gillette Stadium would not have been complete without highlighting the three days of over 70,000 "Swifties" that came to Gillette Stadium for three straight days of Taylor Swift.

Chief Grace

The Police Chief serves as the Department head, and the Chief Executive of the Agency. The Chief works under the direction of the Town Manager and is responsible for the department as a whole, including budgeting, personnel matters, setting policy, and the direction of the agency. The purpose of this position is to plan, organize, and direct the operations of the Police Department, its staff and equipment, in the protection of life and property, and in the prevention and suppression of crime; all other related work as required. The Police Chief is responsible for maintaining and improving upon the efficiency and effectiveness of all areas under his/her direction and control.

Deputy Chief Noonan

The Deputy Police Chief performs administrative, law enforcement and supervisory work assisting the Chief with planning, organizing and directing the operations of the Police Department in accordance with Massachusetts General Laws and local bylaws; other related work, as required. The Deputy Chief serves as the liaison to Gillette Stadium, and is responsible for major event planning, homeland security, and coordination with our federal, state, local, and private partners.

Administrative Support Staff

Lee McCarthy & Robert Bolger

Our Support staff serves so many critical roles behind the scenes that keep the department running. From payroll to accounts payable, records requests, scheduling, billing, permits, licensing, the list could go on and on. Lee and Bob do an excellent job without much fanfare. We rely on them heavily during the busy season at Gillette to handle the paperwork that comes with hundreds of officers from several agencies who work the major events. Additionally, Lee handles firearms license applications and keeps the process moving expeditiously for our residents. Both help with a variety of grant reporting, and other compliance work required by the Commonwealth and POST.

Operations Division

Operations Division Commander Lt. Chamberlin

This department is manned by the largest workforce and serves as our most prominent and community-focused section, encompassing our patrol teams and school resource officers. The division operates with three patrol shifts, each overseen by a police sergeant, working eight-hour shifts on a rotating basis. The main objective is to promptly respond to emergency service calls. During non-emergency patrol hours, the team actively implements our community policing philosophy by engaging directly with community members and visitors. Additionally, School Resource Officers, integral to the operations division, are entrusted with overseeing not only Foxborough Public K-12 but also extending their services to the Foxborough Regional Charter School.

Administrative Division

Lieutenant Adam Byrnes

The Administrative Division Commander leads many key aspects of the Foxborough Police Department. The Detective Division, Court Prosecutor, Evidence/Property Room, Fleet management, equipment, facilities management, training, and technology/IT all fall under the umbrella of the Administrative Division. The Administrative Lieutenant also oversees the Body Worn Camera (BWC) program, the drone program, regional dispatch liaison (SEMRECC), records systems, NIBRS reporting, and is the Accreditation Manager.

One of the more notable changes to the Foxborough Police Department in 2023 was the introduction of Body Worn Cameras (BWCs). The Department began a soft rollout in late September (approximately 10 officers initially wearing the BWC) and full implementation for all full-time staff in early November. We are still adapting to this change but the implementation has been overwhelmingly positive from both officers and the community.

COMMAND STAFF

Michael A. Grace

Chief of Police

Richard Noonan

Deputy Chief

John Chamberlin

Lieutenant

Adam Byrnes

Lieutenant

OFFICERS

Ofc. Azevedo

Ofc. Burt

Ofc. Chamberlin Jr. (SWAT)

Ofc. Cossette

Ofc. Dimodica

Ofc. Dion (FTO)

Ofc. Fayles

Ofc. Flaherty

Of. Goldrick

Ofc. Hole

Ofc. Lydon (FTO)

Ofc. Mattson

Ofc. Nagle

Ofc. O'Leary

Ofc. Parah (SWAT)

Ofc. Politsopoulos (FTO)

Ofc. Pollister & K-9 Max

Ofc. Rivera

Ofc. Saulnier

Ofc. Sloan

Ofc. Sousa

Ofc. Taylor

DETECTIVES

Det. Alberts

Det. Bohnenberger

Det. Morrison

SERGEANTS

Sgt. Allen

Sgt. Buckley

Sgt. Collins (SRO)

Sgt. Drayton

Sgt. Foscaldo

Sgt. Hoffman

SCHOOL RESOURCE OFC.

SRO Collins

SRO Monterroso

SRO Godino

SRO O'Connor

ADMINISTRATIVE SUPPORT

Lee McCarthy

Department Administrator

Robert Bolger

Department Administrator

Officer Cannata

Administrative Officer

Officer Kilroy

Court Officer

ANIMAL CONTROL OFC.

ACO Bailey

Over the past year, we have engaged in a close partnership with our counterparts at both Foxborough Public and Regional Charter School to enhance our School Resource Program (SRO). We are pleased to announce the expansion of our presence, featuring a dedicated SRO for the Charter District, another for both the Public Middle and High School, and a fourth SRO responsible for the Public Elementary Schools, with additional support for the Charter.

This expansion represents a significant investment in school safety, a commitment we take extremely seriously. The dedicated officers collaborate closely with the schools on crisis and emergency planning, conduct active intruder drills, and address day-to-day security and juvenile justice matters. Beyond these responsibilities, our officers play a crucial role in giving presentations to students, serving as mentors and role models, and facilitating support services for those in need or crisis. The expanded team provides the flexibility to address each school's specific needs, fostering collaboration among the school resource officers.

The division comprises Officers Godino, Monterroso, and O'Connor, supervised by Sergeant Collins and Sergeant Allen. Selection for this division involves a rigorous interview process considering training, experience and demeanor. All our school resource officers are certified through National standards, ensuring a high level of competence and professionalism Top of Form. The have attended additional training in de-escalation, juvenile mental health and behavioral threat assessment.



Reserve Police

Within the operations division, the Reserve Officers play a crucial role. This dedicated group, consisting of approximately 25 part-time employees, serves to bolster the patrol staff during various scenarios, including stadium events, natural disasters, weather emergencies, and other needs throughout the year, such as filling traffic and crowd control details. As the smallest police department in the nation to host a NFL stadium, it is absolutely critical that a full complement of Certified Reserve Police Officers be in place support the department.

The landscape of police training in the Commonwealth mandates that all Reserve Police Officers complete the full-time Police Academy or equivalent under the regulations of the Massachusetts Police Training Council. Additionally, departments that utilize reserve officers, are required to provide the same standard of training to their reserve officers that their full-time police officers receive. The days of hiring young adults, eager to start a career in law enforcement, to a Reserve Officer position has been eliminated in Massachusetts due to this legislative regulation. This change has greatly impacted Foxborough more than most departments because of the workload required to run the law enforcement operation at the largest outdoor entertainment facility in New England.

Our recruitment strategy will focus on recent retirees, particularly those with prior experience in working details at large events. While this marks the end of a valuable recruitment method, it enables us to maintain a roster of highly qualified reserve officers, ensuring the continued effectiveness of our operations.

RESERVE OFFICERS

John Ares	Robert Forsythe	Gilbert Lemon	Warren O'Brien
Sokol Ballta	Michael Gould	Adam Keeling	Paul Quadrozzi
Paul Brooks	James Grenier	David Majenski	James Santucci
Stephen Burke	Richard Grover	Mark Manocchio	Philip Sloan
Kelly Colvin	Allan Haskell	Brendan Murphy	Richard Vieira
	Robert Holst	Myles Murphy	

Detective Division

Detective Patrick Morrison

Detective Mark Bohnenberger

Detective Michael Alberts

The Detective Division investigates all major criminal cases in cooperation with the Patrol Division and our external local, state and federal law enforcement partners.

The Detective Division remained busy with a constant caseload in 2023. Some of the notable cases this year included investigations regarding Cruelty to Animals, Malicious Killing of an Animal, Rape, Motor Vehicle Theft, Unattended Deaths, Drug Investigations, Larceny, Breaking and Entering and other serious felonies. The Detectives also support the patrol division with resources, advise, and provide expertise on a myriad of other cases throughout the year.

One of the more notable cases this year was a death investigation involving a fan in the stands during a New England Patriots game who was involved in physical altercation. Detectives worked diligently with our various law enforcement partners, as well as the District Attorney's Office and the Medical Examiner's Office. As a result of a thorough joint investigation including multiple follow-up interviews and review of dozens of videos of the incident, Detectives were able to determine a cause of death for the party involved and filed charges against several individuals who were involved in the altercation.

One of our Detectives is also assigned to the Metro-LEC Investigative Support Unit, which responds to various high profile tactical assignments and investigations regarding additional resources throughout over 40 cities and towns. Some of these incidents which required response in 2023 included missing persons, barricaded subjects, suicidal subjects, and various mental health crises.

Court Prosecutor

Officer Kerry Kilroy

The Court Prosecutor filed approximately 512 criminal complaints in 2023 with Wrentham District Court and/or Dedham Juvenile Court. All complaints provided the court with discovery, which includes Body Worm Camera (BWC) footage, 911 calls, supplemental reports and all other evidence requested by the court.

Evidence Officer

Officer James Cannata

The Evidence Room serves as a crucial component of law enforcement operations, holding items that are pertinent to ongoing investigations and legal proceedings. In 2023 the intake of 600 pieces of property reflects the volume of cases and incidents law enforcement officers handled. Releasing nearly 450 items underscores the dynamic nature of investigations, where evidence may be cleared, deemed irrelevant, or returned to rightful owners as cases progress or conclude. The meticulous management of evidence ensures the integrity of legal processes and upholds the principles of justice.

Drone/UAS

Lieutenant Adam Byrnes

Officer Tim Burt

The drone program has two officers that are FAA licensed drone pilots and three drones available for different applications. Drones were requested on 23 different calls for service in 2023, with over 44 hours of flight time (not including training). Both drone operators are part of the Metro-LEC drone unit that also services over 40 other cities and towns. Drones are ideal for assistance with missing persons and overall aerial view for officer safety and situational awareness.



High Five Friday!



Former FHS Football
Players & Coach Jack
Martinelli



Officer Timothy Burt
Drone Lesson



Standard Roll Call for
All Gillette Events

K9 Unit

Officer Pollister & K-9 Max

Officer Pollister & K-9 Max have been working together on the force since 2021. Max is a Patrol Dog trained in Ballistics Detection. He was born and bred in the Czech Republic but now lives in Foxborough with his family, The Pollister's. Pollister and Max work out of the Foxborough Police department but respond to calls within the area helping numerous communities with many types of unique calls.



2023 MAX HIGHLIGHTS

- January** Conducted K9 First Aid Training at Gillette under the new Neros Law. Training conducted by Tufts.
- February** Conducted ballistics search in the area of Willow St. by the high-tension wires for individuals possibly discharging a firearm in the area.
- March** Conducted track in Walpole for 2 Juvenile runaways with Wrentham's K9. After track was unfounded a 3rd juvenile ran away. Max conducted a track of the perimeter and located the juveniles at a nearby playground.
- April** MV pursuit out of 400 Foxborough Blvd. onto 140 where operator fled on foot into woods. K9 Max conducted a track of suspect back towards 400 Fox Blvd and into GE. K9 Max located suspects sneaker during track. Suspect was taken into custody at Shell gas station. K9 Max conducted an article search of the area and located a large amount of fentanyl, 2 cell phones and sunglasses that the suspect had thrown while fleeing.
- July** Conducted track for suspect after motor vehicle chase. Located suspect on the edge of the woods behind school.
- December** Assisted Canton PD tracking 2 suspect who threw fireworks into a van causing it to catch fire. Tracked through wooded area to a hotel. Detectives following up with hotel to review security footage.

Accreditation

On October 27, 2022, the Foxborough Police Department officially earned full accreditation status from the Massachusetts Police Accreditation Commission (MPAC).

Accreditation is a self-initiated, lengthy, and comprehensive evaluation process. Participating departments complete an internal self-review and an external assessment by MPAC. The process is a voluntary evaluation by which police departments strive to meet and maintain the top standards of law enforcement. It is considered the best measure for a police department to compare itself against the established best practices around the region and the country.

To achieve MPAC Accreditation, the department had to meet and maintain the requirements of 257 mandatory standards and 69 optional standards. The department also had to meet the new requirements of the Commonwealth's Police Reform Act of 2020 and the POST Commission.

Once a department receives MPAC accreditation, its work just begins. To maintain accreditation, departments must continue to work to meet the standards and requirements stated within their policies. Throughout the year, the department engages in required training and conducts inspections and reviews to ensure that the department continues to meet the high demands of being an accredited agency. In 2023, MPAC updated its accreditation standards and transitioned to the 6th edition, which the department must also transition to by 2025. The accreditation team is working hard to maintain its state accreditation status while working simultaneously to transition to the 6th edition.

2023 DEPARTMENT PROGRAMS AND ACTIVITIES

- Coffee and Cocoa with a Cop Council on Aging
- Chill with Cop- June end of School-Cumberland Farms
- Story Time Boyden Library-Payson Playground
July/August
- Faith and Blue Blood Drive
- Motorcycle Awareness Orange Ribbon Campaign
- SROs collaborated with schools to read books during read across America week
- Hockomock YMCA-Gillette Stadium 5k
- High Five Friday-Foxborough Public Schools, Foxborough Regional Charter and Sage
- Hockomock YMCA preschool cruiser visit
- Papa Gino's "Pizza My heart" campaign
- Bus Safety presentations at elementary schools (public and charter) by SROs
- Social Media Safety presentations at middle schools (public and charter) by SROs
- Hockomock YMCA "Fill a Cruiser Back Pack Drive"
- Protect and Serve Lunches at elementary and middle schools
- Presentations to both the boy scouts and girl scouts
- National Bus Safety week
- Discretionary Fund Toy Drive
- Bass Pro Santa escort
- Coffee with a Cop Dunkin Donuts & Starbucks
- Foxborough Moms Club Public Safety Tour
- Drug Take Back Event
- YMCA Summer Camp "Pizza with Police"
- Officer Monterroso installed several car seats for residents
- Collaboration with Foxborough Recreation for Touch a Truck event
- Tour of station with METCO student program
- Special Olympics
- Foxborough Public Schools B.I.T. Auction "ride to school"
- Escort Foxborough High State Champions Girls Basketball, Boys Football
- Jr. Police Academy Taylor School
- Foxborough Regional Charter School Block Party, SROs attended and served lunch
- SROs attended Charter School Unity Day parade
- Ruby Bridges Walk to school day, patrol and SRO's assisted and "walked to school" with students
- FHS Career day presentation
- SROs attended FHS away football games
- Veteran coat drive
- Domestic Violence Unit presentation at the council on aging
- SRO/Domestic Violence Officer attended SEPAC Community Resource Fair in Mansfield with table set up/resources for Foxborough/Mansfield Families with children with special needs
- SROs presented along with State Police to the Family Empowerment Alliance in Brockton about school safety and juvenile delinquency
- Collaborated with US Army for static display of Military Aircrafts at FHS and Booth Recreation Area
- SROs joined Foxborough Regional Charter school staff in ice bucket challenge fundraiser



The Domestic Violence Unit

In the past year, thanks to the support of a Department of Public Health grant secured by the police department, the FPD Domestic Violence Unit has been able to expand even further on the work it has been conducting in the community. Presently, the Domestic Violence Unit is comprised of three Officers, a Sergeant, and the Public Safety Clinician, who work on a part time basis to provide individuals and families effected by domestic and sexual violence with additional support and resources. The officers assigned to this unit have specialized training in a variety of important topics including: advanced domestic violence, sexual assault investigations, trauma informed policing, child abuse and neglect investigations, critical incident response, mental health, and human trafficking. Over the course of 2023, the DV Unit conducted numerous follow ups with 172 individuals effected by domestic or sexual violence, and reached approximately

1,000 individuals through various education and outreach events and engagements. Through these follow-up efforts, domestic violence officers were able to assist victims and families of all different backgrounds in a variety of ways including: safety planning, rides to court, connecting individuals/families with community-based providers, securing temporary emergency shelter, in-depth follow up investigations, and providing individuals with an extensive review of their rights, options, and available resources. The DV Unit continues to collaborate with other law enforcement and community based partners to serve those effected by violence and hold those who cause it accountable. The Foxborough Police DV Unit remains committed to its mission and has plans to expand the scope of their impact even further in 2024.



Officer Brendan Fayles
AAA Traffic Award

2023 DEPARTMENT PROGRAMS AND ACTIVITIES

Officer Brendan Fayles was awarded by AAA of the Northeast as Our Community Traffic Safety Hero of the Year. Each year, AAA of the Northeast, which consists of Massachusetts, Rhode Island, and Connecticut has a competitive application process based on performance and other safety initiatives to make one's community safer. Officer Fayles met and exceeded those standards with an unwavering commitment to traffic safety and law enforcement within our community. During his uncommitted patrol time Officer Fayles made thirteen arrest for OUI along with hundreds of motor vehicle stop for traffic violations. His proactive approach, combined with a genuine concern for the well-being of our residents earned him this well-deserved accolade.

Foxborough Police Department was awarded by AAA of the northeast with the Community Traffic Award for its collective efforts in fostering a safer and more secure environment for all community members. This recognition reaffirms the department commitment to proactive traffic safety programs, community engagement, and education.

Foxborough Police Department was awarded the Red Triangle Award during the Hockomock YMCA annual meeting. The Red Triangle award is presented in recognition of long and meritorious volunteer service, outstanding contributions and achievement with the Y or in the community. The recipient of this award has been an active volunteer and demonstrated a commitment to the community and YMCA in Foxborough.

2023 STATISTICS



CALLS FOR SERVICE
28,441



CITATIONS
1,440



MOTOR VEHICLE CRASHES
604



SUMMONS & WARRANTS
293



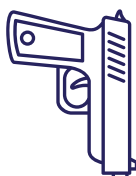
CUSTODIES
288



CRASH REPORTS
396



VEHICLE STOPS
2,503



FIREARM LICENSES ISSUED
298



BUILDING & PROPERTY CHECKS
10,001



DRUG OVERDOSES 22
MENTAL HEALTH CRISES 124
UNATTENDED DEATHS 10



DOMESTIC VIOLENCE 145

STATISTICS

Statistics certainly do not tell the complete picture of what goes on in a community or within a police agency. However, they are still an important benchmark to track, to watch for trends in crime, disorder, traffic, and other public safety concerns. The use of statistics and data in law enforcement help us make informed decisions about enforcement initiatives and priorities.

ANIMAL CONTROL ACTIVITY



CALLS FOR SERVICE
251



INTAKES
25



QUARANTINES
15

(All animals were healthy at the end of their quarantines)

Annual barn inspections were conducted of 33 facilities housing the following animals of which appeared free of contagious disease:

• Horses/Ponies/Minis	57	• Goats	8
• Cattle	47	• Waterfowl	10
• Llamas/Alpacas	2	• Pigeons	88
• Chickens	132	• Sheep	13

2023 was another exciting year for animal control. We had a great turn out for our annual town Rabies vaccine clinic in April where we were able to microchip and vaccinate many of our four legged residents! Foxborough also had a visit from a black bear as it made its way to a better home. We look forward to serving the Town of Foxborough's residents and their pets.



America's Game Ball Run



FIRE



MISSION

Foxborough Fire & Rescue provides first-class, full-time, professional fire and emergency medical services to the town of Foxborough and surrounding communities. Our organization strives to deliver all-hazards prevention, response, and mitigation to support a healthy, growing, and diverse community to exceed the expectations of those served

CORE VALUES

The Foxborough Fire & Rescue Department place great value on employees who possess and demonstrate the following core values, recognizing it is an important part of how the department serves the community. Foxborough Fire & Rescue members are: Prepared for Duty, Serving with Integrity, Responding with Compassion and Committed to Professional Excellence

Dear Foxborough Community Members and Residents,

As we reflect upon the passing year, we must share an overview of Foxborough Fire & Rescues' activities, accomplishments, and milestones. This Annual Report serves as a testament to our unwavering commitment to the safety and well-being of our community.

In 2023, your Foxborough Fire Department faced various challenges and triumphs, demonstrating resilience, dedication, and a steadfast commitment to service. This report encapsulates the collective efforts of our skilled firefighters, dedicated staff, and the community supporting us.

From emergency responses to fire prevention initiatives, community outreach, and ongoing training, this report provides insight into the multifaceted role your fire department plays in ensuring the safety and security of our town. As we navigate the dynamic landscape of emergency services, we continue to evolve and adapt to better meet the needs of our ever-growing community.

We invite you to explore the following pages, which detail the past year's highlights and provide a glimpse into how we have worked to protect lives, property, and the environment. As we embark on a new year, we sincerely thank you for the trust and support you have bestowed upon us.

Thank you for allowing us the privilege of serving you. We look forward to another year of continued collaboration, growth, and success.

Chief Michael Kelleher





COMMAND STAFF

Michael Kelleher
Fire Chief

Thomas Buckley
Assistant Fire Chief

David Laracy
Deputy Chief
Fire Prevention

Thomas Kenvin, EMT-P, RN
Deputy Chief
EMS Coordinator

Cory Shepardson
Lieutenant

Dawn Denizkurt
Department Administrator

Fr Steven Madden
Chaplain

Eoin Bohnert
Motor Pool Superintendent

GROUP 1

Captain
Andrew Puntini

Lieutenant
Matthew Treannie

Firefighter/EMT
Michael Goss

Firefighter/Medic
Robert Macmaster
Greg Gill
William Cavalieri
Joseph Cuddihy
Keith Hamilton
Jared Fahey

Call Firefighter/EMT
William McMullen

GROUP 2

Captain
Donald Treannie, Jr.

Lieutenant
Robert Lucas, Jr.

Firefighter/Medic
Scott Rogers
Joseph Dantona
Jason Galanti
Brian Grenier
Chris McNamara
Trevor Chute

GROUP 3

Captain
Adam Higgins

Lieutenant
Colin Sweeney

Firefighter/Medic
Paul Belham
Parker Merritt
Aidan Farrell
Austin Boyt
Jeffery Eszlari
Zach Smith
Jonathan Betro

GROUP 4

Captain
James Grenier

Lieutenant
Donald Treannie, III

Firefighter/Medic
Brian Foley
Sean Philbin
William Greaves
Alex Noonan
Harrison McComb
Jake Pantano

EMS



In 2023, Foxborough Fire & Rescue Emergency Medical Services (EMS) and Public Health worked tirelessly to ensure the well-being and safety of our community members. Despite many challenges, our dedicated team remained steadfast in their commitment to providing quality care and promoting public health initiatives.

Emergency Medical Services (EMS) Highlights: The EMS team responded to 2,600 emergency medical calls throughout the year, ranging from accidents and medical emergencies to weather-related disasters. Key initiatives and achievements of the EMS department in 2023 include:

Last January, the department worked closely with the veterinary team from Tufts Veterinary Hospital and Gillette Stadium to host one of the most significant recent single training events. In response to a mandate by the Massachusetts Office of Emergency Medical Services (OEMS) and the Department of Public Health, Nero’s

Law was enacted, requiring emergency medical providers to be trained in law enforcement K9 first aid. The department successfully completed the 3-hour training curriculum through combined virtual didactic and in-person training programs.

As pioneers in the state of EMS point-of-care ultrasound (POCUS), the department is moving toward the next evolution of POCUS. As a result of our current technology ending its user life, the department is working on upgrading to AI-assisted POCUS devices, which build on the solid foundational skills already acquired to bring the next level of diagnostic functionality. This technology allows our healthcare professionals to “visualize” chest, heart, and abdominal structures when treating patients to achieve better patient outcomes.

Public Health Highlights: The clinical public health department focused on preventive measures, health promotion, and disease surveillance to safeguard the well-being of our community. Key initiatives and achievements in 2023 include:

Mental health awareness programs: Recognizing the impact of the pandemic on mental well-being, the addition of Christina Larose (LICSW) as a community response social worker has significantly augmented the response capabilities of both the fire and police departments in addressing mental health challenges and provide resources for coping and resilience.

Conclusion: In 2023, Foxborough’s Emergency Medical Services demonstrated unwavering dedication and professionalism in serving our community. Their collaborative efforts, innovative initiatives, and tireless commitment to public health and safety have profoundly impacted our residents’ well-being. As we look towards the future, we remain committed to building upon these achievements and further enhancing our community’s health and resilience.

EMS CALLS VOLUME

Fire	107
Rescue/EMS	2271
False Alarm	509
Good Intent	247
Service Call	443
Haz Mat	175

EMS CALLS VOLUME

Advanced Life Support	1299
Basic Life Support	708
Patient Refusal of Care/Assist Only	100

FIRE PREVENTION

Two large projects were completed this past year: Gillette Stadium North End Zone and the Freedom Wind indoor skydiving building. The Gillette Stadium North End Zone project will surely be a local landmark. Suffolk Construction constructed the structure for the Kraft organization. The project's centerpiece, the lighthouse, stands 218' high and has spectacular views of the Boston and Providence skylines. Our personnel worked many hours conducting plan reviews and onsite inspections and over 8,000-man hours conducting fire watches and EMS details. We are proud of their commitment to our community and workplace safety. Erland Construction constructed the Freedom wind tunnel, offering an indoor skydiving experience in a controlled and safe environment. This is a unique building, not only in its architectural design but also in its fire protection challenges. The Foxborough Fire Department would like to recognize the late Maurice Pilette for his guidance with this project.



We've collaborated with the town's Building and Electrical Departments to establish a thorough plan review and site inspection process, ensuring that all installations adhere to building codes. Photovoltaic systems offer numerous applications, from rooftop setups providing electricity to homes to panels powering traffic lights. Although the technology principle remains consistent across different scales, the risk of fire associated with photovoltaic systems, when installed correctly, is exceedingly low.

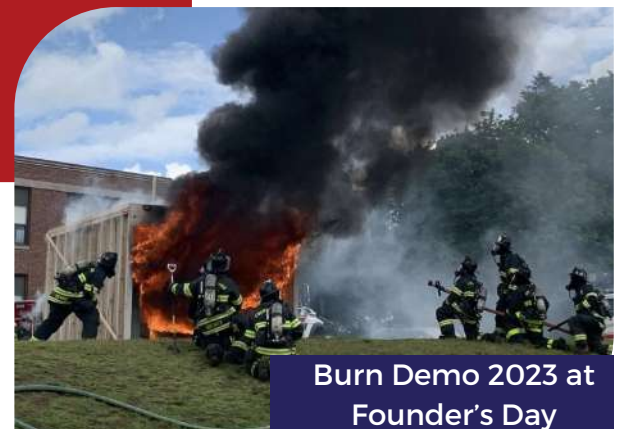
Similarly, the risk of fire linked with energy storage, also known as battery storage, is minimal. However, in the event of battery failure, our capacity to extinguish fires may be restricted by factors such as accessibility, location, and the surrounding construction. It's for this reason that we've developed such a comprehensive plan.

12	21E	22	Oil Tank Install
28	New Construction Final	12	Oil Tank Removal
183	26F	35	Fire Alarm Plan Review
2	Apt Building	46	General Plan Review
1	Blasting	1	Pre-Construction Meeting
25	General Bus./Restaurant	1	Pre-Construction Visit
3	Camp Inspection	25	Propane Storage
15	Fire Drill	41	Pyro Inspection
43	Fire Alarm Acceptance	7	School Inspection
12	Food Truck Inspection	1	Site Plan Review
6	On-site Fuel Storage	22	Site Visit
8	Group Home Inspection	44	Solar
7	Healthcare Inspection	18	Sprinkler Plan Review
19	Hood Installation	10	Sprinkler Acceptance
7	Hotel/Motel Inspection	40	Senior Safety Initiative
6	Oil Burner Install	9	Temporary Tent Review

711 TOTAL INSPECTIONS



Group 4 responding to a truck fire on County Street



Burn Demo 2023 at Founder's Day

NEW HIRES

Fire Fighter J. Derba
Fire Fighter J. Pantano
Fire Fighter Z. Smith
Fire Fighter T. Chute

PROMOTIONS

Lieutenant M. Treannie
Lieutenant C. Shepardson



RETIREMENTS



KRISTEN NAGOBADS
FIREFIGHTER
33 YEARS



JOHN COUROPACIS
FIREFIGHTER
30 YEARS

LOCAL 2252

On behalf of the Foxborough Professional Firefighters Association Local 2252, and the Executive board, I would like to thank the residents and town government for their support throughout the year. Local 2252 consists of 36 dues paying members served by a five person Executive Board elected for one year terms. Our union is strong, democratic and unified for common goals. The most important issue for us is the safety and well being of our firefighter/paramedics, followed by life safety, and property conservation to the residents of Foxborough and surrounding communities. 2023 brought many challenges for our membership as we responded to 4,258 runs over the course of the year, up 173 calls from the previous year. Our members face an ever changing landscape in the emergency response world with a continued increase in a wide variety of dynamic medical calls, as well as a multitude of fire related incidents. We have also continued to adapt to an increasing number of mental health related incidents along with our public safety partners. We would like to thank our Community Response Social Worker Christina LaRose for all of the amazing work she has done to help our FF/Paramedics navigate this important area of our discipline.

The Foxborough Professional Firefighters remain committed to local outreach and supporting those in need within the community. Our membership continues to host our annual events with a great deal of camaraderie and pride such as Open House, Founder's Day Parade and burn room demonstration, Senior Center Luncheon, and the Firefighter Retirees Dinner. We also donate to multiple charitable organizations and residents in need throughout the year. Our Explorer's Program is also one of the great contributions to the youth of the area that have interest in entering the fire service field. Thank you FF Joe Dantona and all of the other members that volunteer their time to educate and train the next generation of firefighters. This is the heart and soul of our organization and I cannot thank the members enough for all of their volunteered time to make all of these initiatives and events possible.

Our union is steadfast in being involved and standing with our brothers and sisters at the state and international levels of the firefighting world. We strive to keep our members safe, and advocate to improve wages, working conditions, and benefits for firefighters and their families. We will continue to support our legislative initiatives at the local, state, and federal level, to achieve what is fair, deserving, and just for our members who put their life on the line for others. This includes forcing manufacturers to remove dangerous chemicals (PFAS) from the very gear that is supposed to protect us while fighting fires. These forever chemicals are contributing to the alarming and surging number of cancer cases affecting our members across the state and country just by putting it on. Staying committed to the mental health well being of our members is also never been more important to our organization with a historic rise of depression, substance abuse and suicide across the country.

The members of this Local are some of the most talented, selfless, and compassionate individuals I have ever worked with. I am marveled by their heroic actions and contributions to this community on a daily basis. Thank you to the Executive Board members for all of the hard work you have done the past year. I look forward to leading this great organization into the upcoming year and beyond.

Donald R. Treannie III
President Local 2252
Foxborough Professional
Firefighters Association



Foxborough Fire Local 2252 Union

Local 2252 storefront features their "First Line of Defense Gear". Order Online and have your items shipped, or stop in at the station and say hello at 8 Chestnut St. Foxborough MA. The storefront is self funded and helps support many community initiatives as well as nationwide. Challenge Coins, Coffee Mugs, Hoodies, T-Shirts & more!





Opening Ceremonies for
Stairs For Troops
Tower Ladder 25 Group 4



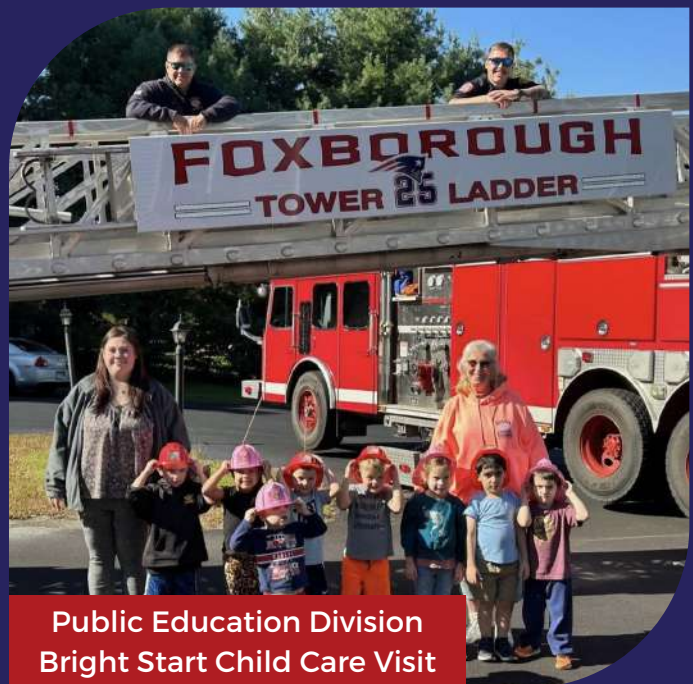
FFD Open House



New Hire Hydraulic Training



Thanksgiving ~ Group 2



Public Education Division
Bright Start Child Care Visit





New Rescue F550



FFD & FPD Annual Toy Drive



Honor Guard



Annual FFD Senior Center Cookout



FFD Award Committee presented members with Life Saving Awards

STADIUM ADVISORY COMMITTEE



MISSION

Our committee's mission under the Town Bylaw is to review Stadium Special Permit Applications, make recommendations, and observe events under the direction of the Town Manager and Select Board for event licenses submitted by the Kraft organization for events held in Gillette Stadium. The Town owns and leases the land area upon which the Stadium is built, and under the terms of the land lease, a Special Permit approval process by the Select Board is required.

George Bell Chair
Blair Crane Vice Chair
John Hardy Vice Chair
Joel Angelico **Timothy Eagan** **James Evans Jr.** **Ronald Hodgdon** **James Kelly**
Randy Briggs **Dennis Ohlson** **Thomas Rossbach** **Nathan Weber**

Under terms of the current amended Special Permit approval process the Stadium applies for an annual license for Special Permits for all then known events over 10,000 attendees scheduled to be held during the calendar year. Stadium events which materialize after the annual application (normally April) are brought forward later in the year to the Town Manager and reviewed individually based on their potential impacts to the community.

Upon receipt of the annual application and prior to the Select Board Public Hearing, the Stadium Advisory Committee holds a public meeting to review the events planned under the Stadium license application. Attendees, in addition to SAC members include leaders of the Town's Public Safety, Board of Health, Building Inspection Departments and all interested residents. The meeting focus is to identify and bring forward to the Select Board potential impacts to the Town; it's residents; it's public safety officials; abutting towns; and the event attendees. The SAC application review includes discussion regarding, public safety, traffic, parking, security, noise, access, insurance and neighborhood concerns to the Stadium and the Town. The SAC then provides the Select Board with a summary of the comments and recommendations.

An additional responsibility of the SAC is to have members present during all major Stadium events to observe the public safety and community impacts. While observing events, attending SAC members oversee the Gillette Stadium telephone HOT LINE (508-543-0350), responding to, investigating, and forwarding each complaint immediately to the on-duty Town Building Inspector for investigation. In addition, the SAC provides a summary Event Observation Hotline to the Town Manager and Select Board.

During the SAC public hearing to review the detailed initial 2023 annual license application, the Committee and public safety officials continue to be impressed with the comprehensive nature of the license and its format, including much detail in the areas of: Policing, Fire Protection/EMS, Traffic Management, Parking, Noise Levels, Public Restrooms, Debris, End Times, Counterfeit Tickets, Integrated Operations Plan, Complaints Policy and Event End Time Assessment Schedules. The SAC then provides the Select Board with a summary of the comments and recommendations.

As part of the upcoming 2024 review, based on extreme weather affecting the start times of certain 2023 events, Town Public Safety officials have voiced the need during mid-year SAC meetings to enhance the current license regulations to include language that would allow them flexibility to alter event end times, made under these circumstances.



SPORTS

New England Patriots
New England Revolution Soccer
Premier Lacrosse League Quarterfinals
America's Game - Army V. Navy

MOTORSPORT

Monster Jam

CONCERTS

Taylor Swift ERAS Tour - 3 Nights
Ed Sheeran - 2 Nights
Bruce Springsteen & the E Street Band
Beyonce
Luke Combs - 2 Nights
Karol G
Billy Joel & Stevie Nicks

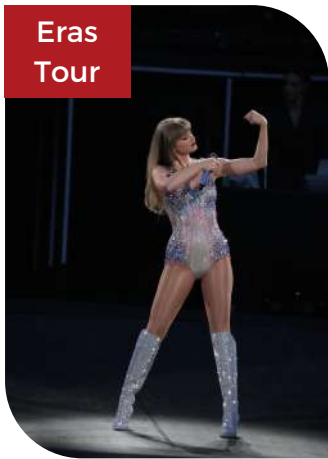


Army v. Navy



Ed Sheeran

Revenue from Stadium events are paid to the Town based on a Payment In Lieu of Taxes (PILOT) as the Stadium is located on land owned by the Town and leased to the Stadium. The PILOT is based on each ticket issued for all events. Concert and International Soccer ticket sales derive approximate revenues to the Town of \$ 3.16 each and football and soccer event ticket sales produce \$ 1.82 each. There is a minimum annual guaranteed payment threshold of \$ 1,579,232 minus the insurance payment. In addition, a fee is assessed for police oversight and non-stadium related office use.



Eras Tour

NE Patriots tickets	\$ 1,019,703
NE Revolution tickets	562,764
Concert tickets	1,560,226
Other Stadium events tickets	181,291
Miscellaneous ticket revenue	68,120
Kraft Headquarters office use	53,289
<hr/>	
	\$ 3,445,393

The above PILOT revenues are for the stadium land lease only. In addition, the Kraft owned Patriot Place retail complex and parking lot areas adjacent to the Stadium, are assessed property tax based on their assessed value and additionally generate meal and beverage tax revenue to the Town.

As an added benefit to Town residents, the Stadium, has initiated a Residents Rewards Program (FoxboroughResidents@GilletteStadium.com) which allows residents the register to have access to pre-purchase tickets to concert events, during designated sales windows, prior to offering them to the general public.

The SAC looks forward to working with the Town & Stadium officials in 2024 in the review of license applications and observance of Stadium events.

PUBLIC WORKS



MISSION

It is the mission of Foxborough Public Works to enhance Foxborough's quality of life, and through sound management, innovation, teamwork and vision, provide dependable, high quality, responsive public works and utility services, consistent with community values and at reasonable costs to Foxborough's citizens, businesses and visitors.

Chris Gallagher
DPW Director

Lance DelPriore
Assistant DPW Director

Jess Minton
Office Manager

Karen Cebrowski
Dept. Coordinator

Ryan Norton
GIS Analyst

Shawn Guillotte
Highway
Supervisor

Anthony Defazio
Highway Working
Supervisor

James Caffin
Tree & Parks
Supervisor

Linwood Colpritt
Tree & Parks
Working Supervisor

Adam Rouille
Equipment
Maintenance
Supervisor

Donald Zawatsky
Equipment
Maintenance
Working Supervisor

DPW services include snow and ice removal, stormwater management, water supply, treatment and distribution, sewage collection and pumping, vehicle fleet maintenance including school buses and police vehicles, improvement of roads and public property and maintenance of town green space. The Department of Public Works is comprised of Administration, Highway, Tree & Park, Vehicle Maintenance, Water, Sewer and Engineering including GIS.

A Complete Streets Grant was awarded in the amount of \$349,000 to reconstruct the East St and Cocasset St intersection. The intersection reconstruction includes improved sight distance for vehicular traffic, along with relocation of sidewalks and crosswalks in the area for improved safety of the pedestrians. The construction was completed in November 2023.

The Vehicle Maintenance Division continues to maintain a town fleet of over 180 vehicles. By performing all repairs in house we minimize down time of vehicles and reduce cost to all departments. Equipment that has passed its useful life and therefore removed from town operation continues to be auctioned off.

The Tree & Park Division maintains over 200 acres of green space, including athletic fields, school properties and town properties. Over 50 hazardous and diseased trees were removed from the Town roadways.



The DPW continues to be an integral part of the first responder's team in Foxborough. Field staff works through blizzards, torrential rain, and hurricane type storms removing downed trees and clearing flooded roads.

The department held two Household Hazardous Waste Day ("HHWD") events, at the DPW facility in 2023 at the DPW facility. The two events saw 340 vehicles drop material off. We also disposed of 4,444 feet of fluorescent, (collected at the DPW throughout the year). Total budget spent on the HHW event was \$18,531. There are two HHW events planned for 2024 including March 30 and October 26.

The DPW completed the reconstruction of the West St Dam. The new culvert that is part of the dam has been upgraded to meet the DEP stream crossing standards and reconnected 4.1 miles of stream. The team has created Emergency Action Plans for all town owned dams. The Glue Factory Pond and Crackrock Pond Dams are under evaluation to be removed from DCR jurisdiction.



DPW Open House



The Public Works team welcomes Kyle Sullivan and JB Sweeney to the Highway Division and Josh Robblee to the Tree & Park Division.

The Public Works team would like to thank Barbara Kelley for her 20 years of service as part of the Administration team and Fred Shannon for 31 years of service to the Highway Division. We wish them the best in their well-deserved retirement.



Happy Retirement Babs!



WATER & SEWER DEPARTMENT & COMMISSION



MISSION

The Foxborough Water and Sewer Department is dedicated to providing, protecting and maintaining the water supply/distribution system and sewer system for the Town of Foxborough. Our commitment is to supply quality water that complies with all State and Federal standards, to provide excellent customer service and education in water conservation, as well as to plan for future needs. The Water Department employees are essential first responders and the system is staffed 365 days per year.

WATER & SEWER COMMISSIONERS

Michael P. Stanton
Chair

Richard M. Pacella
Vice-Chair

Robert T. Garber
Clerk

Bob Worthley
Water Superintendent

Jessica Minton
Dept. Administrator

Rick Kadlik
Asst. Superintendent

Marisa Cloutier-Bristol
Dept. Coordinator

Tim Daniels
Asst. Superintendent

Cheryl Tacey
Water/Sewer
Systems Specialist

This has been an exciting year for the Water Division. The final testing of the new booster station on Hill Street has taken place. This booster pump will allow more of the stored water in the tanks at the top of Dudley Hill while maintaining water pressure in the system. This pump will allow about an extra two million gallons of water that is in storage to be able to be used on a daily basis.

PFAS (Per-and polyfluoroalkyl substances), or what are more commonly referred to as “forever chemicals”, have become a contaminate of concern. At the current Massachusetts Regulation of 20 parts per trillion for a combination of six of these compounds, treatment is not required. However, the EPA is expected to impose a new limit of four parts per trillion for PFOS and PFOA. With the expected lowering of this regulation, the Foxborough Water Department has secured a \$15 Million Dollar SRF loan for the construction of a PFAS removal plant. This first PFAS treatment plant will be located at Chestnut Street, alongside of the existing iron and manganese filtration plant.

The Water Division Staff Members have been working on complex software upgrades and are looking forward to wrapping up this important project.

On West Street, a replacement water main was constructed. This pipe will aid an area that has experience many breaks, as well as provide increased quality and volume.

South Street water main is under construction. This pipeline will bring water that contains iron and manganese to the Witch Pond Plant for treatment. One of the complex details for this project was to design the pipe to cross over Route 495.

The Water Division conducted a successful spring and fall flushing program. This required system maintenance helps remove sediments as well as improve water quality.



Water Restrictions

Watering restrictions are part of the Foxborough's Water Management act permit, and are not due to the Water Department's ability to produce water. The Water Department is regulated through MassDEP permits, and in these regulations Foxborough is required to limit what is known as "non-essential outdoor water use". The Water Department is required to implement the standard two nights of watering for odd and even addresses. These restrictions are a mandate from MassDEP, in order to preserve stream health and the survivability of fish. In 2022 the Water Resources Commission revised our permit and in addition to our standard two days per week watering, we will also be following the Massachusetts Drought Task Force restrictions as well.

The Water Department has received new permit requirements from the Water Resources Commission for our wells at the Witch Pond treatment plant. The revised permit requires increased water conservation efforts for our largest users. The Town is partnering with the Neponset River Watershed Association for assistance with this endeavor. We will also continue to offer rebates on low-flow toilets and washing machines along with being able to distribute low-flow shower heads, sink aerators and dye tablets for locating toilet leaks.

Sewer capacity is available to residents where sewer mains exist along with for new and re-development projects. The department continues to work on selling the capacity when available in order to pay down the debt incurred by expanding the treatment plant owned by the Mansfield, Foxborough, Norton (MFN) Sewer District.

The department will also continue to upgrade the sewer system with technological advances, included adding SCADA to the lift stations and meter locations for remote access and records.

The Town has been notified of a \$400,000 grant from the state to perform a feasibility study of shared municipal sewer options on Route 1.

The Water/Sewer department saw the successful advancement of Marisa Cloutier-Bristol as Department Administrator and the hiring of Haley Pimenta as Department Coordinator.



APPENDICES





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COMBINED BALANCE SHEET

COMBINED BALANCE SHEET - ENTERPRISE FUNDS

TOWN & SCHOOL SPECIAL REVENUE FUNDS

CAPITAL PROJECT & HIGHWAY FUNDS

TOWN TRUST & AGENCY FUNDS

GENERAL FUND APPROPRIATIONS ANALYSIS

GENERAL FUND CAPITAL APPROPRIATIONS SCHEDULE

WATER & SEWER ENTERPRISE FUND APPROPRIATIONS SCHEDULE

TAX LEVY RECAP

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SPECIAL TOWN MEETING MINUTES - JANUARY 2023

ANNUAL TOWN MEETING MINUTES - MAY 2023

SPECIAL TOWN MEETING MINUTES - OCTOBER 2023

149 SALARIES & WAGES 2023

COMBINED BALANCE SHEET
All Fund Types and Account Groups as of June 30, 2023 (Unaudited)

	Governmental Fund Types			Proprietary Fund Types		Fiduciary Fund Types		Account Groups		Totals (Memorandum Only)
	General	Special Revenue	Capital Projects	Enterprise	Internal Services	Trust and Agency	Long-term Debt			
Cash and cash equivalents	17,271,329.53	9,984,466.60	8,416,696.96	4,006,344.02		2,051,196.68			41,730,033.79	
Investments						21,193,210.58			21,193,210.58	
Receivables:										
Personal property taxes	147,655.68								147,655.68	
Real estate taxes	271,171.81								271,171.81	
Allowance for abatements and exemptions									0.00	
Tax liens	1,745,281.40	231.57		19,012.20					1,764,525.17	
Deferred taxes	9,188.10								9,188.10	
Motor vehicle excise	503,051.85								503,051.85	
Other excises									0.00	
User fees				974,136.73					974,136.73	
Utility liens added to taxes				2,425.65					2,425.65	
Departmental	350.00	602,418.48				564,762.52			1,167,531.00	
Special assessments		20,916.72		109,672.13					130,588.85	
Due from other governments	93,205.87	995,841.55	523,344.42						1,612,391.84	
Other receivables									0.00	
Foreclosures/Possessions	270,222.38								270,222.38	
Prepays									0.00	
Due to/from other funds									0.00	
Working deposit									0.00	
Inventory									0.00	
Fixed assets, net of accumulated depreciation									0.00	
Amounts to be provided - payment of bonds				33,445,509.72				25,707,000.00	59,152,509.72	
Amounts to be provided - long-term liability								222,000.00	222,000.00	
Amounts to be provided - vacation/sick leave									0.00	
Total Assets	20,311,456.62	11,603,874.92	8,940,041.38	38,557,100.45	0.00	23,809,169.78	25,929,000.00	129,150,643.15		

LIABILITIES AND FUND EQUITY

Liabilities:									
Warrants payable	1,046,665.99	344,516.91	310,101.91	192,521.68		5,025.76			1,898,837.25
Accounts payable	227,240.29			427,106.58					654,346.87
Accrued payroll and withholdings	3,411,030.52	27,410.14		27,215.35		900.00			3,466,556.01
Withholdings	17,987.71								17,987.71
Accrued claims payable									0.00
Due to/from other funds									0.00
Due to other governments							222,000.00		0.00
Other liabilities									0.00
Provision for Abatements & Exemptions	1,025,541.90								1,025,541.90

	Governmental Fund Types			Proprietary Fund Types		Fiduciary Fund Types	Account Groups	Totals
	General	Special Revenue	Capital Projects	Enterprise	Internal Services	Trust and Agency	Long-term Debt	(Memorandum Only)
Deferred revenue:								
Real and personal property taxes	(606,714.41)							(606,714.41)
Tax liens	1,745,281.40	231.57		19,012.20				1,764,525.17
Deferred taxes	9,188.10							9,188.10
Foreclosures/Possessions	270,222.38							270,222.38
Motor vehicle excise	503,051.85							503,051.85
Other excises								0.00
User fees				974,136.73				974,136.73
Utility liens added to taxes				2,425.65				2,425.65
Departmental	350.00	602,418.48				564,762.52		1,167,531.00
Special assessments		20,916.72		109,672.13				130,588.89
Due from other governments								0.00
Other receivables								0.00
Deposits receivable								0.00
Prepaid taxes/fees								0.00
Tailings	18,062.86							18,062.86
IBNR								0.00
Agency Funds								0.00
Notes payable								0.00
Bonds payable				33,445,509.72			25,707,000.00	59,152,509.72
Vacation and sick leave liability								0.00
Total Liabilities	7,667,908.59	995,493.82	1,455,102.24	35,197,600.04	0.00	570,688.28	25,929,000.00	70,670,792.64
Fund Equity:								
Reserved for encumbrances	2,066,519.96		223,832.59	523,486.55				2,813,839.10
Reserved for expenditures	2,883,844.00	2,404,748.00		306,419.00				5,595,011.00
Reserved for continuing appropriations								0.00
Reserved for petty cash								0.00
Reserved for appropriation deficit								0.00
Reserved for snow and ice deficit								0.00
Reserved for COVID-19 deficit	(124,616.68)							(124,616.68)
Reserved for debt service								0.00
Reserved for premiums								0.00
Reserved fund balance						265,397.02		0.00
Reserved for working deposit								265,397.02
Undesignated fund balance	7,817,800.75	8,203,633.10	8,406,106.88	2,529,594.86		22,973,084.48		47,400,625.21
Unreserved retained earnings								2,529,594.86
Investment in capital assets								0.00
Total Fund Equity	12,643,548.03	10,608,381.10	8,629,939.47	3,359,500.41	0.00	23,238,481.50	0.00	58,479,850.51
Total Liabilities and Fund Equity	20,311,456.62	11,603,874.92	8,940,041.38	38,557,100.45	0.00	23,809,169.78	25,929,000.00	129,150,643.15
PROOF BALANCE SHEET IS IN BALANCE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PROOF FUND BALANCE DETAIL AGREES TO THE BALANCE SHEET	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PROOF RECEIVABLES DETAIL AGREES TO THE BALANCE SHEET	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

COMBINED BALANCE SHEET - ENTERPRISE FUNDS AS OF JUNE 30, 2023
(Unaudited)

	Water Enterprise Fund	Sewer Enterprise Fund	Totals (Memorandum Only)
ASSETS			
Cash and cash equivalents	2,932,031.36	1,074,312.66	4,006,344.02
Investments			0.00
Receivables:			
User Fees	904,886.54	69,250.19	974,136.73
Special assessments		109,672.13	109,672.13
Utility liens added to taxes	2,425.65		2,425.65
Tax liens	16,977.82	2,034.38	19,012.20
Departmental			0.00
Other receivables			0.00
Due from other governments			0.00
Due to/from other funds			0.00
Prepays			0.00
Inventory			0.00
Fixed assets, net of accumulated depreciation			0.00
Amounts to be provided - payment of bonds	33,427,509.72	18,000.00	33,445,509.72
Total Assets	37,283,831.09	1,273,269.36	38,557,100.45
LIABILITIES AND FUND EQUITY			
Liabilities:			
Accounts payable	411,906.58	15,200.00	427,106.58
Warrants payable	168,379.49	24,142.19	192,521.68
Accrued payroll and withholdings	24,187.06	3,028.29	27,215.35
Other liabilities			0.00
Deferred revenue:			
User Charges	904,886.54	69,250.19	974,136.73
Special assessments		109,672.13	109,672.13
Utility liens added to taxes	2,425.65		2,425.65
Tax liens	16,977.82	2,034.38	19,012.20
Departmental			0.00
Other receivables			0.00
Due from other governments			0.00
Due to other governments			0.00
Bonds payable	33,427,509.72	18,000.00	33,445,509.72
Due to/from other funds			0.00
Vacation and sick leave liability			0.00
Total Liabilities	34,956,272.86	241,327.18	35,197,600.04
Fund Equity:			
Reserved for encumbrances	327,624.55	195,862.00	523,486.55
Reserved for expenditures	248,620.00	57,799.00	306,419.00
Reserved for continuing appropriations			0.00
Reserved for petty cash			0.00
Reserved for appropriation deficit			0.00
Reserved for debt service			0.00
Unreserved retained earnings	1,751,313.68	778,281.18	2,529,594.86
Investment in capital assets			0.00
Total Fund Equity	2,327,558.23	1,031,942.18	3,359,500.41
Total Liabilities and Fund Equity	37,283,831.09	1,273,269.36	38,557,100.45
PROOF	0.00	0.00	0.00

TOWN SPECIAL REVENUE FUNDS (2400, 2500, 2600, 2700, 2800, 2900)
Summary of Activity FY 2023

Department/ Description	Balance 7/1/2022	Receipts	Expenditures	Transfers/Adj	Accrued A/R	Balance 6/30/2023
2400 FEDERAL GRANTS						
24123127 FEMA Covid-19 Grant	(192,776.07)	238,656.58	1,566.00			44,314.51
24123128 ARPA Covid-19 Direct Grant	922,858.32	970,354.64	996,784.60			896,428.36
24123129 ARPA Covid-19 County Grant	(26,923.63)	500,000.00	992,405.60			(519,329.23)
24123132 FEMA Jan 2022 Snow Storm	(157,599.69)	163,945.61	6,345.92			(0.00)
24123133 ARPA FHA Walnut Earmark Grant	-	45,000.00	45,000.00			-
24123134 ARPA Booth Earmark	-					-
24123135 ARPA Skate Park Earmark	-					-
24123139 ARPA Walnut St Earmark	-					-
24210219 Traffic Enforcement	15,043.75	12,895.80	9,103.19	(15,043.75)		3,792.61
24220213 AFG Grant	-	45,714.28	45,714.28			-
	560,602.68	1,976,566.91	2,096,919.59	(15,043.75)		425,206.25
2500 STATE GRANTS						
25123100 Community Compact - IT	-	139,630.00	96,277.84			43,352.16
25123101 Community Compact - Land Use	-	198,960.00	42,470.00			156,490.00
25123113 Laundry Building State Grant	-	50,000.00	50,000.00			-
25162125 Extended Polling Hours	11,381.33	17,200.35	15,019.65			13,562.03
25175184 MGC Regional Marketing Grant	-					-
25175187 Non-Transportation Planning Grant	2,855.00	89,878.74	87,818.74			4,915.00
25210219 Safe & Drug Free School	1,091.53			(1,091.53)		-
25210231 Underage D Inking	9,282.96		2,208.98			7,073.98
25210233 MGC Public Safety Grant	-	56,280.25	56,280.25			-
25210234 DPH DV/SA Grant	-	100,000.00	99,900.16			99.84
25210236 Body Worn Camera Grant	-	68,178.36	68,178.36			-
25220238 Safe Grant	12,600.88	6,658.00	9,429.44			9,829.44
25220245 Regional HazMat	-	15,980.84	3,636.83	6,115.61		18,459.62
25220255 Ambulance Task Force	1,500.00		1,500.00			-
25220257 EMPG Grant	-	3,815.49	3,815.49			(0.00)
25220258 Firefighter Safety Equipment Grant	-	16,182.30	16,182.30			-
25220265 Homeland Security	10,571.50	13,168.64	13,168.64	(10,571.50)		-
25220266 AED Equipment Grant	-					-
25230228 911 Grant FY '18	1,617.00			(1,617.00)		-
25230229 911 State Grant	42,363.76			(42,363.76)		(0.00)
25230238 911 Training Grant FY '18	8,689.78			(8,689.78)		(0.00)
25410416 West Street Dam	589,332.98		562,131.82			27,201.16
25410417 Roundabout Lighting Grant	-					-
25410418 Complete Streets Grant	-					-
25410421 Housing Choice Grant	-					-
25410422 Shared Streets Grant	-	65,699.38	65,699.38			-
25410423 MassDOT WRAP Grant	-	308,725.15	308,725.15			-
25410424 Pedestrian Walkway/Parking Grant	-	47,130.00	47,130.00			-
25410426 MassWorks Walnut St Grant	-	34,750.00	28,750.00			6,000.00
25410427 MassDOT Comm/Walnut St Signal	-					-
25410428 Glue Factory Pond West Dam Grant	-					-
25510326 Community Septic	386,512.28	4,964.81	30,000.00			361,477.09
25510335 Emergency Preparedness	1,120.99					1,120.99
25510336 Emergency Preparedness Com	4,974.94	2,916.66	2,614.84			5,276.76
25510337 MAHB Covid Grant	1,602.73					1,602.73
25510338 CHNA Grant	-	4,700.00	3,388.00			1,312.00
25510339 Public Health Excellence Grant	224,742.78	(3,944.66)	185,827.39			34,970.73
25541353 Formula Grant	29,235.79	55,020.00	5,566.39			78,689.40
25541369 Hessco Grant	376.60					376.60
25541379 Covid-19 Transportation Grant	534.00		405.00			129.00
25541382 MCOA SIG Grant	-					-
25610375 Library State Aid	64,496.24	40,703.48	24,970.58			80,229.14
25692421 Arts Lottery	10,490.40	9,200.00	7,777.50			11,912.90
	1,415,373.47	1,345,797.79	1,838,872.73	(58,217.96)		864,080.57
2600 RECEIPTS RESERVED FOR APPROPRIATION						
26220250 EMS Receipts Reserved	3,042,979.44	2,195,955.59	1,882,287.00			3,356,648.03
	3,042,979.44	2,195,955.59	1,882,287.00			3,356,648.03
2700 REVOLVING						
27210400 Police Vehicle Revolving	101,992.44	35,860.00	46,507.22			91,345.22
27220400 Fire Apparatus Revolving	7,787.54	34,272.32	42,002.15			57.71
27220401 Public Health Revolving	72,622.08	30,223.67	41,766.83			61,078.92
27410400 Highway Revolving	3,604.76					3,604.76
27541360 Senior Trips & Programs Revolving	29,892.39	421,824.58	382,456.63			69,260.34
27541372 COA Human Services Revolving	287.53	250.00				537.53
27541373 COA Community Events Revolving	-					-
27631400 Recreation Revolving	324,662.23	322,284.39	256,055.36			390,891.26
27632400 Rec/Mill St Revolving	37,643.39	23,700.00	12,509.38			48,834.01
	78,492.36	68,414.96	781,297.57			665,609.75

TOWN SPECIAL REVENUE FUNDS (2400, 2500, 2600, 2700, 2800, 2900)
Summary of Activity FY 2023

Department/ Description	Balance 7/1/2022	Receipts	Expenditures	Transfers/Adj	Accrued A/R	Balance 6/30/2023
2800 GIFTS / OTHER SPECIAL REVENUE FUNDS						
28122102 Town Common Schneider Gift	2,652.56					2,652.56
28122108 Charles Fox Monument Fund	16,767.22					16,767.22
28122165 Commission on Disability Gift Fund	200.00					200.00
28123109 Town Common Flagpole Project	3,297.05					3,297.05
28123111 Child Sexual Abuse Prevention	5,150.00					5,150.00
28151120 Cable Advisory Board	1,300.00					1,300.00
28171103 Wetland Protection	11,936.12	1,472.50	6,003.08	(172,484.58)		7,405.54
28171104 Hocking Memorial Fund	843.00					843.00
28171130 Hersey Farm	5,805.34					5,805.34
28171131 Taunton River Coalition	82.76					82.76
28171450 Conservation Gift Fund	1,676.32					1,676.32
28171469 Dave Risch Memorial Garden	20.00					20.00
28175190 Sharon Wason Pavilion Gift Fund	2,222.60					2,222.60
28175192 Wayfinding Signage Gift	6,745.00		2,228.58			4,516.42
28210215 Bulletproof Vests	11,606.08	2,785.50	3,582.42			10,809.16
28210216 Law Enforcement Drug Gift	1,735.15	100.00				1,835.15
28210450 Police Gift Fund	1,125.72					1,125.72
28210480 K9 Gifts	1,150.00	300.00				1,450.00
28210481 Opiod Task Force Gift	10,000.00					10,000.00
28210482 Haiti Exchange Gifts	1,854.84					1,854.84
28220245 Regional HazMat	166,368.97	12,948.42	6,832.81			0.00
28220260 Underground Tank	9,834.96					9,834.96
28220450 Fire Gift Fund	2,904.03	1,090.35	296.90			3,697.48
28220483 FM Global Fire Prevention Gift	3,085.12		3,085.12			-
28220485 Fire Prevention Training	1,100.00					1,100.00
28292450 Animal Control Gift Fund	3,400.58	100.00				3,500.58
28292457 Cat Adoption	65.00					65.00
28430310 Recycling Bin Fund	470.00	145.00				615.00
28541361 Friends of Foxborough Seniors	3,045.41	2,173.00	2,291.73			2,926.68
28541362 Serenading Seniors	370.00		273.48			96.52
28541363 Lock Box Safety Program	140.00	205.00				345.00
28541364 Transportation & Mental Health	52,582.00	97,418.00	105,179.44			44,820.56
28541366 COA Gift Fund	11,382.54	3,195.14	5,985.81			8,591.87
28541367 Rotary Gift	237.99					237.99
28543450 Veterans Gift Fund	13,007.29	2,543.76	8,925.23			6,625.82
28543460 Veterans Homeless Prevention	200.00					200.00
28543465 Iraq/Afghanistan War Memorial	6,285.20					6,285.20
28543476 Veteran's Transportation Gift	1,234.35					1,234.35
28543477 War Memorial Upkeep	19,434.00					19,434.00
28610138 Beyond Books Gift Fund	324,930.38	197.35	17,700.00			307,427.73
28610380 Materials Replacement	10,644.78	2,085.36	1,165.38			11,564.76
28610450 Library Gift Fund	4,521.43	10,880.00	3,946.04			11,455.39
28610471 Materials Gift Fund	3,070.31					3,070.31
28610472 Museum Passes Gift Fund	-	3,799.00	1,849.00			1,950.00
28610488 Richard McGrane Gift Fund	50,000.00		6,237.94			43,762.06
28631410 Recreation Capital/Disperse Fund	46,154.47	24,385.65	26,669.81			43,870.31
28631450 Recreation Gift Fund	3,521.13	10,310.00	2,726.20			11,104.93
28631461 Skate Park Rehab	(0.00)					(0.00)
28631462 Recreation Scholarships	7,545.00					7,545.00
28631467 Booth Field Movie Night	558.93					558.93
28631473 Booth Camp Gifts	-	5,000.00	1,262.09			3,737.91
28631474 Dodgeball Gifts	45.00		42.34			2.66
28631478 Touch A Truck Sponsors	473.31		468.11			5.20
28631479 Fishing Derby Gifts	175.05	150.00				325.05
28632450 Mill St. Gift Fund	818.19					818.19
28691450 Historical Comm Gift Fund	1,584.55	70.00				1,654.55
28691451 Historical Comm Cemetery Gifts	16,698.78					16,698.78
28691452 Common Bench Fund	45.91					45.91
28691453 Books & Memorabilia	3,940.80	1,120.00	850.61			4,210.19
28691454 Veterans Markers	-	4,641.00	4,382.79			258.21
28692450 Arts Council Gift Fund	1,081.00	21,171.57	7,665.01			14,587.56
28751340 Bond Premium High School	3,964.72		909.81			3,054.91
28751341 Bond Premium Oak St & Library	205,574.77		35,107.90			170,466.87
28751342 Bond Premium Town Hall	163,634.53		24,148.77			139,485.76
28751343 Bond Prem. Water Infrastructure	527,924.08		44,111.72			483,812.36
28945490 Insurance Claims Recovery	-	112,788.87	30,083.28			82,705.59
28945491 MIIA Flex	-	625.00	625.00			-
28945492 MIIA Wellness	-	20,000.00	20,000.00			-
	1,758,224.32	341,700.47	374,636.40	(172,484.58)		1,552,803.81

**TOWN SPECIAL REVENUE FUNDS (2400, 2500, 2600, 2700, 2800, 2900)
SUMMARY OF ACTIVITY FY 2023**

Department/ Description	Balance 7/1/2022	Receipts	Expenditures	Transfers/Adj	Accrued A/R	Balance 6/30/2023
2900 OTHER SPECIAL REVENUE FUNDS						
29122165 Accessible Parking Fines	19,960.65	10,730.00	492.16			30,198.49
29122170 Economic Development	34,520.59	35,000.00	278.04			69,242.55
29210230 Law Enforcement Evidence	31,047.47	47,735.99	1,000.00			77,783.46
29220252 Solar Training	1,661.06		549.00			1,112.06
29410140 Transportation Infrastructure	15,146.70	6,317.60				21,464.30
29543487 Veteran's Cost of Living Adjustment	5,688.00		5,688.00			-
29913685 Workers Comp	-	164,457.56	123,577.55	(40,880.01)		(0.00)
	108,024.47	264,241.15	131,584.75	(40,880.01)		199,800.86
	7,463,696.74	6,992,676.87	7,105,598.04	(286,626.30)		7,064,149.27

**SCHOOL SPECIAL REVENUE FUNDS (2450, 2550, 2750, 2850)
SUMMARY OF ACTIVITY FY 2023**

Department/ Description	Balance 7/1/2022	Receipts	Expenditures	Transfers/Adj	Accrued A/R	Balance 6/30/2023
2450 FEDERAL GRANTS						
ESSER III (119)	64,362.48	263,905.00	332,785.48			(4,518.00)
Title II-A Teacher Quality (140)	-	35,001.00	33,151.02			1,849.98
Title III (180)	0.28	2,113.00	800.00			1,313.28
Mask Reimbursement (225)	12,511.14	(12,511.14)	-			(0.00)
SPED 94-142 (240)	10,449.20	607,971.00	695,904.84			(77,417.64)
American Rescue Plan IDEA (252)	14,251.00	119,623.00	133,734.24	67.00		139.76
IDEA ARP (264)	1,267.00	11,409.00	912.87			11,765.13
SPED Early Childhood (262)	68.53	23,959.00	22,868.68	2.00		1,089.85
Title I (305)	8,586.47	100,908.00	104,316.28	(69.00)		5,178.19
Title IV (309)	-	10,000.00	10,000.00			-
	111,496.10	1,162,377.86	1,334,473.41			(60,599.42)
2550 STATE GRANTS						
School Health Services (290)	54,649.73	39,805.20	93,208.74			1,246.19
CHSH Workforce Investment (292)	-	100,000.00	93,133.60			6,866.40
Social Emotional Learning (311)	36,852.91	38,914.28	71,472.19			4,295.00
Metco (317)	9,922.98	253,221.07	263,144.05			(0.00)
Social Mental Health (332)	-	203,830.00	170,751.45			33,078.55
Circuit Breaker (750)	1,041,526.14	1,662,610.00	1,043,526.11			1,660,610.03
	1,142,951.76	2,298,380.55	1,735,236.14			1,706,096.17
2750 REVOLVING FUNDS						
IT Technology Revolving	13,376.52	22,570.00				1,903.75
Athletic Revolving Fund	61,595.88	78,624.31	34,042.77			96,642.72
Music Revolving Fund	8,103.21	12,213.00	43,577.47			7,901.18
Adult Education	63,813.61	20,853.50	12,415.03			47,885.87
Summer School	73,913.81	34,982.70	36,781.24			65,757.10
Building Rental Fund	68,456.73	139,397.38	43,139.41			153,449.09
Preschool Tuition Fund	288,162.62	102,238.56	54,405.02			314,544.00
Extended School Services	139,119.03	508,405.51	75,857.18			196,919.48
Off Duty Transportation	25,770.96	28,069.28	450,605.06			23,460.74
Insurance Recovery	3,635.12		30,379.50			3,635.12
Burrell Materials Replacement	18.68					18.68
Igo Materials Replacement	38.20	26.94				65.14
Taylor Materials Replacement	62.67					62.67
MS Materials Replacement	968.15	116.00				1,084.15
HS Materials Replacement	11,319.91	188.00				11,507.91
Guidance Transcripts	953.35	295.00				1,153.16
HS Turf Field	23,635.00	5,400.00	95.19			29,035.00
	782,943.45	953,380.18	781,297.87			955,025.76
2850 OTHER SPECIAL REVENUE FUND						
Gift Fund - Education	67,556.17	72,297.39	22,452.46			117,401.10
BWH Health Initiative	14,077.16		12,852.70			1,224.46
Graduation Safety	1,000.00	500.00	406.00			1,094.00
Scholarships Gifts & Donations	21,262.11	6,200.00	13,500.00			13,962.11
HS Turf Field	-					-
	103,895.44	78,997.39	49,211.16			133,681.67
	2,141,286.75	4,493,135.98	3,900,218.58			2,734,204.15

CAPITAL PROJECT & HIGHWAY IMPROVEMENT FUNDS (3100-3300,6030, 6130)
Summary of Activity FY 2023

	Balance 7/1/2022	Receipts	Expenditures	Transfers In/Out	Balance 6/30/2023
3100 CAPITAL PROJECTS FUND - TOWN					
31410501 DPW Facility Renovation	-	-	-	800,000.00	800,000.00
	-	-	-	800,000.00	800,000.00
3200 CAPITAL PROJECTS FUND - SCHOOL					
32311540 Burrell Renovation	2,281,573.90	378,327.00	1,154,625.52	(800,000.00)	705,275.38
	2,281,573.90	378,327.00	1,154,625.52	(800,000.00)	705,275.38
3300 HIGHWAY IMPROVEMENTS FUND					
33410400 Roadway Improvements (CHP90)	-	523,344.42	523,344.42	-	-
33410812 Roads	-	-	-	-	-
	-	523,344.42	523,344.42	-	-
6030 WATER CAPITAL PROJECTS FUND					
63450556 Water Infrastructure	5,312,988.21	-	181,448.76	-	5,131,539.45
63450557 Water Vehicle Storage & Building	400,000.00	-	-	-	400,000.00
63450563 Water Infrastructure	3,505,541.20	-	1,917,333.27	-	1,588,207.93
	9,218,529.41	-	2,098,782.03	-	7,119,747.38
6130 SEWER CAPITAL PROJECTS FUND					
63460560 Greenview Estates Sewer Capital	13,916.71	-	9,000.00	-	4,916.71
	13,916.71	-	9,000.00	-	4,916.71
	11,514,020.02	901,671.42	3,785,751.97	-	8,629,939.47

TOWN TRUST & AGENCY FUNDS (8000, 8100, 8200, 8900)
Summary of Activity FY 2023

Department/ Description	Balance 7/1/2022	Receipts	Expenditures	Transfers/Adj	Accrued A/R	Balance 6/30/2023
8000 OPEB TRUST FUND						
80915680 OPEB Trust	12,730,788.86	3,389,948.57				16,120,737.43
	12,730,788.86	3,389,948.57				16,120,737.43
8100 NON-EXPENDABLE TRUST FUNDS						
81300650 Dix Memorial Fund	186,885.63	24,938.72				211,824.35
81300651 Campbell Trust Fund	8,184.39					8,184.39
81610611 Alden Trust Fund	500.00					500.00
81610612 Boyden Trust Fund	1,000.00					1,000.00
81610613 S. Boyden Trust Fund	3,000.00					3,000.00
81610614 Carpenter Trust Fund	500.00					500.00
81610615 Crocker Trust Fund	1,000.00					1,000.00
81610616 Grigsby Trust Fund	3,000.00					3,000.00
81610617 Hall Trust Fund	1,500.00					1,500.00
81610618 Haynes Trust Fund	10,000.00					10,000.00
81610619 Edward Lawson Fund	1,500.00					1,500.00
81610620 Shpiner Trust Fund	10,000.00					10,000.00
81610621 Evelyn Thomas Trust	124,138.70					124,138.70
81610622 Edward Thomas Trust	18,426.00					18,426.00
	369,634.72	24,938.72				394,573.44
8200 EXPENDABLE TRUST FUNDS						
82122150 Stabilization Fund	4,152,859.08	279,228.29				4,432,087.37
82122155 CIP/Stabilization Fund	288,786.09	6,578.51				295,364.60
82220151 Fire Stabilization Fund	100,000.00	974.83	50,000.00			50,974.83
82300650 Dix Memorial Fund	12,293.20	178.99	1,000.00			11,472.19
82300651 Campbell Trust Fund	154.60	127.54				282.14
82300652 Stripp Scholarship Trust	17,885.52	274.02	2,500.00			15,659.54
82300653 Oscar & Ruth Roost Sch	82,327.96	49.77	3,000.00			79,377.73
82300654 Susan E Roost Sch	73,839.64	45.08	3,000.00			70,884.72
82300655 C & E Waterhouse Sch	23,222.31	14.46	200.00			23,036.77
82300656 H.Biggame Sch	37,302.07	570.68	1,000.00			36,872.75
82300657 McWilliam Sch	-	78,398.05				78,398.05
82610610 Boyden Library Memorial Fund	20,776.59	787.42				21,564.01
82610611 Alden Trust Fund	8,936.02	357.57				9,293.59
82610612 Boyden Trust Fund	7,594.07	325.71				7,919.78
82610613 S. Boyden Trust Fund	25,557.06	1,082.19				26,639.25
82610614 Carpenter Trust Fund	9,783.88	389.71				10,173.59
82610615 Crocker Trust Fund	10,921.18	451.78				11,372.96
82610616 Grigsby Trust Fund	3,834.34	258.99				4,093.33
82610617 Hall Trust Fund	3,625.42	194.25				3,819.67
82610618 Haynes Trust Fund	3,830.89	524.14				4,355.03
82610619 Edward Lawson Fund	1,266.39	104.87				1,371.26
82610620 Shpiner Trust Fund	39,820.57	1,888.00				41,708.57
82610621 Evelyn Thomas Trust	50,555.06	6,620.23				57,175.29
82610622 Edward Thomas Trust	6,954.82	961.86				7,916.68
82610623 Waterhouse Fund	14,029.26	531.66				14,560.92
82610624 Wallace Hall - New Library	30,863.32	1,169.48				32,032.80
	38,490.49	382,088.08	60,700.00			5,0348,407.42

TOWN TRUST & AGENCY FUNDS (8000, 8100, 8200, 8900)
Summary of Activity FY 2023

Department/ Description	Balance 7/1/2021	Receipts	Expenditures	Transfers/Adj	Accrued A/R	Balance 6/30/2022
8900 AGENCY FUNDS						
89122700 Gillette Stadium Management	27,723.60	17.34				27,740.94
89122701 Log Cabin Security Deposit	1,888.27	1.18				1,889.45
89123775 Comm Parking Lot Perf. Bond	250.00					250.00
89171710 Richard T. Madde	645.55	0.41				645.96
89175722 Automated Emblem	6,743.09	4.22				6,747.31
89175725 Church of Latter Day	3,971.64	2.49				3,974.13
89175726 Cook Road Bond	3,701.00					3,701.00
89175727 Dudley Hills Estates	3,148.38					3,148.38
89175728 FBC Realty Trust	6,790.05	4.25				6,794.30
89175729 Forest Road Bond	1,500.00					1,500.00
89175730 Foxborough Comm'l Assoc.	18,851.70	11.79				18,863.49
89175733 Groveview Estates	4,656.18	2.89				4,659.07
89175734 JJM-65 E Belcher Rd	1,278.00	0.82				1,278.82
89175735 K&M Realty Trust	6,135.60	3.84				6,139.44
89175737 Oil Time-227 Cocasset	5,882.16	3.68				5,885.84
89175739 Tree Tech	1,961.45	1.23				1,962.68
89175752 Highlawn Recr-Norwood Bank	1,796.19					1,796.19
89175753 Sumner Estates-Jake Develpmt.	29,774.17	28.62				29,802.79
89175756 Fox Woods Subdivision	11,509.04					11,509.04
89175758 WP Foxborough Assoc.	10,249.18	6.41				10,255.59
89175760 Affordable Housing Mitigation	282,500.00					282,500.00
89175761 Autumn Estates	25,772.55					25,772.55
89175767 Village Estates	5,223.61	3.26	5,225.13	(1.74)		(0.00)
89175769 35-45 Panas Rd Exp	30,531.48	18.40				30,549.88
89175770 2 Summer St Tree Bond	2,034.16	1.97				2,036.13
89175778 105 Washington Street	22,228.15	13.90				22,242.05
89175779 Lawson Farm Subdivision	37,911.54	375,191.62				413,103.16
89175801 108 South St Subdivision	23,812.25	(4.46)	23,807.54	(0.25)		-
89175802 21 Market St. D. King	15,007.92	9.38				15,017.30
89175803 29 Wall St	50,009.67	31.28				50,040.95
89175804 11 Spring Brook Road	4,315.40	4.56	3,064.25			1,255.71
89175805 NPS Centralized Parking	12,400.14	1.56	11,222.50			1,179.20
89175806 5 Spring Brook Road	5,000.24	3.12				5,003.36
89175807 11 Spring Brook Road #2	20,000.09	2.51				20,002.60
89175808 2 Washington St	17,400.08	1.24	17,400.00	(1.32)		0.00
89175809 204 East St	6,300.03	3.94	4,038.25			2,265.72
89175813 Pine Estates	-	5,803.57				5,803.57
89175815 10 Mechanic St Perf Deposit	-	15,009.22				15,009.22
89175816 Orchard Place Subdivision	-	27,312.25	25,309.46			2,002.79
89175817 33 Commercial Street	-	5,002.88	3,497.25			1,505.63
89175818 61 E Belcher Road	-	6,002.91	4,613.00			1,389.91
89175819 7 Perry Drive	-					-
89176711 Walnut Street	-	13,444.31	11,180.00			2,264.31
89176751 119 Morse St	-	30,013.98	24,197.75			5,816.23
89176765 Domain Mitigation-General	7,658.32		5,234.46			2,423.86
89176766 Domain Mitigation-Roads	(256,810.02)	2,896,285.09	3,236,627.74			(597,152.67)
89210850 Police Off-Duty Details		8,262.50	4,800.00			3,462.50
89211000 Police Drug Fund	8,282.36	(3,996.26)				4,286.10
89220850 Fire Off-Duty Details	(168,797.96)	1,355,010.43	1,446,664.96			(260,452.49)
89241850 Inspection Off-Duty Details	-	7,330.34	7,031.99			298.35
89321990 Student Activities-AHERN MS	28,502.30	46,430.20	42,911.89			32,020.61
89331990 Student Activities-HIGH SCHOOL	153,552.16	292,893.00	280,470.19			165,974.97
89422800 Road Openings	41,490.00	9,500.00	9,500.00			41,490.00
89410850 DPW Off-Duty Details	-					-
89450850 Water Off-Duty Details	217.57	12,262.07	12,479.64			(0.00)
89915691 MIIA Group Insurance	704,676.82	10,848,492.35	10,889,458.90			663,710.27
	1,227,674.11	15,950,430.29	16,068,734.90	(3.31)	-	1,109,366.19
	19,355,117.03	19,747,405.66	16,129,434.90	(3.31)	-	22,973,084.48

ANALYSIS OF GENERAL FUND APPROPRIATIONS AT JUNE 30, 2023

Account name (account code/dept) - (Note 1)	Original Appropriation	Transfer In (Note 2)	Adjusted Budget	Expenditures	Encumbrances	To Revenue (Note 3)
1. Board of Selectmen (122)						
Current: Expenses	\$38,518.00		\$38,518.00	\$36,295.54		\$2,222.46
2. Town Manager's Office (123)						
Current: Salaries	\$547,425.00	\$39,665.00	\$587,090.00	\$582,910.78		\$4,179.22
Expenses	<u>\$85,209.00</u>	<u>(\$3,000.00)</u>	<u>\$82,209.00</u>	<u>\$77,034.65</u>		\$5,174.35
Total - Town Manager's Office	<u>\$632,634.00</u>	<u>\$36,665.00</u>	<u>\$669,299.00</u>	<u>\$659,945.43</u>		<u>\$9,353.57</u>
3. Finance Department (130)						
Current: Salaries	\$1,101,013.00	(\$21,186.00)	\$1,079,827.00	\$1,065,421.62		\$14,405.38
Expenses	<u>\$388,929.00</u>	<u>\$35,000.00</u>	<u>\$423,929.00</u>	<u>\$418,925.90</u>		<u>\$5,003.10</u>
Total - Finance Department	<u>\$1,489,942.00</u>	<u>\$13,814.00</u>	<u>\$1,503,756.00</u>	<u>\$1,484,347.52</u>		<u>\$19,408.48</u>
4. Advisory Committee (141)						
Current: Salaries	\$2,150.00		\$2,150.00	\$741.42		\$1,408.58
Expenses	<u>\$350.00</u>		<u>\$350.00</u>	<u>\$250.00</u>		<u>\$100.00</u>
Total - Advisory Committee	<u>\$2,500.00</u>		<u>\$2,500.00</u>	<u>\$991.42</u>		<u>\$1,508.58</u>
5. Reserve Fund (142)						
Current: Expenses	\$75,000.00		\$75,000.00	\$0.00		\$75,000.00
6. Salary Reserve Fund (143)						
Current: Expenses	\$275,000.00	(\$275,000.00)	\$0.00	\$0.00		\$0.00
7. Legal Services (151)						
Current: Expenses	\$180,090.00		\$180,090.00	\$174,658.21		\$5,431.79
8. GIS/IT (156)						
A. Elections (170-162)						
Current: Expenses	\$68,976.00		\$68,976.00	\$52,154.51	\$10,000.00	\$6,821.49
9. Town Clerk & Elections/Registrations (163)						
Current: Salaries	\$238,357.00	\$5,624.00	\$243,981.00	\$243,337.61		\$643.39
Expenses	<u>\$38,150.00</u>	<u>\$0.00</u>	<u>\$38,150.00</u>	<u>\$34,020.06</u>		<u>\$4,129.94</u>
Total - Town Clerk	<u>\$276,507.00</u>	<u>\$5,624.00</u>	<u>\$282,131.00</u>	<u>\$277,357.67</u>		<u>\$4,773.33</u>
10. Land Use & Economic Development (175)						
Current: Salaries	\$719,802.00	\$99,990.00	\$819,792.00	\$817,660.86		\$2,131.14
Expenses	<u>\$75,104.00</u>	<u>(\$15,000.00)</u>	<u>\$60,104.00</u>	<u>\$46,921.07</u>		<u>\$13,182.93</u>
Total - Conservation	<u>\$794,906.00</u>	<u>\$84,990.00</u>	<u>\$879,896.00</u>	<u>\$864,581.93</u>		<u>\$15,314.07</u>
11. Municipal Buildings						
Current: Salaries	\$107,706.00	\$0.00	\$107,706.00	\$105,410.34		\$2,295.66
Expenses	<u>\$669,000.00</u>	<u>\$90,000.00</u>	<u>\$759,000.00</u>	<u>\$749,715.27</u>		<u>\$9,284.73</u>
Total - Municipal Buildings	<u>\$776,706.00</u>	<u>\$90,000.00</u>	<u>\$866,706.00</u>	<u>\$855,125.61</u>		<u>\$11,580.39</u>
12. Police Department (210)						
Current: Salaries	\$4,802,195.00	(\$92,218.00)	\$4,709,977.00	\$4,586,915.03		\$123,061.97
Expenses	\$416,828.00	\$0.00	\$416,828.00	\$415,474.37		\$1,353.63
Capital Outlay	<u>\$166,128.00</u>	<u>\$0.00</u>	<u>\$166,128.00</u>	<u>\$166,128.00</u>		<u>\$0.00</u>
Total - Police Department	<u>\$5,385,151.00</u>	<u>(\$92,218.00)</u>	<u>\$5,292,933.00</u>	<u>\$5,168,517.40</u>		<u>\$124,415.60</u>
13. Fire Department (220)						
Current: Salaries	\$4,187,881.00	\$240,571.00	\$4,428,452.00	\$4,417,995.64		\$10,456.36
Expenses	\$314,191.00	\$10,000.00	\$324,191.00	\$324,191.00		\$0.00
Capital Outlay	<u>\$28,000.00</u>	<u>\$0.00</u>	<u>\$28,000.00</u>	<u>\$28,000.00</u>		<u>\$0.00</u>
Total - Fire Department	<u>\$4,530,072.00</u>	<u>\$250,571.00</u>	<u>\$4,780,643.00</u>	<u>\$4,770,186.64</u>		<u>\$10,456.36</u>
14. SEMRECC (230)						
Current: Expenses	\$310,000.00	(\$10,000.00)	\$300,000.00	\$300,000.00		\$0.00
15. Joint Public Safety Building (235)						
Current: Salaries	\$59,530.00	\$27,000.00	\$86,530.00	\$85,848.67		\$681.33
Expenses	\$10,191.00	\$0.00	\$10,191.00	\$9,565.81		\$625.19
Total - Joint Public Safety Building	<u>\$69,721.00</u>	<u>\$27,000.00</u>	<u>\$96,721.00</u>	<u>\$95,414.48</u>		<u>\$1,306.52</u>
16. Foxborough Public Schools (300)						
Current: Expenses & Salaries	\$38,616,014.00		\$38,616,014.00	\$37,289,767.50	\$927,988.65	\$398,257.85
17. Southeastern Regional (390)						
Current: Expenses	\$865,347.00		\$865,347.00	\$865,347.00		\$0.00
18. Public Works (410)						
Current: Salaries	\$1,578,350.00	\$31,675.00	\$1,610,025.00	\$1,563,489.00		\$46,536.00
Expenses	\$539,950.00	\$0.00	\$539,950.00	\$534,846.36		\$5,103.64
Capital Outlay	<u>\$30,000.00</u>	<u>\$0.00</u>	<u>\$30,000.00</u>	<u>\$30,000.00</u>		<u>\$0.00</u>
Total - Public Works	<u>\$2,148,300.00</u>	<u>\$31,675.00</u>	<u>\$2,179,975.00</u>	<u>\$2,128,335.36</u>		<u>\$51,639.64</u>
19. Snow & Ice (423)						
Current: Salaries	\$33,500.00		\$33,500.00	\$102,489.03		(\$68,989.03)
Expenses	\$170,800.00		\$170,800.00	\$223,427.65		(\$52,627.65)
Capital Outlay	<u>\$13,000.00</u>		<u>\$13,000.00</u>	<u>\$16,000.00</u>		<u>(\$3,000.00)</u>
Total - Snow & Ice	<u>\$217,300.00</u>		<u>\$217,300.00</u>	<u>\$341,916.68</u>		<u>(\$124,616.68)</u>

Account name (account code/dept) - (Note 1)	Original Appropriation	Transfer In (Note 2)	Adjusted Budget	Expenditures	Encumbrances	To Revenue (Note 3)
20. Street Lighting (424)						
Current: Expenses	\$75,000.00	\$10,000.00	\$85,000.00	\$84,425.59		\$574.41
21. Solid Waste Collection & Disposal (433)						
Current: Expenses	\$40,050.00		\$40,050.00	\$36,917.55		\$3,132.45
22. Board of Health (510)						
Current: Salaries	\$263,789.00	\$884.00	\$264,673.00	\$255,702.62		\$8,970.38
Expenses	<u>\$26,570.00</u>	<u>\$0.00</u>	<u>\$26,570.00</u>	<u>\$22,547.11</u>		<u>\$4,022.89</u>
Total - Board of Health	\$290,359.00	\$884.00	\$291,243.00	\$278,249.73		\$12,993.27
23. Human Services (541)						
Current: Salaries	\$676,312.00	\$26,252.00	\$702,564.00	\$693,720.48		\$8,843.52
Expenses	<u>\$286,450.00</u>	<u>\$0.00</u>	<u>\$286,450.00</u>	<u>\$247,658.85</u>		<u>\$38,791.15</u>
Total - Council on Aging	\$962,762.00	\$26,252.00	\$989,014.00	\$941,379.33		\$47,634.67
24. Library (610)						
Current: Salaries	\$917,314.00	(\$13,257.00)	\$904,057.00	\$877,657.20		\$26,399.80
Expenses	\$262,300.00	\$30,000.00	\$292,300.00	\$292,300.00		\$0.00
Capital Outlay	<u>\$3,000.00</u>	<u>\$0.00</u>	<u>\$3,000.00</u>	<u>\$3,000.00</u>		<u>\$0.00</u>
Total - Library	\$1,182,614.00	\$16,743.00	\$1,199,357.00	\$1,172,957.20		\$26,399.80
25. Debt Service - Principal (710)						
Current: Expenses	\$2,556,000.00		\$2,556,000.00	\$2,556,000.00		\$0.00
26. Debt Service - Interest (751)						
Current: Expenses	\$911,054.00		\$911,054.00	\$910,894.61		\$159.39
27. Debt Service - Expenses (760)						
Current: Expenses	\$25,000.00	(\$24,000.00)	\$1,000.00	\$35.18		\$905.12
28. Retirement Assessment (911)						
Current: Expenses	\$5,871,763.00		\$5,871,763.00	\$5,871,763.00		\$0.00
29. Unemployment Compensation (914)						
Current: Expenses	\$87,125.00	(\$20,000.00)	\$67,125.00	\$63,480.98		\$3,644.02
30. Group Insurance (915)						
Current: Expenses	\$9,415,611.00	(\$123,000.00)	\$9,292,611.00	\$8,857,632.98		\$434,978.02
31. Risk Management (945)						
Current: Expenses	\$837,245.00		\$837,245.00	\$802,624.09	\$30,000.00	\$4,620.91
TOTAL	\$79,972,668.00	\$50,000.00	\$80,022,668.00	\$77,459,392.40	\$1,396,204.29	\$1,161,639.52

see note #2

see note #3

\$124,616.68 S&I Deficit (add back)
1,286,256.20 Close to Free Cash

Notes:

1. Each numbered account is a separate appropriation.
2. "Transfers In/Out" includes transfers from Free Cash and Reserve Fund/Salary Reserve Fund (items #6 & #7) and appropriation transfers per MGL Chp 44 Sec 33B.
3. The column "To Revenue" shows the unexpended balance of the appropriation that was returned to the General Fund balance at year end, with the following exceptions:
 - a. Account 24 - Snow & Ice: This account is legally permitted to overspend the appropriation, with any deficit required to be added to next year's tax levy.

GENERAL FUND CAPITAL APPROPRIATIONS SCHEDULE
Unaudited Fiscal Year End 2023

	FY2023 Budget	Budget Supplement	Transfers	FY2023 Actual	FY2023 To Revenue
130 FINANCE / INFORMATION SYSTEMS					
Capital Improvements	125,000			125,000	-
163 TOWN CLERK / ELECTIONS					
Capital Improvements	35,000			35,000	-
192 MUNICIPAL BUILDINGS					
Capital Improvements	200,000			174,988	25,012
210 POLICE					
Capital Improvements	49,844			49,836	8
220 FIRE					
Capital Improvements	282,287			282,285	2
235 JOINT PUBLIC SAFETY					
Capital Improvements	88,000			88,000	-
410 HIGHWAY					
Capital Improvements	400,000			400,000	-
TOTAL FUND 1 CAPITAL BUDGETS	1,180,131			1,155,108	25,023

WATER ENTERPRISE FUND - APPROPRIATIONS SCHEDULE
Unaudited Fiscal Year End 2023

	6/30/22 Continued Appropriation	FY 2023 Budget	Supplement Budget	Transfers	06/30/23 Expended	6/30/23 Continued Appropriation	6/30/23 Closed to Retained Earnings
450 WATER:							
Salaries		1,787,099			1,536,973		250,126
Expenses		2,502,686			2,036,266		466,420
Capital Outlay					-		-
Debt Service		3,071,865			3,068,916		2,949
CIP - Water Meters	192,625				-	192,625	
CIP - Excavator		90,000			-	90,000	
CIP - Chevy 3500 (Meter Reading)		67,500			67,500		
CIP - Two 6-Wheel Dump Trucks		45,000			-	45,000	
CIP - Chevy 3500		54,000			54,000		
CIP - Chevy Tahoe		45,000			35,684		9,316
	192,625	7,663,150			6,799,339	327,625	728,811
Indirect Costs - General Fund:		1,090,249			1,063,798		
Total	192,625	8,726,948	-	-	7,863,137	327,625	728,811

SEWER ENTERPRISE FUND - APPROPRIATIONS SCHEDULE
Unaudited Fiscal Year End 2023

	6/30/22 Continued Appropriation	FY 2023 Budget	Supplement Budget	Transfers	06/30/23 Expended	6/30/23 Continued Appropriation	6/30/23 Closed to Retained Earnings
Salaries		190,993			163,715		27,218
Expenses		1,511,850			1,439,605		72,245
Capital Outlay		-			-		-
Debt Service		9,675			675		9,000
CIP - SCADA System	42,219				-	40,862	1,357
CIP - Sewer Purchase	15,400				-		15,400
CIP - SCADA System	100,000				-	100,000	-
CIP - SCADA System	50,000					50,000	-
CIP - Chevy 3500 (Meter Reading)		7,5000			7,5000		-
CIP - Tow 6-Wheel Dump Truck		5,000				5,000	-
CIP - Chevy 3500		6,000			5,619		381
CIP - Chevy Tahoe		5,000			3,965		1,035
	207,619	1,735,958,			1,621,079	195,862	126,636
Indirect Costs - General Fund:		149,212			149,212		
Total	207,619	1,885,170			1,770,291	195,862	126,636

**TAX LEVY RECAP
FY 2022 vs. FY 2023**

REVENUE USES:	FY 2022	FY 2023	Change	
			\$	%
Appropriations	88,692,548	90,915,9828	2,223,434	2.51%
State Assessments	2,781,801	2,872,684	90,883	3.27%
Cherry Sheet Offsets	33,967	43,043	9,076	26.72%
Snow & Ice & Other Deficits	295,476	154,304	(141,172)	-47.78%
Allowance for Abatements & Exemptions	1,093,257	1,086,142	(7,116)	-0.65%
Total Revenue to be Raised	92,897,049	95,072,155	2,175,105	2.34%
REVENUE SOURCES:				
NON-TAX REVENUE SOURCES:				
Cherry Sheet Receipts	11,343,873	11,887,321	541,448	4.77%
Local Receipts	9,782,000	11,726,339	1,944,339	19.88%
Total Enterprise Revenue	10,398,407	9,478,042	(920,365)	-8.85%
Free Cash	2,721,453	1,263,000	(1,458,365)	-53.59%
Available Funds	2,686,867	2,628,837	(58,030)	-2.16%
Total Non-Tax Revenue Sources	36,934,600	36,983,539	48,939	0.13%
TAX LEVY REQUIRED	55,962,499	58,088,616	2,126,166	3.80%
TOTAL TAX & NON-TAX REVENUE	92,897,049	95,072,155	2,175,105	2.34%

**TOWN CLERK'S REPORT
SPECIAL TOWN MEETING
Monday, the 13th Day of January 2023**

The Special Town Meeting of the Town of Foxborough convened at 7:35 PM in the auditorium of the Foxborough Senior High School, 120 South Street, Foxborough, Massachusetts with Town Moderator Francis J. Spillane presiding. Michael Brown of the Advisory Committee led the Pledge of Allegiance.

Town Clerk Robert E. Cutler, Jr., read the Warrant and Return.

There were two hundred one (201) registered voters recorded as present [a quorum being one hundred (100) registered voters].

ARTICLE 1: MOVED, that the Town vote to authorize the Board of Selectmen to petition the General Court pursuant to Section 8 of the Home Rule Amendment to the Constitution of the Commonwealth of Massachusetts (Article 89) for an amendment to the Acts of 2004, Chapter 5; as amended by Chapter 11 of the Acts of 2012 and Chapter 173 of the Acts of 2013, and Chapter 114 of the Acts of 2016 by striking out the words "Board of Selectmen", "Selectmen" or "BOS" wherever they appear in the title or body of said Acts and inserting in place thereof the words "Select Board"; further, subject to, in furtherance of, and consistent with said legislative amendments, to amend the Foxborough General Bylaws by substituting the term "Select Board" for "Board of Selectmen" and "Selectmen" wherever they appear in said General Bylaws and by adding the following sentence to the end of Chapter 35, §35-2.B.(3) : "For purposes of these bylaws, the Select Board shall assume and retain the status of the formerly designated Board of Selectmen and shall assume all powers and duties vested in a board of selectmen by general or special law, home rule charter, these bylaws or other applicable authority."; and, further, to amend the Zoning Bylaws by substituting the term "Select Board" for "Board of Selectmen" and "Selectmen" wherever they appear in said Zoning Bylaws.

2/3rds VOTE REQUIRED

ADOPTED 132 AFFIRMATIVE 20 NEGATIVE 7:44 P.M.

Approved by the A.G., April 27, 2023/REC

ARTICLE 2: MOVED, that the Town vote to rename the athletic field commonly known as "Booth Field 1", located at the Booth Recreation Complex to "Bayuk Field" in memory of Stu Bayuk.

ADOPTED 146 AFFIRMATIVE 6 NEGATIVE 7:45 P.M.

ARTICLE 3: MOVED, that the Town vote to adopt/re-adopt and accept the provisions of Section 20 of Chapter 32B of the Massachusetts General Laws, as amended by Section 15 of Chapter 218 of the Acts of 2016, establishing an Other Post-Employment Benefits Liability Trust Fund; to authorize the Board of Selectmen and Treasurer to execute a declaration of trust creating an expendable trust for the purpose of holding monies appropriated to such fund; to designate the Treasurer as the trustee of such trust; to authorize the transfer of any and all monies currently held for the purpose of paying retiree health and life benefits to such trust; and to authorize the trustee to invest and reinvest the monies in such fund accordance with the Prudent Investor Rule established under Chapter 203C of the Massachusetts General Laws.

ADOPTED 156 AFFIRMATIVE 3 NEGATIVE 7:48 P.M.

ARTICLE 4: MOVED, that the Town vote to transfer from Free Cash the sum of Nine Hundred Eighty-Five Thousand One Hundred Thirty-Five Dollars (\$985,135), the sum of Sixty-Three Thousand One Hundred Fifty-Six Dollars (\$63,156) from Water Enterprise Retained Earnings, and the sum Fifteen Thousand Seven Hundred Seventy-Eight Dollars (\$15,778) from Sewer Enterprise Retained Earnings for a total transfer amount of One Million Sixty-Four Thousand Sixty-Nine Dollars (\$1,064,069) into the Other Post-Employment Benefits (OPEB) Liability Trust fund to be used towards the unfunded actuarial liability of health care and other post-employment benefits for Town of Foxborough retirees.

ADOPTED 159 AFFIRMATIVE 2 NEGATIVE 7:51 P.M.

ARTICLE 5: MOVED, that the Town vote to transfer from Free Cash the sum of Two Hundred Thousand Dollars (\$200,000) into the Stabilization Fund for reserve balance purposes.

ADOPTED UNANIMOUSLY 163 AFFIRMATIVE 0 NEGATIVE 7:53 P.M.

ARTICLE 6: MOVED, that the Town vote to transfer from the Fire Stabilization Fund the sum of Fifty Thousand Dollars (\$50,000) to be expended by the Fire Department to fund the wages, in part, of the Department's mechanic.

2/3rds VOTE REQUIRED

ADOPTED UNANIMOUSLY 172 AFFIRMATIVE 0 NEGATIVE 7:54 P.M.

ARTICLE 7: MOVED, that the Town vote to transfer from available funds and appropriate the sums of money herein specified, from the sources herein specified, for the purposes listed in the summary table of the Warrant in order to implement the supplemental Capital Improvement Planning (CIP) Budget requested for Town Departments for expenditures within the Fiscal Year July 1, 2022 through June 30, 2023, as follows:

<u>Department</u>	<u>Description</u>	<u>Amount</u>	<u>Funding Sources</u>
Fire	Replace Staff Vehicle	\$75,150	Ambulance Fund
Fire	Replace Garage Doors	\$88,000	Free Cash
Facilities	Laundry Building Demolition	\$200,000	Free Cash
Police	Replace Tasers	\$49,844	Free Cash

Funding for Entire Plan

Free Cash	\$337,844
Ambulance Fund	\$75,150

ADOPTED 176 AFFIRMATIVE 4 NEGATIVE 7:58 P.M.

ARTICLE 8: MOVED, that the Town vote to transfer the sum of Eight Hundred Thousand Dollars (\$800,000) from the unspent borrowing authorization as approved under Article 7 of the 10/1/2018 Special Town Meeting for the renovation and construction of the Burrell School and that such unspent borrowing authorization be repurposed to pay for architecture and engineering plans, including preliminary design and construction estimate documents for the renovation and improvement of the DPW Main Garage and Fuel Depot located at 70 Elm Street in Foxborough, MA (Map 107 Parcel 036 and consists of 9.75 Acres). Such plans to include renovation of the existing garage, fuel depot and include any planned expansion(s) of said facilities. Said site plans would also include improvements to the site's storm water drainage system, grading, and other site improvements as needed.

ADOPTED 168 AFFIRMATIVE 9 NEGATIVE 8:03 P.M.

ARTICLE 9: MOVED, that the Town vote to amend the Code of the Town of Foxborough, Massachusetts, Chapter 213 "Signs" as follows.

Amend Section 213-5.A.(1) Table 1: Permitted Signs as follows: (i) deleting the letter N under the column for Sign District 2 for the Billboard line, (ii) replace such letter with the letters SSP, (iii) add footnote 2 to the letters SSP, (iv) change current footnote 2 to footnote 3, and (v) add the following text for footnote 2: "Electronic billboards are permitted in Sign District 2 pursuant to Section 213-6.B.(2)(c) with respect to lots that are specifically described in Section 213-6.B.(2)(c)[1]. Static billboards are not permitted in such sign district."

Delete the last sentence of footnote 2 in Section 213-6.A. (1) Table 2: Sign District 1 Dimensional Requirements, and replace it with the following: "Billboards that are permitted in Sign District 1 may be installed only on lots that have frontage on Washington Street."

Add the following new wording to Section 213-6.B. (2):

"(c) Electronic billboards that comply with the following requirements may be authorized in Sign District 2 by means of a special sign permit:

[1] Such billboards are permitted only on lots that abut Interstate 95 or are on lots with a lot line that is not more than 250 feet from Interstate 95, and that are situated within the Limited Industrial District as the same is shown on the Town of Foxborough Zoning Map as provided in Section 2.3. of the Town of Foxborough Zoning Bylaw.

- [2] No billboard may exceed 672 square feet in sign area.
- [3] No billboard may be placed within 1,500 feet of another billboard.
- [4] Such billboards must be set back at least ten feet from the lot line.
- [5] No billboard may be placed within 1,000 feet of an existing residential unit on the same side of Interstate 95 or within 500 feet of an existing residential unit on the opposite side of Interstate 95.
- [6] No billboard may be placed adjacent to or within 1,000 feet of any interchange of Interstate 95 as measured from the nearest point of the beginning or ending of pavement widening at the exit from or entrance to the main travel way of such highway.
- [7] At least two separate business, industrial or commercial activities must be conducted within a distance of 500 feet from the proposed location of the billboard, measured from such proposed location to the buildings or parking lots or other places of actual business, industrial or commercial activity as required under 700 CMR 3.07 (3) (a);”

HAND COUNT - ADOPTED 116 AFFIRMATIVE 71 NEGATIVE 8:52 P.M
Approved by the A.G., April 27, 2023/REC

The Annual Town Meeting was adjourned at 8:52 P.M.
A True Record Attest:
Robert E. Cutler, Jr., Town Clerk

**TOWN CLERK'S REPORT
ANNUAL TOWN MEETING
Monday, the 8th Day of May 2023**

The Annual Town meeting of the Town of Foxborough convened at 7:33 PM in the auditorium of the Foxborough Senior High School, 120 South Street, Foxborough, Massachusetts with Town Moderator Francis J. Spillane presiding. The Pastor William Dudley of Union Church delivered the invocation. The National Anthem was sung by Gianna Cuscia, a senior at Foxborough High School and Mike Brown from the Advisory Committee led the Pledge of Allegiance. Moderator Francis J. Spillane recognized special guest, Representative Jay Barrows and the new Town Manager, John Coderre.

Robert E. Cutler, Jr., Town Clerk, read the Warrant and Return.

There were one hundred twenty-four (124) registered voters recorded as present [a quorum being one hundred (100) registered voters].

ARTICLE 1: Town Clerk, Robert E. Cutler, Jr. reported on the election of Town Officials which was held on Monday, May 1, 2023. The results of the following positions were announced by Town Warden Kathleen Brady at the John J. Ahern Middle School: one Selectmen for three years; one Assessor for three years; one School Committee Members for three years; one Water & Sewer Commissioner for three years; one Board of Health member for three years; two Boyden Library Trustees for three years; two Planning Board members for three years; and one Housing Authority Member for five years.

ARTICLE 2: 244th Annual Town Report of the Town Officers of Foxborough, Massachusetts together with the report of the School Department and Town Accountant/Finance Director for the year ending December 31, 2022 was presented by Town Clerk, Robert E. Cutler, Jr.

ARTICLE 3: MOVED, to hear the report of any committee and act thereon, and to choose any committee that may be wanted, and to see if the town will vote to raise and appropriate, transfer from available funds or borrow pursuant to any applicable statute such sums of money deemed necessary for expenses of any committee chosen under this article; or take any other action related thereto. No departments requested to provide reports to the town meeting attendees.

ARTICLE 4: MOVED, that the Town vote the compensation for elected officials and to raise and appropriate, transfer from available funds the sums of money herein specified and requested for the operation of various town boards, officers, commissions and departments of the Town during the Fiscal Year 2024, beginning July 1, 2023 and ending June 30, 2024 as follows:

	ADVISORY RECOMMEND	RECOMMENDED FUNDING SOURCE(S)
GENERAL GOVERNMENT:		
122 BOARD OF SELECTMEN		
Expenses	23,7000	Taxation, State Aid & Local Receipts
123 ADMINISTRATION		
Salaries	574,663	Taxation, State Aid & Local Receipts
Expenses	85,209	Taxation, State Aid & Local Receipts
	659,872	
130 FINANCE		
Salaries	1,149,638	Taxation, State Aid & Local Receipts
Expenses	334,171	Taxation, State Aid & Local Receipts
	1,483,809	
141 ADVISORY COMMITTEE		
Salaries	2,150	Taxation, State Aid & Local Receipts
Expenses	350	Taxation, State Aid & Local Receipts
	2,500	
151 LEGAL	180,090	Taxation, State Aid & Local Receipts

	ADVISORY RECOMMEND	RECOMMENDED FUNDING SOURCE(S)
156	GIS/IT DEPARTMENT	
	Expenses	297,817
		Taxation, State Aid & Local Receipts
161	TOWN CLERK & ELECTIONS/ REGISTRATION	
	Salaries	249,8848
	Expenses	38,300
		288,184
		Taxation, State Aid & Local Receipts Taxation, State Aid & Local Receipts
175	LAND USE & ECCONOMIC DEVELOPMENT	
	Salaries	751,218
	Expenses	79,104
		830,322
		Taxation, State Aid & Local Receipts Taxation, State Aid & Local Receipts
191	MUNICIPAL BUILDINGS	
	Salaries	109,764
	Expenses	747,100
		856,864
		Taxation, State Aid & Local Receipts Taxation, State Aid & Local Receipts
	TOTAL GENERAL GOVERNMENT	4,623,158
	PUBLIC SAFETY:	
210	POLICE	
	Salaries	5,224,013
	Expenses	432,898
	Capital Outlay	209,676
		5,866.587
		Taxation, State Aid & Local Receipts Taxation, State Aid & Local Receipts Taxation, State Aid & Local Receipts
220	FIRE	
	Salaries	4,628,463
	Expenses	334,091
	Capital Outlay	18,000
		4,980,554
		Taxation, State Aid & Local Receipts Taxation, State Aid & Local Receipts Taxation, State Aid & Local Receipts
230	SEMRECC Expenses - SEMRECC ASSESSMENT	450,000
		Taxation, State Aid & Local Receipts
235	JOINT PUBLIC SAFETY BUILDING	
	Salaries	151,912
	Expenses	10,599
	Capital Outlay	-
		162,511
		Taxation, State Aid & Local Receipts Taxation, State Aid & Local Receipts Taxation, State Aid & Local Receipts
	TOTAL PUBLIC SAFETY	11,459,652

	ADVISORY RECOMMEND	RECOMMENDED FUNDING SOURCE(S)
EDUCATION:		
300	FOXBOROUGH PUBLIC SCHOOLS	
	Salaries & Expenses	40,765,995
		Taxation, State Aid & Local Receipts
390	SOUTHEASTERN REGIONAL	773,456
		Taxation, State Aid & Local Receipts
	TOTAL EDUCATION	41,539,541
PUBLIC WORKS:		
410	PUBLIC WORKS	
	Salaries	1,697,726
	Expenses	630,250
	Capital Outlay	-
		2,327,976
423	SNOW & ICE	
	Salaries	33,500
	Expenses	170,800
	Capital Outlay	17,500
		221,800
424	STREET LIGHTING	85,000
		Taxation, State Aid & Local Receipts
430	SOLID WASTE (DISPOSAL & COLLECTION)	
	Expenses	40,050
		Taxation, State Aid & Local Receipts
450	WASTE ENTERPRISE	
	Salaries	1,786,303
	Expenses	2,680,492
	Debt Service	2,741,723
		7,208,518
	TOTAL GENERAL GOVERNMENT	4,623,158
PUBLIC SAFETY:		
210	POLICE	
	Salaries	5,224,013
	Expenses	432,898
	Capital Outlay	209,676
		5,866,587
220	FIRE	
	Salaries	4,628,463
	Expenses	334,091
	Capital Outlay	18,000
		4,980,554

	ADVISORY RECOMMEND	RECOMMENDED FUNDING SOURCE(S)
230 SEMRECC Expenses - SEMRECC ASSESSMENT	450,000	Taxation, State Aid & Local Receipts
235 JOINT PUBLIC SAFETY BUILDING Salaries	151,912	Taxation, State Aid & Local Receipts
Expenses	10,599	Taxation, State Aid & Local Receipts
Capital Outlay	-	
	162,511	
TOTAL PUBLIC SAFETY	11,459,652	
PUBLIC WORKS:		
410 PUBLIC WORKS Salaries	1,697,726	Taxation, State Aid & Local Receipts
Expenses	630,250	Taxation, State Aid & Local Receipts
Capital Outlay	-	Taxation, State Aid & Local Receipts
	2,327,976	
423 SNOW & ICE Salaries	33,500	Taxation, State Aid & Local Receipts
Expenses	170,800	Taxation, State Aid & Local Receipts
Capital Outlay	17,500	Taxation, State Aid & Local Receipts
	221,800	
424 STREET LIGHTING	85,000	Taxation, State Aid & Local Receipts
430 SOLID WASTE (DISPOSAL & COLLECTION)	40,050	Taxation, State Aid & Local Receipts
450 WATER ENTERPRISE SALARIES	1,786,303	Water Receipts & Retained Earnings
Expenses	2,680,492	Water Receipts & Retained Earnings
Debt Service	2,741,723	Water Receipts & Retained Earnings
	7,208,518	
460 SEWER ENTERPRISE Salaries	191,917	Sewer Receipts & Retained Earnings
Expenses	1,567,828	Sewer Receipts & Retained Earnings
Debt Service	9,405	Sewer Receipts & Retained Earnings
	1,769,150	
TOTAL PUBLIC WORKS	11,652,494	

	ADVISORY RECOMMEND	RECOMMENDED FUNDING SOURCE(S)
HUMAN SERVICES:		
510 HEALTH		
Salaries	270,686	Taxation, State Aid & Local Receipts
Expenses	29,990	Taxation, State Aid & Local Receipts
	300,676	
541 HUMAN SERVICES		
Salaries	722,907	Taxation, State Aid & Local Receipts
Expenses	306,950	Taxation, State Aid & Local Receipts
	1,029,857	
TOTAL HUMAN SERVICES	1,330,533	
CULTURE & RECREATION:		
610 LIBRARY		
Salaries	959,111	Taxation, State Aid & Local Receipts
Expenses	278,600	Taxation, State Aid & Local Receipts
Capital Outlay	-	Taxation, State Aid & Local Receipts
TOTAL CULTURE & RECREATION	1,240,711	
DEBT SERVICE:		
710 DEBT - PRINCIPAL	2,566,000	• All From Taxation, Free Cash, State Aid, Overlay Surplus & Local Receipts
DEBT - INTEREST	820,069	
DEBT - ISSUANCE & EXPENSES	25,000	
	3,411,069	
INSURANCE & OTHER:		
911 PENSIONS/RETIREMENT	6,112,566	Taxation, State Aid & Local Receipts
912 OPEB	985,135	Taxation, State Aid & Local Receipts
914 UNEMPLOYMENT COMPENSATION	87,125	Taxation, State Aid & Local Receipts
915 GROUP HEALTH/LIFE INSURNACE	9,926,300	Taxation, State Aid & Local Receipts
945 RISK MANAGEMENT	849,805	Taxation, State Aid & Local Receipts
142 RESERVE FUND (Appropriated for Transfer, Not Expended.)	75,000	Taxation, State Aid & Local Receipts
413 SALARY RESERVE FUND (Appropriated for Transfer, Not Expended.)	120,000	Taxation, State Aid & Local Receipts
TOTAL INSURANCE & OTHER	18,155,931	
TOTAL ALL OPERATING BUDGETS	11,652,494	

MOVED, that the Town vote the following sources to be used to fund the Fiscal Year 2024 Budget:

Taxation, State Aid, & Local Receipts	79,856,539
Ambulance Receipts	1,800,000
Recreation Revolving	2,611
Water Receipts	8,038,701
Water Retained Earnings	248,620
Sewer Receipts	1,868,819
Sewer Retained Earnings	57,799
Overlay Surplus	740,000
General Fund Free Cash	800,000
	<hr/>
	93,413,089

UNHELD ITEMS

ADOPTED UNANIMOUSLY 109 AFFIRMATIVE 0 NEGATIVE 7:55 P.M.

HELD ITEM

#300 EDUCATION

ADOPTED 108 AFFIRMATIVE 1 NEGATIVE 7:59 P.M.

ADOPTED 162 AFFIRMATIVE 2 NEGATIVE 7:54 P.M.

ARTICLE 5: MOVED, that the Town vote to transfer from available funds and appropriate the sums of money herein specified, from the sources herein specified, for the purposes listed in Schedule A of the Warrant in order to implement the Capital Improvement Planning (CIP) Budget requested for Town Departments for the Fiscal Year commencing on July 1, 2023, as follows:

Department	Amount	Funding Source	Funding Summary	
Information Systems	\$ 200,000	Free Cash	Ambulance	\$ 302,137
Finance (Assessing)	120,000	Free Cash	TNC	10,000
Police	49,844	Free Cash	Water Receipts	2,055,000
Fire	602,137	Ambulance Receipts	Sewer Receipts	30,000
Schools	459,000	Free Cash	Free Cash	1,343,844
Highway	515,000	Free Cash	<hr/>	
Highway (Roads)	10,000	Transportation Newtwork Co. (supplemental funds)	Total	\$ 4,040,981
Water	2,055,000	Water Receipts		
Sewer	30,000	Sewer Receipts		
	<hr/>			
	\$ 4,040,981			

ADOPTED UNANIMOUSLY 109 AFFIRMATIVE 0 NEGATIVE 8:03 P.M.

ARTICLE 6: MOVED, that the Town vote to authorize annual spending limits for the Town’s Revolving Funds pursuant to Massachusetts General Laws Chapter 44, Section 53E ½ for the Fiscal Year 2024, beginning July 1, 2023, as follows:

NAME OF REVOLVING FUND	FY24 Spending Limit
Public Health	\$100,000
IT Technology	\$100,000
Recreation Revolving	\$450,000
Police and Fire Apparatus Utilization Revolving Fund	\$200,000
Highway Department Revolving Fund	\$40,000
Council on Aging Senior Trips & Programs Fund	\$500,000
Council on Aging Human Services	\$20,000
Council on Aging Community Events	\$20,000

ADOPTED UNANIMOUSLY 115 AFFIRMATIVE 0 NEGATIVE 8:05 P.M.

ARTICLE 7: MOVED, that the Town vote to appropriate the sum of Fourteen Million Dollars (\$14,000,000) to pay costs of making various water system improvements, including, but not limited to, the construction of a new water treatment plant at the Chestnut Street wells that will treat for the removal of PFAS contaminants, and the payment of all other costs incidental and related thereto, and that to meet this appropriation, the Town Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow said amount under and pursuant to M.G.L. c. 44, §§7 and 8, or any other enabling authority, and to issue bonds or notes of the Town therefor. All, or any portion, of this borrowing may be obtained through the Massachusetts Clean Water Trust (the "Trust"), and the Chair of the Board of Water and Sewer Commissioners, acting on behalf of the Board of Selectmen, the Treasurer and any other appropriate official of the Town are authorized to execute and deliver any and all agreements and other documents that may be required by the Trust, or by The Commonwealth of Massachusetts' Department of Environmental Protection in connection with any financing to be obtained through the Trust.

ADOPTED 114 AFFIRMATIVE 3 NEGATIVE 8:08 P.M.

ARTICLE 8: MOVED, that the Town vote pursuant to Massachusetts General Law Chapter 44, Section 53E ½ to increase the spending limit for the existing COA Senior Trips & Programs Revolving Fund for Fiscal Year 2023.

Name of Revolving Fund	Authorized Representative to Spend	FY23 Amended Authorization
Council on Aging Senior Trips & Programs Fund	Human Services Director	\$500,000

ADOPTED 118 AFFIRMATIVE 1 NEGATIVE 8:10 P.M.

ARTICLE 9: MOVED, that the Town vote to allocate a minimum of 40% of the annual State Chapter 90 funds it receives to sidewalk construction and reconstruction.

HAND COUNT

NOT ADOPTED 48 AFFIRMATIVE 67 NEGATIVE 8:32 P.M.

ARTICLE 10: MOVED, that the Town vote to adopt Massachusetts General Law Chapter 32B, Section 9D requiring the Town pay one half of the premium costs payable by the surviving spouse of an employee or retired employee for group general or blanket hospital, surgical, medical, dental, or other health insurance.

ADOPTED 110 AFFIRMATIVE 7 NEGATIVE 8:39 P.M.

ARTICLE 11: MOVED, that the Town vote to transfer from free cash a sum of one million dollars (\$1,000,000) to be used in building the infrastructure projects along Cocasset Street identified as #10, 12, 13 & 29 in the Town's 2019 Complete Street Prioritization Plan.

MOTION TO AMEND, Moved to amend Article 11 by eliminate infrastructure projects #12 and #13 and by reducing the transfer amount from free cash to \$400,000.

MOTION TO AMEND ADOPTED 100 AFFIRMATIVE 14 NEGATIVE 8:54 P.M.

ADOPTED AS AMENDED 68 AFFIRMATIVE 42 NEGATIVE 8:55 P.M.

ARTICLE 12: MOVED, that the Town vote to amend the Code of the Town of Foxborough, Massachusetts, Chapter 275, Section 11.1, Definitions, by adding the following new definitions:

SELF STORAGE MINI-WAREHOUSE – A commercial establishment that provides within a building or group of buildings individual, self-contained units that are leased to individuals, businesses or organizations for the self-service storage of items of personal property and other non-hazardous durable goods. The conduct or performance from an individual storage unit or other area within a self storage mini-warehouse of any business activity other than providing storage space for the personal property and non-hazardous goods of a business is prohibited.

WAREHOUSE – A building or structure the primary function of which is to provide for the storage and ultimate distribution without retail sale of materials, merchandise, commodities, goods and products. Such term for purposes of these bylaws does not mean or include

(i) A self storage mini-warehouse, as such term is defined in this Section 11.1.;

(ii) Any building or structure in which goods or products that are sold online over the internet by any business entity or by any business entity and its affiliates are received, sorted and stored on a short-term basis for the subsequent purpose of direct delivery to a consumer who has purchased the same, which such building or structure may include automated systems, office space and a “pick-and-pack” area for the sorting and packaging of good and products for delivery from the available on-site inventory, or any building or structure the function of which is to receive and store goods and products in bulk and thereafter to distribute such goods and products on an individual basis to consumers, whether any such building or structure is known as a fulfillment center, high cube fulfillment center warehouse or otherwise;

(iii) Any automated building or structure that on a short-term basis functions as a facility for the storage and consolidation of manufactured goods or products prior to the distribution of pallet loads to retail facilities or to warehouses, whether any such building or structure is known as a high cube transload warehouse and short-term storage warehouse or otherwise;

(iv) Any automated building or structure that on a short-term basis functions on a regional or other local basis as a freight-forwarding facility for the distribution and shipment of good and products on a timely basis to consumers or other users via air or ground transport, whether any such building or structure is known as a high cube parcel hub warehouse or otherwise; or

(v) Any automated building or structure that on a short-term basis functions as a temperature-controlled facility for the storage and subsequent distribution of food and other perishable goods and products, whether any such building or structure is known as a high cube cold storage warehouse or otherwise.

Further, to see if the Town will vote to amend the Code of the Town of Foxborough, Massachusetts, Chapter 275, Section 3.1.6.D. by deleting 8. “Truck terminal/general commodity/public warehouse” and replacing it with 8. “Warehouse” so that it reads as follows:

8. Warehouse	R-15	R-40	GB	NB	HB	GI	LI	S-1
	N	N	N	N	PB	PB	PB	PB

And, further to see if the Town will vote to amend the Code of the Town of Foxborough, Massachusetts, Chapter 275, Section 11 by deleting the definition of “Truck terminal/general commodity/public warehouse”

2/3rds vote required

Approved by the A.G., August 24, 2023/REC

ADOPTED UNANIMOUSLY 112 AFFIRMATIVE 0 NEGATIVE 8:59 P.M.

ARTICLE 13: MOVED, that the Town vote to amend the Code of the Town of Foxborough, Massachusetts, Chapter 275, Section 11.1, Definitions, by adding the following new definitions:

AUTO GRAVEYARD – Any area, lot, land, parcel, building, structure, establishment, place of business or part thereof that is maintained, operated or used for the storage, collection, processing, purchase, sale or abandonment of wrecked, scrapped, ruined, dismantled or inoperable motor vehicles or motor vehicle parts pending their destruction, removal to another location or other disposition. Any such area, lot, land, parcel, building, structure, establishment or place of business that includes wrecked, scrapped, ruined, dismantled or inoperable motor vehicles or motor vehicle parts as well as other items of junk shall be deemed a junkyard.

SETBACK – The horizontal distance measured at right angles from a lot line to the closest portion of any building or structure, including any porch, deck or terrace that is attached to such building or structure, on that lot. The setback of a building or structure does not include any unroofed deck, porch, stairs or terrace that provides access to or egress from such building or structure.

TATTOO PARLOR – A commercial establishment whose principal business activity in terms of operation or as held out to the public is the practice of placing designs, letters, figures, symbols or other marks upon or under the skin of any person by the use of needles or other instruments that are designed to contact or puncture the skin with ink or other substances that result in the permanent coloration of the human skin. Tattoo parlors do not include beauty salons or cosmetology businesses that provide permanent cosmetic services, or commercial establishments that engage in the removal of tattoos by the use of lasers or that engage in the business of microblading or other semi-permanent techniques for enhancing the appearance of eyebrows by the means of scratching pigment into the human skin.

And MOVED, that the Town vote to amend the Code of the Town of Foxborough, Massachusetts, Chapter 275, Section 11.1., Definitions, by revising the definition of JUNKYARD to read as follows:

JUNKYARD – Any area, lot, land, parcel, building, structure, establishment, place of business or part thereof that is maintained, operated or used for the storage, collection, processing, purchase, sale or abandonment of junk, or for the maintenance or operation of an auto graveyard.

MOTION TO AMEND, Moved to amend the proposed definition of Auto Graveyard as it appears in Warrant Article 13 by deleting in the first sentence of such definition the words “pending their destruction, removal to another location or other disposition” so that the first sentence of such definition will now read as follows:

Any area, lot, land, parcel, building, structure, establishment, place of business or part thereof that is maintained, operated or used for the storage, collection, processing, purchase, sale or abandonment of wrecked, scrapped, ruined, dismantled or inoperable motor vehicles or motor vehicle parts.

MOTION TO AMEND

ADOPTED UNANIMOUSLY 114 AFFIRMATIVE 0 NEGATIVE 9:05 P.M.

2/3rds vote required

Approved by the A.G., August 24, 2023/REC

ADOPTED UNANIMOUSLY

AS AMENDED 114 AFFIRMATIVE 0 NEGATIVE 9:06 P.M.

ARTICLE 14: MOVED, that the Town vote to amend the Code of the Town of Foxborough, Massachusetts, Chapter 275, Section 10.5.3. by adding the following:

(i 3. Site plan review that is required by this Section 10.5.3. for any educational or religious institution or for any child-care center that is subject to the provisions of MGL c. 40A, §3, shall be provided in accordance with Section 10.5.17.

And by adding following new section to Section 10.5.:

10.5.17. Limited Site Plan Review. Site plan review that is required for any educational or religious institution or for any child-care center that is subject to the provisions of MGL c. 40A, §3 (each, a “Section 3 Use”) shall be subject to limited site plan review under this Section 10.5.17.

1. Purpose. The purpose of this Section 10.5.17. is to ensure that site plan review of a Section 3 Use is subject to reasonable regulation concerning the bulk and height of structures and determining yard sizes, lot area, setbacks, open space, parking and building coverage requirements.

2. Authority. Site plan review of a Section 3 Use shall be granted by the Planning Board, provided that the Board may impose such conditions, limitations and safeguards, consistent with the provisions of MGL c. 40A, §3, as the Planning Board deems appropriate to further a legitimate interest of the Town.

3. Criteria for Review.

a. Applications for site plan review pursuant to this Section 10.5.17. shall be administered consistent with the foregoing provisions of Section 10.5. to the extent that any such provisions are not inconsistent with or superseded by this section or to the extent that the Planning Board in its discretion may waive the applicability thereof.

b. The Planning Board’s review and determination of an application for site plan review under this Section 10.5.17. shall be limited to consideration of the following criteria, provided that the Planning Board in its discretion, after review of a completed application, may waive such criteria as it deems appropriate:

1. The bulk and height of any proposed structure(s) and accessory structure(s), the adequacy of open spaces, the building coverage on the site, yard sizes, lot area and setbacks;

2. The physical layout of the structure(s), driveways, parking areas, utilities and other infrastructure; and

3. The adequacy of the site for parking, the drop-off and pick-up of individuals utilizing the site, and loading areas in relation to the proposed use of the site

4. Plan Requirements.

- a. Adequate parking shall be provided that meets the applicable requirements of Section 6.1. of these bylaws as to minimum number of off-street parking spaces, the location and size of the parking area(s) and construction standards, and allows for safe vehicular maneuvering and pedestrian movement within the site. Adequate facilities for loading and unloading of stock, merchandise, material and supplies shall be provided and screened in accordance with Section 6.4. of these bylaws. Adequate drop-off and pick up locations shall be included in all projects.
- b. Site drainage shall be designed in accordance with then-effective Town of Foxborough stormwater regulations.
- c. The design and adequacy of the sewage disposal system(s) to serve the proposed facility shall be in accordance with then-effective requirements of the Town of Foxborough Board of Water and Sewer Commissioners.
- d. Parking areas adjacent to residential uses shall be adequately screened year-round from view from said residences by trees, vegetation, and/or screened fences.
- e. There shall be no unreasonable glare onto public roads and other public ways into the night sky or onto neighboring properties from lighting or reflection.
- f. The site plan shall demonstrate conformance with applicable lot area, setback and height regulations for the zoning district in which the premises are located.

5. Plan Determination. The Planning Board shall approve a site plan application in the form submitted or with reasonable conditions or modifications that shall be consistent with the provisions of this Section 10.5.17. and the provisions of MGL c. 40A, §3. In the event that the Planning Board determines that a site plan application is incomplete or that it does not comply with the provisions of this Section 10.5.17., it shall provide written notice to the applicant of such deficiencies and shall deny approval.

MOTION TO AMEND, Moved that Article 14 be amended to include in section 4.c after the words Town of Foxborough Board of Water and Sewer Commissioners the words “or the Town of Foxborough Board of Heath, as applicable.”

MOTION TO AMEND

ADOPTED 113 AFFIRMATIVE 0 NEGATIVE 9:16 P.M.

2/3rds vote required

Approved by the A.G., August 24, 2023/REC

ADOPTED AS AMENDED 89 AFFIRMATIVE 20 NEGATIVE 9:21 P.M.

ARTICLE 15: MOVED, that the Town vote to amend the Code of the Town of Foxborough, Massachusetts, Chapter 275, Section 1.3.1. by deleting the words “Town Planner” and replacing them with the words “Director of Land Use and Economic Development.”

And amend Section 9.6.10. by deleting the words “the Town Planner” and replacing them with the words “the Director of Land Use and Economic Development or the designee thereof.”

And amend Section 9.7.4. by deleting such section in its entirety and replacing it with the following:

Pre-application process. Prior to submitting a building application for a project in the FCOD, the applicant shall meet with the Director of Land Use and Economic Development or the designee thereof to address issues and respond to questions concerning such application in order to facilitate the Planning Board’s review of such matter.

And amend Section 10.5.5. by deleting the words “or the Town Planner” in the first sentence of such section, and by deleting the words “the Town Planner” in the second sentence of such section and replacing such words in the second sentence with the words “the Director of Land Use and Economic Development or the designee thereof.”

2/3rds vote required

Approved by the A.G., August 24, 2023/REC

ADOPTED UNANIMOUSLY 116 AFFIRMATIVE 0 NEGATIVE 9:23 P.M.

ARTICLE 16: MOVED, that the Town vote to amend the Code of the Town of Foxborough, Massachusetts, Chapter 275, Section 9.1.4.2. by deleting such section in its entirety and replacing it with the following:

2. Prior to submitting an application for a special permit within the S-1 District, the applicant shall meet with the Director of Land Use and Economic Development or the designee thereof to address issues and respond to questions concerning such application in order to facilitate the SPGA’s review of such matter.

2/3rds vote required

Approved by the A.G., August 24, 2023/REC

ADOPTED UNANIMOUSLY 113 AFFIRMATIVE 0 NEGATIVE 9:25 P.M.

ARTICLE 17: MOVED, that the Town vote to amend the Code of the Town of Foxborough, Massachusetts, Chapter 275, Section 10.6.6. by deleting the words “Paragraph D” in the second sentence and replacing them with the words “Section 10.6.8. of these bylaws.”

2/3rds vote required

Approved by the A.G., August 24, 2023/REC

ADOPTED UNANIMOUSLY 112 AFFIRMATIVE 0 NEGATIVE 9:27 P.M.

ARTICLE 18: MOVED, that the Town vote to allow the following parcel to be incorporated into the Sewer Service Area, and to amend the Sewer Service Area Map with the parcels so designated as follows:
Assessors Map 97, Lot 10 (14 Community Way, former Pratt School)

ADOPTED UNANIMOUSLY 112 AFFIRMATIVE 0 NEGATIVE 9:29 P.M.

ARTICLE 19: MOVED, that the Town vote pursuant to Massachusetts General Law Chapter 40, Sections 15 and 15A to change the purpose for which the Town owned property located at 14 Community Way (the former Pratt School), further identified as Assessors Map 97, Lot 10, is held to the purpose of disposition, sale or lease; and, further, to authorize the Board of Selectmen to convey by sale or lease all or a portion of said town-owned land in compliance with Massachusetts General Law Chapter 30B, to the extent applicable, and, further, to take such other actions as may be necessary to carry out this Article.

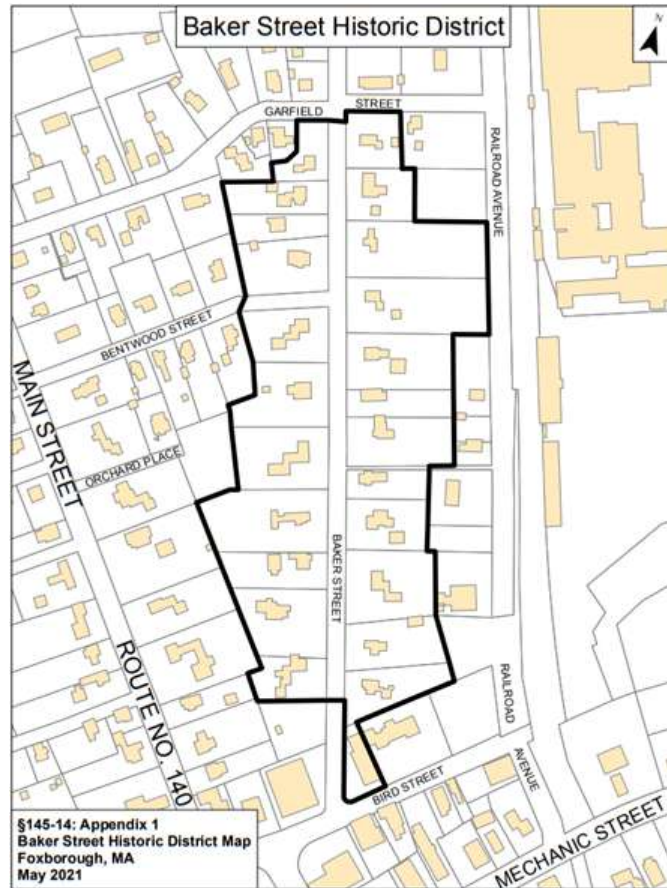
2/3rds vote required

ADOPTED 109 AFFIRMATIVE 4 NEGATIVE 9:31 P.M.

ARTICLE 20: MOVED, that the Town vote to amend Chapter 145 of the Town of Foxborough By-Laws, by deleting section 145-14, Appendices, and replacing it with the following:

145-14 Appendices.

Appendix 1: Baker Street District. The Baker Street District shall be a district area under this bylaw. The location and boundaries of the Baker Street District are defined and shown on a map entitled “Baker Street Local Historic District Map dated May 2021”.



2/3rds vote required

Approved by the A.G., August 24, 2023/REC

ADOPTED UNANIMOUSLY 111 AFFIRMATIVE 0 NEGATIVE 9:33 P.M.

ARTICLE 21: MOVED, that the Town vote to amend General Bylaw Section 30-2.B by deleting the current language and substituting the following therefor:

B. The Annual Meeting for the election of Town officers shall be held on the first Monday of May in each year at suitable and convenient polling place(s) designated by the Board of Selectmen. The same meeting shall reassemble at 7:00 p.m. on the following Monday at a suitable and convenient place designated by the Selectmen to consider the remaining articles of the warrant.

Approved by the A.G., August 24, 2023/REC

ADOPTED UNANIMOUSLY 112 AFFIRMATIVE 0 NEGATIVE 9:35 P.M.

ARTICLE 22: MOVED, that the Town vote to accept Massachusetts General Laws, Chapter 59, Section 5N, to establish a veterans property tax work off program consistent with the provisions set forth in Article 22, with the program to commence on **July 1, 2023.**

ADOPTED 109 AFFIRMATIVE 0 NEGATIVE 9:37 P.M.

ARTICLE 23: MOVED, that the Town vote to name a new pavilion located at the Booth Playground located at 80 South Street “Debbie Giardino Pavilion” in accordance with the Town’s Naming of Public Assets Policy.

ADOPTED UNANIMOUSLY 108 AFFIRMATIVE 0 NEGATIVE 9:38 P.M.

The Annual Town Meeting was adjourned at 9:39 P.M.

A True Record Attest:

Robert E. Cutler, Jr., Town Clerk

**TOWN CLERK'S REPORT
SPECIAL TOWN MEETING
Monday, the 16th Day of October 2023**

The Special Town Meeting of the Town of Foxborough convened at 7:03 P.M. in the auditorium of the Foxborough Senior High School, 120 South Street, Foxborough, Massachusetts with Town Moderator Francis J. Spillane presiding. Marlowe Farrar of the Advisory Committee led the Pledge of Allegiance.

Town Clerk Robert E. Cutler, Jr., read the Warrant and Return. Moderator Frank Spillane recognized special guests Senator Paul Feeny and Representative Jay Barrows. There were one hundred twenty-six (126) registered voters recorded as present [a quorum being one hundred (100) registered voters].

ARTICLE 1: MOVED, that the Town vote to transfer the sum of Five Hundred Thousand Dollars (\$500,000.00) from the unspent borrowing authorization as approved under Article 7 of the 10/1/2018 Special Town Meeting for the renovation and construction of the Burrell School and that such unspent borrowing authorization be repurposed to pay for repairs and upgrades, including roofing, masonry repairs, doors, windows, exterior and interior painting, upgrades to HVAC system and electrical service repairs to the DPW Main Garage located at 70 Elm Street in Foxborough, MA (Map 107 Parcel 036 and consists of 9.75 Acres). Said repair and maintenance work to be under the direction of the Town's Facilities Department and DPW Administration.

ADOPTED UNANIMOUSLY 115 AFFIRMATIVE 0 NEGATIVE 7:12 P.M.

ARTICLE 2: MOVED, that the Town vote to amend Chapter 20, Section 20-33 (Authorize Revolving Funds) of the Code of the Town of Foxborough relative to the Council on Aging Senior Trips and Programs to read as follows:

<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>
Revolving Fund	Department, Board, Committee, Agency, or Officer Authorized to Spend from Fund	Fees, Charges or Other Receipts Credited to Fund	Program or Activity Expenses Payable from Fund	Restrictions or Conditions on Expenses Payable from Fund	Authority Established for Fiscal Years
Council on Aging Senior Trips & Programs	Council on Aging Department	Funds from program participation	Council on Aging Department program-related expenses		Fiscal Year 2024 and subsequent years

ADOPTED 113 AFFIRMATIVE 1 NEGATIVE 7:14 P.M.
Approved by A.G., January 11, 2024/REC

ARTICLE 3: MOVED, that the Town vote pursuant to G.L. Chapter 59, Section 5, Clause 54 to increase the personal property taxation exemption from a fair cash value of Seven Hundred and Fifty Dollars (\$750.00) to Five Thousand Dollars (\$5,000.00) effective Fiscal Year 2025, commencing on July 1, 2024.

ADOPTED UNANIMOUSLY 115 AFFIRMATIVE 0 NEGATIVE 7:19 P.M.

ARTICLE 4: MOVED, that the Town vote to accept as a public way Souza Avenue, which has been constructed pursuant to the Planning Board Subdivision Control Regulations as follows;

Souza Avenue – from its intersection with East Belcher Road generally northeasterly approximately 700 feet more or less to its intersection with Barros Lane.

ADOPTED UNANIMOUSLY 115 AFFIRMATIVE 0 NEGATIVE 7:21 P.M.

ARTICLE 5: MOVED, that the Town vote to accept as a public way Barros Lane, which has been constructed pursuant to the Planning Board Subdivision Control Regulations as follows;

Barros Lane – from its intersection with Souza Avenue generally northwesterly approximately 800 feet more or less to its terminus at East Belcher Road.

ADOPTED UNANIMOUSLY 115 AFFIRMATIVE 0 NEGATIVE 7:22 P.M.

The Annual Town Meeting was adjourned at 7:23 P.M.
A True Record Attest:
Robert E. Cutler, Jr., Town Clerk

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>
Abeille, Martha F	\$99,498.43			\$99,498.43	Bagley, Catherine F	\$90.00			\$90.00
Abramovitz, Christopher			\$2,112.00	\$2,112.00	Bailey, Kaycee L	\$59,113.20	\$1,045.08		\$60,158.28
Adamakis, Caitlin T	\$79,648.31			\$79,648.31	Bailey, Lauren M	\$85,476.39			\$85,476.39
Ahearn, Andrew P	\$24,507.00			\$24,507.00	Bailey Jr, Timothy F			\$1,072.00	\$1,072.00
Aker, Christopher M		\$6,433.43	\$1,072.00	\$1,072.00	Bain, Eian M	\$95,593.18			\$95,593.18
Akinnagbe, Christina L	\$64,904.34			\$64,904.34	Bainton, Kyle P			\$520.00	\$520.00
Alberts, Michael D	\$87,316.09	\$228.18	\$23,560.50	\$117,310.02	Ballard, Elizabeth M	\$49,365.64			\$49,365.64
Albro, Donald H	\$63,018.82			\$63,018.82	Ballou, Erin E	\$33,985.71			\$33,985.71
Albuit, Michael	\$60,014.88			\$60,243.06	Ballou, Grace M	\$6,448.75			\$6,448.75
Alden, Lisa M	\$107,708.37			\$107,708.37	Ballou, Shawn	\$3,756.00			\$3,756.00
Alexander, Andrew C		\$17,878.97	\$1,032.00	\$1,032.00	Ballta, Sokol			\$17,504.50	\$17,504.50
Alfred, Tayla R	\$56.37			\$56.37	Bannister, Tiffany A	\$16,787.20			\$16,787.20
Allen, Megan E	\$99,271.21		\$3,895.50	\$121,045.68	Barber, Daniel E			\$4,041.00	\$4,041.00
Allen, Patricia E			\$25,719.00	\$25,719.00	Barney, Luke D			\$2,588.00	\$2,588.00
Allman, Daniel J			\$544.00	\$544.00	Barney, Tracey M	\$40,891.62			\$40,891.62
Almeida, Andrew J			\$2,112.00	\$2,112.00	Barrett, James			\$15,331.00	\$15,331.00
Almeida, Brian	\$6,981.00			\$6,981.00	Barrett, Rachel F	\$100,320.67			\$100,320.67
Almodovar, Marie A	\$128,069.51			\$128,069.51	Barros, Danielle	\$8,820.00			\$8,820.00
Alting, Christopher L			\$1,955.00	\$1,955.00	Barry, Kathleen M			\$5,151.00	\$5,151.00
Alves, Olivia N	\$38,539.24			\$38,539.24	Barry, Lisa A	\$61,919.56			\$61,919.56
Amaral, Cameron A			\$264.00	\$264.00	Barry, Paul C			\$1,032.00	\$1,032.00
Amaral, Christine A	\$13,788.69			\$13,788.69	Bartolini, Pamela J	\$103,379.90			\$103,379.90
Ambrosio, Daniel M	\$94,883.07			\$94,883.07	Bassett, Brenda	\$1,657.75			\$1,657.75
Ambs, Andrea M	\$3,469.10			\$3,469.10	Bates, Danyell K	\$46,846.27			\$46,846.27
Amendola, Dana P			\$6,312.00	\$6,312.00	Baum, Scott R	\$97,393.18			\$97,393.18
Amiot, Mark D			\$3,752.00	\$3,752.00	Bayiates, Edward A			\$2,959.00	\$2,959.00
Andersen, Kimberly F	\$23,657.58			\$23,657.58	Baynard, Donald D			\$3,382.00	\$3,382.00
Anderson, Glen J			\$7,176.50	\$7,176.50	Bayuk, Elizabeth M	\$54,257.60	\$87.60		\$54,345.20
Anderson, Scott E	\$900.00			\$900.00	Bazilchuk, J A	\$38,024.35			\$38,024.35
Anderson, Siobhan T	\$207.83			\$207.83	Beane, Elisabeth E	\$69,243.80			\$69,243.80
Angel, Tyler			\$5,317.00	\$5,317.00	Bechtel, Celia	\$1,500.00			\$1,500.00
Angelo, Benjamin N			\$3,960.00	\$3,960.00	Beck, Paul R	\$1,500.00			\$1,500.00
Annis, Breda M	\$105,995.12			\$105,995.12	Beckenstein, Brian D	\$104,999.49			\$104,999.49
Antonelli, Jacqueline M	\$72,227.93			\$72,227.93	Beckwith, Jeffrey S			\$4,263.50	\$4,263.50
Antonino, Tyson I			\$627.00	\$627.00	Beggs, Alicia A	\$102,097.69			\$102,097.69
Anziano, Brian P			\$748.00	\$748.00	Beiners, Nicholas	\$3,073.63			\$3,073.63
Appel, Katie E			\$10,780.50	\$10,780.50	Belham, Paul J Jr	\$86,497.50	\$3,511.77	\$15,733.50	\$105,742.77
Arcacha, Kelly A	\$110,356.42			\$110,356.42	Bell-Harney, Kathleen	\$83,313.83	\$379.53		\$83,693.36
Arcaromphee, Rena	\$4,312.17			\$4,312.17	Belmore, Michael F			\$9,840.00	\$9,840.00
Ares, John M			\$21,119.50	\$21,119.50	Benedetti, Stephenie L	\$45,409.02			\$45,409.02
Argyrou, George	\$3,088.00			\$3,088.00	Benjamin, Brian C	\$54,849.84	\$6,860.55	\$2,497.93	\$64,208.32
Arki, Michael A			\$1,547.00	\$1,547.00	Berdos, Amy A	\$212,243.77			\$212,243.77
Armstrong, John R			\$544.00	\$544.00	Berg, Erick R			\$22,273.50	\$22,273.50
Arnold, Lily	\$840.00			\$840.00	Berger, Donald J			\$544.00	\$544.00
Arruda, Eric A			\$1,560.00	\$1,560.00	Berkowitz, Kenneth N			\$6,034.00	\$6,034.00
Aucoin, Elizabeth H	\$5,880.00			\$5,880.00	Bernal, Kelcey			\$544.00	\$544.00
Augusta, Victoria M	\$2,990.00			\$2,990.00	Bernstein, Anne C	\$6,876.56			\$6,876.56
Auld, Mark A			\$595.00	\$595.00	Bertone, Nicholas J			\$748.00	\$748.00
Azevedo, Francisco M	\$102,850.66	\$12,940.59	\$13,792.70	\$129,583.95	Bethoney, Alexa N			\$5,330.00	\$5,330.00
Bacham, Jyothi	\$4,000.43			\$4,000.43	Betro, Johnathan C	\$34,334.04	\$9,861.36	\$15,126.50	\$59,321.90

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>
Bielski, Jovan J			\$3,942.00	\$3,942.00	Briggs, Kevin J			\$12,478.00	\$12,478.00
Bilodeau, Jillian	\$7,935.08			\$7,935.08	Brissette, Ellen M	\$28,301.67			\$28,301.67
Birkbeck, Stacey L	\$41,806.74	\$220.95		\$42,027.69	Brooks, Paul F			\$56,490.25	\$56,490.25
Bishop, Jason A			\$544.00	\$544.00	Brotherton, Michael W	\$22,274.83			\$22,274.83
Bishop, Kelly A	\$97,312.95			\$97,312.95	Brousseau, Ryan M			\$3,144.00	\$3,144.00
Bishop, Kevin C			\$748.00	\$748.00	Brown, Erika C	\$24,812.04			\$24,812.04
Blais, Alyssa L	\$33,624.83			\$33,624.83	Brown, Nancy	\$5,950.00			\$5,950.00
Blake, Scott R	\$29,232.00			\$29,232.00	Brown, Rendi M			\$2,345.00	\$2,345.00
Blanchard, Joseph J	\$4,140.00			\$4,140.00	Brown, Sonia L	\$3,750.00			\$3,750.00
Blanchard, Suzanne M	\$103,696.74			\$103,696.74	Brunelli, Jeffrey A			\$5,746.00	\$5,746.00
Blanchette, Eric			\$3,752.00	\$3,752.00	Buckland, Mary E	\$2,297.87			\$2,297.87
Block, Ashton W	\$13,623.44			\$13,623.44	Buckley, Edward J	\$7,626.00			\$7,626.00
Boette, Robert W	\$1,710.00	\$4,846.39		\$1,710.00	Buckley, Kristen M	\$34,449.00			\$34,449.00
Bohane, Cassandra L	\$29,007.64	\$18,031.99		\$29,007.64	Buckley, Shawn A	\$115,250.82	\$59,862.16	\$67,929.05	\$243,042.03
Bohnenberger, Mark D	\$97,112.16		\$29,879.44	\$131,837.99	Buckley Sr, Thomas F	\$165,359.64		\$26,521.15	\$191,880.79
Bohnert, Eoin L	\$100,334.72	\$10,210.26	\$31,033.25	\$149,399.96	Buckner, Alexis	\$6,239.25			\$6,239.25
Boig, Brittany L	\$8,864.45			\$8,864.45	Buckner, Jacqueline	\$3,140.20			\$3,140.20
Bolger, Robert A	\$66,675.80		\$24,350.00	\$101,236.06	Buetow, Elizabeth K	\$92,796.53			\$92,796.53
Bolles, Caitlin A			\$6,962.00	\$6,962.00	Bugan, Jack	\$21,984.21			\$21,984.21
Boncariewski, Michael S			\$2,771.00	\$2,771.00	Bullard, Louis B			\$2,244.00	\$2,244.00
Bongo, Karen	\$50,998.31			\$50,998.31	Bullen, Christopher			\$627.00	\$627.00
Bonin, Emelie J	\$1,500.00	\$110.37		\$1,500.00	Burhoe, Wesley D	\$2,000.00			\$2,000.00
Bonneau, Jeanne M	\$1,500.00			\$1,500.00	Burke, Anne	\$1,500.00			\$1,500.00
Bonney, John P			\$8,493.00	\$8,493.00	Burke, Peter J			\$1,040.00	\$1,040.00
Bonoan, Gilbert	\$76,464.80		\$13,938.46	\$90,513.63	Burke, Raymond T	\$1,740.00			\$1,740.00
Booker, Jessica A	\$45,717.49			\$45,717.49	Burke, Stephen J			\$80,562.25	\$80,562.25
Bordieri, Melissa M	\$8,155.00			\$8,155.00	Burkett, Lisa M	\$22,528.54			\$22,528.54
Borges, Karen J	\$111,363.15	\$25,230.80		\$111,363.15	Burns, David J	\$8,850.00			\$8,850.00
Bostick, Earl D		\$541.19	\$22,860.00	\$22,860.00	Burns, Lynn	\$60,700.40	\$812.25		\$61,512.65
Bowers, William G			\$850.00	\$850.00	Burns, Teresa M	\$50,443.65			\$50,443.65
Bowolick, Nathan W			\$12,855.50	\$12,855.50	Burroughs, Stephanie	\$152,751.87			\$152,751.87
Boyt, Austin	\$79,324.54		\$19,981.25	\$124,536.59	Burt, Timothy	\$84,932.37	\$38,949.61	\$20,390.00	\$144,271.98
Bradley, Joan R	\$55,540.45			\$56,081.64	Burton Jr, George J			\$1,300.00	\$1,300.00
Bradley, Robert J	\$1,935.00			\$1,935.00	Bush, Aaron W	\$97,162.29			\$97,162.29
Brady, Kathleen M	\$720.00			\$ 720.00	Butler, Adam J			\$1,343.00	\$1,343.00
Brady, Kevin G			\$1,600.00	\$1,600.00	Butler, Arlene	\$7,441.50			\$7,441.50
Brady, Margaret	\$477.50			\$477.50	Butler Jr, Arthur A	\$16,260.55			\$16,260.55
Brady, Nancy A	\$32,141.23			\$32,141.23	Butt, Melinda R	\$23,528.69	\$1,123.02		\$24,651.71
Brady, Samuel J			\$512.00	\$512.00	Butt, Randy A	\$90.00			\$90.00
Brady, Shane M	\$2,351.25			\$2,351.25	Buttrick, Austin K			\$4,199.00	\$4,199.00
Brancato, Elizabeth E	\$2,685.00			\$2,685.00	Butts, Caroline M			\$2,244.00	\$2,244.00
Brannigan-Jones, Bianca C	\$83,572.84			\$83,572.84	Byrnes, Adam W	\$110,988.88	\$19,201.58	\$30,495.62	\$160,686.08
Bratsis, Areti	\$42,428.29			\$42,428.29	Byrnes, Sarah A	\$92,212.14			\$92,212.14
Brawley, Maureen A	\$95,593.18			\$95,593.18	Cadogan, Anthony			\$3,944.00	\$3,944.00
Breen, Rosanne M	\$11,830.00			\$11,830.00	Caffin, James R	\$90,833.68	\$3,727.39	\$500.00	\$95,061.07
Brelsford, Emma T	\$53,493.61			\$53,493.61	Calabro-Carroll, Karen	\$93,581.68			\$93,581.68
Brennan, Hope A	\$87,957.68			\$87,957.68	Callahan, Daniel E	\$21,251.47			\$21,251.47
Brennan, Jason P			\$7,807.50	\$7,807.50	Callahan, Elizabeth A	\$88,209.53			\$88,209.53
Brennan, Matthew P	\$101,217.60			\$101,217.60	Callahan, Jaclyn E	\$1,008.00			\$1,008.00
Brienze, Joseph A			\$8,731.00	\$8,731.00	Callahan, James K	\$109,859.05			\$109,859.05

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>
Callahan, Timothy J			\$1,032.00	\$1,032.00	Chamberlin Jr, John J	\$90,624.31	\$48,140.50	\$17,333.50	\$156,098.31
Callanan, Niles M	\$4,132.00			\$4,132.00	Champlin, Jeremy C	\$107,833.29			\$107,833.29
Cameron Jr, Gary T	\$54,189.84	\$5,810.51	\$513.83	\$60,514.18	Chapman, Craig R			\$3,347.00	\$3,347.00
Cameron, Scott E	\$55,023.60	\$13,039.22	\$650.00	\$68,712.82	Charette, Scott D			\$10,399.00	\$10,399.00
Campbell, Kristina M	\$54,316.00			\$54,316.00	Charlton, Kenneth A			\$9,805.00	\$9,805.00
Campbell, Paul A			\$544.00	\$544.00	Charpentier, Christopher A	\$29,009.61			\$29,009.61
Campbell, Scott E	\$83,105.44			\$83,105.44	Charron, Stacie M	\$104,779.24			\$104,779.24
Canada, Justin E			\$7,155.00	\$7,155.00	Chaves, Joao A			\$4,505.00	\$4,505.00
Canavan, Laura			\$4,467.50	\$4,467.50	Chen, Sara M	\$90,869.81			\$90,869.81
Cannata Sr, James A	\$79,629.86	\$6,550.00	\$27,858.00	\$114,037.86	Chenard, Michael P			\$544.00	\$544.00
Cannata, Michael R			\$512.00	\$512.00	Chermesino, Wendy J	\$37,062.34			\$37,062.34
Cantalupo, Nicole M	\$27,944.61			\$27,944.61	Chofay, Bradley J			\$1,360.00	\$1,360.00
Capone, Lorraine A	\$1,459.95			\$1,459.95	Choiniere, Joseph N			\$7,592.50	\$7,592.50
Caraher, Paul D			\$544.00	\$544.00	Chute, Trevor M	\$72,704.14	\$5,651.71	\$15,308.00	\$93,663.85
Carchedi, Colleen P	\$76,026.74			\$76,026.74	Cimildoro, Mark A			\$748.00	\$748.00
Cardinal, Christian P			\$4,127.00	\$4,127.00	Clark, Caroline M	\$78,939.76	\$10,449.38		\$89,389.14
Cardullo, Leah	\$98,009.88			\$98,009.88	Clark, Michelle L	\$25,856.00	\$108.00		\$25,964.00
Carew, Bryan J	\$5,861.00			\$5,861.00	Clements, Courtney L	\$94,263.29			\$94,263.29
Carey, Sarah S	\$28,744.64			\$28,744.64	Clements, Zachary R			\$2,324.00	\$2,324.00
Carey, Tyler P			\$512.00	\$512.00	Clough, Julie A	\$107,777.25			\$107,777.25
Carine, Anne S	\$53,046.62			\$53,046.62	Cloutier-Bristol, Marisa C	\$59,318.56			\$59,318.56
Caristi, Joanna M	\$36,554.79	\$1,928.77		\$38,483.56	Cochrane, Melissa A			\$1,088.00	\$1,088.00
Carle, Susan M	\$80,637.23			\$80,637.23	Coderre, John W	\$138,663.42			\$138,663.42
Carleton, Margot Ellen	\$210.00			\$210.00	Cohen, Gabrielle	\$1,500.00			\$1,500.00
Carloni, Becki J			\$520.00	\$520.00	Cohen, Lisa J	\$1,625.00			\$1,625.00
Carlson, Carolyn	\$109,496.25			\$109,496.25	Colangelo, Anthony	\$1,500.00			\$1,500.00
Carlton, Graeme A			\$1,123.00	\$1,123.00	Colecchi, Michael J			\$6,364.00	\$6,364.00
Carlton, Lauren M	\$99,208.36			\$99,208.36	Coleman, Christopher M			\$4,066.25	\$4,066.25
Carman, Lisa M	\$18,761.42			\$18,761.42	Coliflores, Jonathan			\$16,949.50	\$16,949.50
Carpentier, Carol J	\$585.00			\$585.00	Coliflores, Kristen M	\$94,322.29			\$94,322.29
Carrara, Stephen M	\$7,903.33			\$7,903.33	Collado, Jennifer S	\$6,510.00			\$6,510.00
Carrel Jr, Owen T			\$544.00	\$544.00	Collins, Danna M	\$109,953.49			\$109,953.49
Carroll Sr, Jonathan M			\$693.00	\$693.00	Collins, Joseph M			\$1,375.00	\$1,375.00
Carroll, Matthew J	\$115,250.74			\$115,250.74	Collins, Susan C	\$210.00			\$210.00
Carroll, Michael E			\$1,600.00	\$1,600.00	Collins, Valesay C	\$102,477.26	\$7,220.50	\$5,483.46	\$115,181.22
Carter, Brian P			\$2,072.00	\$2,072.00	Colpritt, Linwood R	\$74,966.80	\$5,677.89	\$1,700.00	\$82,344.69
Carter, Jeanne M	\$19,632.58	\$1,147.10		\$20,779.68	Colvin, Kelly V			\$3,086.50	\$3,086.50
Carter, Sean T			\$4,388.00	\$4,388.00	Commane-Davis, Karen L	\$30,193.47			\$30,193.47
Caseley, Janet L	\$285.00			\$285.00	Comora Jr, Michael A			\$3,445.00	\$3,445.00
Casey, Meghan B			\$4,092.00	\$4,092.00	Compagnone, Amy E	\$33,838.68			\$33,838.68
Casilli, Dianne M	\$107,362.00			\$107,362.00	Conca, Claudia M	\$5,733.25			\$5,733.25
Cassford, Matthew J			\$2,447.00	\$2,447.00	Conforti, David J			\$5,355.00	\$5,355.00
Cassidy, Derick R			\$18,585.00	\$18,585.00	Conlon, Ashley M	\$898.13			\$898.13
Cassidy, Jessica A	\$921.83			\$921.83	Connell, Alexandra	\$62,466.62			\$62,466.62
Cavalieri, William J	\$83,484.55	\$24,210.55	\$27,268.75	\$134,963.85	Connolly, Michael P			\$748.00	\$748.00
Cebrowski, Karen M	\$61,787.20	\$447.38		\$62,234.58	Connolly, Chelsea J	\$28,875.59			\$28,875.59
Cedorchuk, Mark	\$107,938.56			\$107,938.56	Connolly, James J			\$4,148.00	\$4,148.00
Cerqua, Gabriella J	\$4,652.00			\$4,652.00	Connolly, Jane M	\$129.00			\$129.00
Chadis, Alex J			\$16,188.50	\$16,188.50	Connolly, Joshua T	\$1,766.40			\$1,766.40
Chamberlin, John J	\$143,986.95	\$9,523.70	\$46,892.20	\$200,402.85	Connolly, Tyler S			\$2,832.00	\$2,832.00

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>
Conrad, Robert L			\$848.00	\$848.00	Daly, Susan E	\$27,373.05			\$27,373.05
Conway, Lyndsey	\$2,535.00			\$2,535.00	D'Amico, Gabriella M	\$4,664.88			\$4,664.88
Conway, Tabitha L			\$1,804.00	\$1,804.00	Dangelo, Kevin M			\$2,632.50	\$2,632.50
Cooke Jr, William A	\$1,755.00			\$1,755.00	Daniels, Corrinne L	\$16,326.05			\$16,326.05
Cooper, Elizabeth M	\$13,945.00			\$13,945.00	Daniels, Jeffrey A			\$512.00	\$512.00
Cooper, Sadie			\$2,822.00	\$2,822.00	Daniels, Timothy S	\$102,966.75	\$24,413.37	\$1,641.97	\$129,022.09
Corbett, Joseph P			\$8,491.50	\$8,491.50	Danitschek, Abbie R	\$4,720.00			\$4,720.00
Cordone, Rachel M	\$104,938.81			\$104,938.81	Danitschek, Abigail R	\$2,695.00			\$2,695.00
Corliss, Brittany M	\$17,320.18			\$17,320.18	Dantona, Joseph D	\$88,990.43	\$11,325.21	\$27,327.25	\$127,642.89
Cornell, Matthew R			\$3,620.00	\$3,620.00	D'Arcy, Sarah A	\$1,552.50			\$1,552.50
Corpus, Danica J	\$1,440.00			\$1,440.00	Dasilva, Wendi A	\$37,242.35			\$37,242.35
Corsi, Joseph M			\$1,970.00	\$1,970.00	Dauphinee, Diane E	\$38,933.89			\$38,933.89
Corvi, Madelyn M	\$23,986.44			\$23,986.44	Davine, Jon M			\$1,419.00	\$1,419.00
Cossette, Lisa M	\$2,868.75			\$2,868.75	Davis Lonergan, Marla S	\$65,363.25			\$65,363.25
Cossette, Shayne T	\$72,345.98	\$12,603.61	\$10,832.50	\$95,782.09	Davis, Kelly C	\$88,849.73			\$88,849.73
Costa, Jessica E	\$23,920.24			\$23,920.24	Davis, Lisa M	\$23,829.05			\$23,829.05
Costa, Michael J	\$4,429.28	\$113.28		\$4,542.56	Davis, Scott R			\$5,263.50	\$5,263.50
Costello, Barry J			\$10,875.00	\$10,875.00	Dean, Jeffrey A			\$10,969.00	\$10,969.00
Cote, Selena E	\$16,052.65			\$16,052.65	Deandrade, Lucas J			\$820.00	\$820.00
Cotter, Timothy J			\$8,594.00	\$8,594.00	Dee Fruci, Victoria R	\$692.33			\$692.33
Couroupacis, John C	\$30,013.78		\$704.00	\$30,717.78	Defazio, Anthony J	\$81,521.25	\$19,826.64	\$1,175.00	\$102,522.89
Courtemanche, Jeanne M	\$20,765.81			\$20,765.81	Deforest, Erica L	\$3,888.00			\$3,888.00
Coveney, William F	\$49,140.96	\$6,483.33		\$55,624.29	Degnim, Thomas G			\$627.00	\$627.00
Cowin, Jennifer M	\$91,241.18			\$91,241.18	Deleskekey, Brian J	\$2,000.00			\$2,000.00
Cowing, Joseph P			\$5,377.00	\$5,377.00	Delgreco, Gabriella A	\$2,100.25			\$2,100.25
Craig, Marc S	\$124,300.96			\$124,300.96	Depriore, Lance E	\$117,796.41	\$1,166.19	\$275.00	\$119,237.60
Croak, Ryan J			\$1,054.00	\$1,054.00	Deluca, Darleen M	\$75,618.94	\$10,494.60		\$86,113.54
Crocker, Beverly A	\$174.11			\$174.11	Demarco, Jon P	\$115,398.53			\$115,398.53
Cronin, Jennifer L	\$104,374.44			\$104,374.44	Demelo, Jordan M			\$2,746.25	\$2,746.25
Crosman, Connor J			\$8,309.50	\$8,309.50	Demers, Michael G			\$2,259.00	\$2,259.00
Crosman, Kristine L			\$748.00	\$748.00	Dendunnen, Anne E	\$93,901.61			\$93,901.61
Crosman, Lawrence G			\$2,396.00	\$2,396.00	Denekamp, Mark S	\$54,189.84	\$2,027.95	\$901.67	\$57,119.46
Croteau, Sarah R	\$78,468.32			\$78,468.32	Denio, Stephen J			\$544.00	\$544.00
Crudele, Samantha M	\$83,926.32			\$83,926.32	Denizkurt, Dawn M	\$63,595.44	\$140.67	\$2,860.00	\$66,596.11
Crutchfield, Anika J			\$544.00	\$544.00	Depalo Jr, Patrick T			\$4,025.00	\$4,025.00
Cuddihy, Joseph J	\$86,614.81	\$4,684.09	\$23,104.75	\$114,403.65	Derba, Joseph J	\$41,782.97	\$8,510.89	\$13,920.00	\$64,213.86
Cuddy, Michael P			\$1,171.00	\$1,171.00	D'Errico, Kristen N	\$115,899.85			\$115,899.85
Culverhouse, Teresa E	\$74,414.51			\$74,414.51	Desmond, Conor B			\$9,054.50	\$9,054.50
Cummings III, Berton C			\$17,076.00	\$17,076.00	Desrochers, Brigid M	\$93,145.48			\$93,145.48
Curran, Nancy D	\$105,991.52			\$105,991.52	Desrosiers, Justin R			\$1,040.00	\$1,040.00
Cusack, Diane C	\$40.00			\$40.00	Dever, Corey P			\$775.50	\$775.50
Cusack, Joseph T	\$112,186.13			\$112,186.13	Devito, Alexander D	\$7,400.00			\$7,400.00
Cuscia, Gianna F	\$2,973.13			\$2,973.13	Dhillon, Poonam	\$34,239.87			\$34,239.87
Cusson, Eric J			\$10,070.00	\$10,070.00	Dhooge, Gerard J			\$544.00	\$544.00
Cutler Jr, Robert E	\$110,823.82		\$ -	\$110,823.82	Dibona, Ralph M	\$90,072.21			\$90,072.21
Dacosta, Robert R			\$627.00	\$627.00	Dicenso, Amanda H	\$92,852.29			\$92,852.29
Dahlgren, Judith	\$14,928.65			\$14,928.65	Dietzel, Karen A	\$2,130.00			\$2,130.00
Daigle, Stephen R			\$9,939.00	\$9,939.00	Digiantomaso, Matthew G			\$1,667.00	\$1,667.00
Dalton, Holly M	\$1,435.00			\$1,435.00	Dillon, Andrew			\$1,088.00	\$1,088.00
Daly, Emma	\$27,161.72			\$27,161.72	Dimodica, Christopher J	\$86,867.30	\$17,233.27	\$89,276.50	\$193,377.07

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>
Dineen, Richard M	\$67,954.51			\$67,954.51	Dustin, Jean M	\$37,664.04			\$37,664.04
Dinitto, James	\$5,368.00			\$5,368.00	Dziedzic, Rachel E	\$41,196.28			\$41,196.28
Dion, Scott J	\$98,412.48	\$103,438.82	\$105,241.15	\$307,092.45	Eaton, Steven W			\$1,375.00	\$1,375.00
Doherty, Hayden	\$18,573.21			\$18,573.21	Edelstein Dodds, Christine	\$28,946.18			\$28,946.18
Doherty, Maureen	\$19,305.00			\$19,305.00	Eisele, Devin T			\$1,380.00	\$1,380.00
Doherty, Stephen J	\$85,507.46			\$85,507.46	Eisenhauer, Justin	\$73,150.47	\$1,044.56		\$74,195.03
Donahue, Barbara J	\$49,952.77			\$49,952.77	Eisenhauer Sr, Michael T	\$58,765.63			\$58,765.63
Donegan, Elizabeth A	\$635.20			\$635.20	Eldridge, Myles B	\$570.00			\$570.00
Donnelly, Stephanie	\$43,330.83			\$43,330.83	Enright, Kevin P			\$3,650.50	\$3,650.50
D'Onofrio, Louise K	\$10,350.00			\$10,350.00	Eppolito, Paige A	\$19,772.80			\$19,772.80
Donoghue, Brian			\$666.25	\$666.25	Erhard, Thomas F	\$210.00			\$210.00
Donovan, James M	\$152,250.02			\$152,250.02	Erwin, Tara L	\$30,907.60			\$30,907.60
Donovan, Kristen E	\$106,449.16			\$106,449.16	Esposito, Kelly A	\$68,068.60			\$68,068.60
Donovan, Marren	\$2,572.50			\$2,572.50	Eszlari, Eric M			\$512.00	\$512.00
Donovan, Shannon C	\$4,569.00			\$4,569.00	Eszlari, Jeffrey T	\$80,217.40	\$5,578.84	\$27,044.50	\$112,840.74
Donovan, Taylor R	\$54,757.60			\$54,757.60	Ethier, Nicholas P			\$6,715.00	\$6,715.00
Donovan, Tyler R	\$4,808.00			\$4,808.00	Evans, Allison A	\$28,146.06			\$28,146.06
Donovan, William D	\$3,657.69			\$3,657.69	Evans, Barbara A	\$1,500.00			\$1,500.00
Doohar, Timothy J			\$3,398.00	\$3,398.00	Everson, Richard W	\$54,922.00	\$485.63	\$6,186.75	\$61,594.38
Doolan, Lynne	\$25,127.51			\$25,127.51	Eykel, Glen			\$8,862.00	\$8,862.00
Doolan, Michael E	\$87,247.93	\$15,374.52	\$1,090.70	\$103,713.15	Fahey, Jared C			\$520.00	\$520.00
Dooley, Arthur J	\$5,097.00			\$5,097.00	Fahie, Denezia M	\$5,782.20			\$5,782.20
Dorsey, Paul D			\$748.00	\$748.00	Falzone, Kelly A	\$27,325.80			\$27,325.80
D'Orsi, Zachary T	\$85,703.92			\$85,703.92	Faria, Shawn M			\$627.00	\$627.00
Douglas, Paul M			\$4,454.00	\$4,454.00	Farrell, Aidan J	\$85,059.06	\$32,394.32	\$30,785.50	\$148,238.88
Dowers, Mandy	\$11,996.08			\$11,996.08	Farrow, Shalini J	\$105,173.07			\$105,173.07
Downs, Lisa P	\$8,586.00			\$8,586.00	Fay, David P	\$560.00			\$560.00
Doyle, Christine P	\$61,916.00			\$61,916.00	Fay, Wendy	\$44,792.86			\$44,792.86
Doyle, Dawnellen S	\$102,346.57			\$102,346.57	Fayles, Brendan M	\$68,026.42	\$48,287.97	\$81,307.50	\$197,621.89
Drake, Lee A			\$1,632.00	\$1,632.00	Feely, Brian J			\$1,700.00	\$1,700.00
Drane, Jesse Jr			\$10,043.00	\$10,043.00	Feeney, Patrick W			\$23,939.50	\$23,939.50
Drayton, Lucas W	\$117,320.30	\$23,751.71		\$141,072.01	Feierstein, Sarah E	\$28,302.56			\$28,302.56
Dreibholz, David D	\$58,964.56	\$15,571.40		\$74,535.96	Feinstein, Steven R	\$210.00			\$210.00
Drummond, Jillian A	\$79,230.53			\$79,230.53	Fellows, Jennifer R	\$108,102.71			\$108,102.71
Duckworth, Jenna L	\$83,418.44			\$83,418.44	Felper, Melissa L	\$79,979.80			\$79,979.80
Dudley, Janie S	\$20,492.09			\$20,492.09	Feltrup, William J			\$544.00	\$544.00
Duffey-Riley, Alexia	\$3,646.56			\$3,646.56	Fennyery, Kathleen C	\$60,726.49			\$60,726.49
Duffy, Janice M	\$36,020.08			\$36,020.08	Ferbert, Scott J	\$117,631.92			\$117,631.92
Dugan, Karen A	\$48,942.11	\$1,318.53		\$50,260.64	Ferencik, Meghan E	\$35,838.91			\$35,838.91
Duhaime, Dianne M	\$1,500.00			\$1,500.00	Ferguson, Kimberly J	\$20,784.79	\$549.78		\$21,334.57
Dulchinos, Nicholas J			\$7,414.00	\$7,414.00	Ferguson, Robert L			\$4,998.00	\$4,998.00
Dumais, Christopher P			\$544.00	\$544.00	Ferraro, Michael S	\$66,804.72	\$14,209.97		\$81,014.69
Duncan, Paige E	\$159,691.13			\$159,691.13	Ferraro, Rose L	\$94,993.18			\$94,993.18
Dunford, Erin F	\$19,236.63	\$1,466.54		\$20,703.17	Fichera, Kristin	\$91,702.96			\$91,702.96
Dunn, Janine K	\$15,309.84			\$15,309.84	Fierri, Mark R	\$41,729.55			\$41,729.55
Dunn, Ryan C	\$77,440.48	\$13,246.81	\$978.12	\$91,665.41	Filaccio, Julia A	\$2,440.00			\$2,440.00
Dunn, Tara H	\$84,563.05			\$84,563.05	Findlen, Michael P			\$31,153.00	\$31,153.00
Duphily, Marc R			\$8,013.00	\$8,013.00	Finerty, Connor A			\$2,250.25	\$2,250.25
Duquette, Kevin M	\$42,225.96			\$42,225.96	Finn, Jackson T	\$2,841.15			\$2,841.15
Durkin, Thomas P Jr			\$520.00	\$520.00	Fitzgerald Jr, Kenneth J	\$72,107.04	\$6,479.42	\$43,777.84	\$122,364.30

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>
Fitzgerald, Kerri A	\$15,742.59			\$15,742.59	Galanti, Diane E	\$94,032.75			\$94,032.75
Fitzgerald, Meghann E			\$3,148.00	\$3,148.00	Galanti, Eric A	\$6,981.00			\$6,981.00
Fitzgerald, Michael T			\$1,258.00	\$1,258.00	Galanti, Jason T	\$83,355.53	\$34,571.89	\$30,693.00	\$148,620.42
Fitzgerald, Sean M			\$1,632.00	\$1,632.00	Gallagher, Charles P	\$45,467.75	\$488.86		\$45,956.61
Flaherty, Scott	\$93,962.81	\$12,947.70	\$43,505.86	\$150,416.37	Gallagher, Christopher F	\$153,394.88	\$3,124.73		\$156,519.61
Flanagan, Ryan A			\$1,292.00	\$1,292.00	Gallagher, Elaine I	\$78,462.54			\$78,462.54
Flanders, Nathan J	\$13,391.23			\$13,391.23	Gallerani, Brian M			\$1,955.00	\$1,955.00
Flavelle, Ardys A	\$3,500.00			\$3,500.00	Gallerani, Scott M			\$1,715.00	\$1,715.00
Fletcher, Dennis R	\$2,685.25			\$2,685.25	Ganter, Cynthia	\$1,500.00			\$1,500.00
Fleury, Michael			\$11,179.50	\$11,179.50	Garber, Ellen M	\$150.00			\$150.00
Flinn, Michael P			\$5,232.00	\$5,232.00	Gatto, Jason D			\$775.50	\$775.50
Florestal, Raphael	\$1,580.31			\$1,580.31	Gaudette, Jean M	\$32,587.40			\$32,587.40
Flynn McCarthy, Erin L	\$96,508.27			\$96,508.27	Gaulin, Elizabeth A	\$10,164.42			\$10,164.42
Flynn, Connor B			\$3,414.00	\$3,414.00	Gaunt, Nicole	\$13,993.71			\$13,993.71
Flynn, Dana A			\$7,735.50	\$7,735.50	Gavin, Daniel R			\$1,632.00	\$1,632.00
Foley, Brian E	\$92,265.37	\$3,369.48	\$5,612.50	\$101,247.35	Gavin, Edward J			\$5,776.75	\$5,776.75
Foley, Colleen J	\$78,133.02			\$78,133.02	Gay, Leah M	\$82,219.10			\$82,219.10
Foley, Courtney M	\$3,606.80			\$3,606.80	Geffers, Holly H	\$111,348.13			\$111,348.13
Foley, Jennifer L	\$10,465.00			\$10,465.00	Gelfand, Cheryl B	\$39,952.41			\$39,952.41
Foley, Julia L	\$33,944.70			\$33,944.70	Gemba, Barbara A	\$105,827.92			\$105,827.92
Foley, Kenneth P	\$400.00			\$400.00	Genard, Nicole			\$544.00	\$544.00
Foley, Marie E	\$105,587.99			\$105,587.99	Gentile, Andrew C	\$35,741.91			\$35,741.91
Foley, Rebecca	\$807.50			\$807.50	George, Hilda B	\$1,500.00			\$1,500.00
Foley, Scott H	\$58,218.72			\$58,218.72	Germain, Lynne Ann D	\$3,640.00			\$3,640.00
Foley, Shane A			\$1,496.00	\$1,496.00	Gerraughty, Joseph M	\$202.50			\$202.50
Foreman, Noah M	\$1,517.63			\$1,517.63	Gerraughty, Michael W	\$62,725.08	\$4,545.46	\$2,062.92	\$69,333.46
Forsythe, Robert J			\$25,325.25	\$25,325.25	Giampietro, Donna M	\$2,830.00			\$2,830.00
Forsythe, Zachary			\$16,916.50	\$16,916.50	Gibbs, Jonathan M	\$112,417.33			\$112,417.33
Fortier, Jason J	\$57,043.84	\$1,640.12	\$3,427.04	\$62,111.00	Giguere, Deborah E	\$11,057.66			\$11,057.66
Foscaldo, David J	\$119,987.30	\$13,859.89	\$28,070.76	\$161,917.95	Gilbert, Miriah L	\$2,481.75			\$2,481.75
Foscaldo, Eileen V	\$5,320.00			\$5,320.00	Gill, Gregory M	\$82,934.30	\$99.68	\$6,370.25	\$89,404.23
Fossella, Dana M	\$10,360.00			\$10,360.00	Gill, Thomas J	\$111,120.88			\$111,120.88
Foster, Elizabeth J	\$210.00			\$210.00	Gillette, Chrystal M	\$1,575.00			\$1,575.00
Foster, Lesleyann L	\$22,424.12			\$22,424.12	Gilpin, Paul M	\$56,737.36			\$56,737.36
Foster Jr, Ronald S	\$1,500.00			\$1,500.00	Giordano, Thomas A			\$775.50	\$775.50
Fox, Marguerite J	\$36,367.07			\$36,367.07	Giovannella, Mark A			\$17,903.00	\$17,903.00
Fox, Nicole A	\$46,742.72			\$46,742.72	Giri, Nabin	\$72,348.05	\$207.98	\$7,604.92	\$80,160.95
Francomano, Jack R	\$4,298.13			\$4,298.13	Giudici, Kristin	\$21,908.61			\$21,908.61
Franzen, Jennifer L	\$96,193.42			\$96,193.42	Glass, Melissa A	\$47,308.13			\$47,308.13
Frazier, Kerry B	\$131,165.45			\$131,165.45	Glowka, Michael S			\$1,292.00	\$1,292.00
Freitas, Marianne	\$19,348.70			\$19,348.70	Glynn, Robert S	\$94,482.32			\$94,482.32
Frongello, Anthony M			\$2,166.50	\$2,166.50	Godino, Joseph P	\$92,931.14	\$29,961.02	\$47,234.86	\$170,127.02
Frucci, Christine	\$1,836.62			\$1,836.62	Godino, Thomas P			\$544.00	\$544.00
Fuhrman, Ann	\$35,184.53			\$35,184.53	Goldberg, John F			\$2,080.00	\$2,080.00
Fuller, April G	\$105,246.69			\$105,246.69	Goldberg, Justin F			\$1,040.00	\$1,040.00
Fuller, Carl A	\$90,651.08		\$1,325.00	\$91,976.08	Golden, Timothy C	\$78,162.29	\$1,793.42		\$79,955.71
Fundora, William H			\$544.00	\$544.00	Goldenberg, Carole B	\$1,500.00			\$1,500.00
Gabolo, Toily E	\$19,903.86			\$19,903.86	Golder, Seth R	\$91,426.66			\$91,426.66
Gada, Matthew T			\$2,243.00	\$2,243.00	Goldrick, Korey A	\$52,860.78	\$6,825.37	\$12,705.00	\$72,391.15
Gahagan, Brendan E			\$10,665.00	\$10,665.00	Gomes Pimenta, Haley E	\$13,104.00			\$13,104.00

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>
Gomes, Antonio D			\$2,771.00	\$2,771.00	Hain, Robert H			\$13,394.50	\$13,394.50
Gomes, Cameron P	\$19,903.86			\$19,903.86	Hall, Lauren V	\$83,820.62			\$83,820.62
Goncalves, Dionisio A	\$105,226.03	\$237.98	\$5,610.50	\$111,074.51	Halle, Kevin P			\$9,408.00	\$9,408.00
Gonsalves, Mark L	\$18,407.28	\$83.70		\$18,490.98	Halloway, David			\$6,116.00	\$6,116.00
Gonsalves, Michael E			\$1,955.00	\$1,955.00	Halloway, Jacob			\$2,837.00	\$2,837.00
Gonsalves, Travis J			\$1,632.00	\$1,632.00	Hamilton, Bruce W	\$53,223.50			\$53,223.50
Gonzalez, Arcadio J			\$627.00	\$627.00	Hamilton, Keith S	\$80,781.14	\$10,895.10	\$11,076.50	\$102,752.74
Goodrich, Erin B	\$71,926.49			\$71,926.49	Hamilton Jr, Steven S			\$2,771.00	\$2,771.00
Goodwin, Donna L	\$37,424.35			\$37,424.35	Hancy, Ryan W			\$1,072.00	\$1,072.00
Goodwin, Janey E	\$100,849.96			\$100,849.96	Hannon Jr, John F			\$627.00	\$627.00
Gorham, Patricia A	\$210.00			\$210.00	Hansen, Paul W			\$520.00	\$520.00
Gould, Anthony R			\$1,207.00	\$1,207.00	Hardy, Roger S			\$3,634.00	\$3,634.00
Gould Jr, Michael P			\$69,493.25	\$69,493.25	Hargadon, Diane E	\$30,363.08			\$30,363.08
Goulet, Kyle B			\$520.00	\$520.00	Harish, Paul J Jr	\$67,784.47	\$10,721.83	\$1,300.00	\$79,806.30
Gover, Claudine	\$61,870.06	\$984.06		\$62,854.12	Harkins, Brian P			\$1,848.00	\$1,848.00
Gover, Patricia A	\$585.00			\$585.00	Harrington, Kevin J			\$15,931.50	\$15,931.50
Gover, Timothy C			\$1,292.00	\$1,292.00	Harvey, Veronica A	\$15,258.23			\$15,258.23
Goverman, Barry	\$1,500.00			\$1,500.00	Haskell, Allan L			\$12,780.25	\$12,780.25
Grace, Abigail L	\$875.93			\$875.93	Haskins, Christopher S			\$2,420.00	\$2,420.00
Grace, Matthew J	\$7,051.76	\$1,319.20	\$575.00	\$8,945.96	Hathaway, Christopher P	\$6,863.86			\$6,863.86
Grace, Michael A	\$227,428.20			\$227,428.20	Hay, Nicole M	\$10,452.28			\$10,452.28
Gracia, Janet K	\$42,532.17			\$42,532.17	Hayes, Connor D	\$4,857.50			\$4,857.50
Grady, Daniel P	\$101,134.07			\$101,134.07	Hayes, Madison	\$1,950.00			\$1,950.00
Graney, Stephen J			\$850.00	\$850.00	Hayes, Michael J	\$60,158.96	\$13,839.20		\$73,998.16
Grant, Abigail K	\$67,565.73			\$67,565.73	Hazeldine, Curtis A	\$56,539.78	\$16,750.64	\$1,521.09	\$74,811.51
Grant, Debra L	\$16,067.39			\$16,067.39	Headd, James J	\$18,621.74			\$18,621.74
Grant, Julie L	\$103,321.47			\$103,321.47	Healy-Botelho, Erin K	\$121,774.52			\$121,774.52
Gravit, Adam M	\$125,307.61			\$125,307.61	Healy-Botelho, Lynn M	\$71,480.04	\$350.18		\$71,830.22
Gray, Ashley M	\$82,808.58			\$82,808.58	Heaney, Thomas L			\$7,298.50	\$7,298.50
Gray, Diana M	\$60,869.05			\$60,869.05	Heiberger, Maureen	\$104,360.87			\$104,360.87
Gray, Jennifer L	\$104,840.00			\$104,840.00	Henderson, Noah D	\$10,658.00	\$322.92		\$10,980.92
Gray, Jonathan R			\$520.00	\$520.00	Hendrixson, Noelle H	\$108,458.68			\$108,458.68
Greaves, William A	\$90,120.57	\$13,195.99	\$31,165.25	\$134,481.81	Henry, Melissa E	\$111,444.40			\$111,444.40
Greene, Mildred S	\$1,500.00			\$1,500.00	Hersee, Renee	\$1,881.50			\$1,881.50
Greenleaf, Jennifer L	\$90,615.91			\$90,615.91	Hickey, Marcia S	\$47,755.21			\$47,755.21
Greer, Jarrion	\$5,942.48			\$5,942.48	Hickox, Audrey E	\$ 921.83			\$921.83
Grenier, Brian J	\$82,868.83	\$8,392.37	\$21,074.75	\$112,335.95	Hickox, Susan N	\$20,853.73			\$20,853.73
Grenier, James S	\$106,088.32	\$36,083.74	\$48,180.75	\$190,352.81	Hicks, Kristin N			\$1,798.00	\$1,798.00
Griffin, Barbara	\$15,699.23			\$15,699.23	Higgins, Adam P	\$107,858.33	\$9,756.74	\$12,162.25	\$129,777.32
Griffin, David C	\$122,600.99			\$122,600.99	Higgins, Jason W			\$5,135.00	\$5,135.00
Grinnell, Kelly J	\$101,365.66			\$101,365.66	Hill, Meaghan M			\$512.00	\$512.00
Grossman, Rachel	\$2,102.63			\$2,102.63	Hirons, Derek G			\$4,160.00	\$4,160.00
Grove, Abigail E	\$88,641.43			\$88,641.43	Hoag, Kerry D	\$95,486.48			\$95,486.48
Grover, Richard H			\$49,961.25	\$49,961.25	Hobby, Maggie L	\$10,120.00			\$10,120.00
Groves, Mitchell	\$1,265.00			\$1,265.00	Hodson, Keith M			\$4,102.75	\$4,102.75
Guerrini, Deborah L	\$1,500.00			\$1,500.00	Hoffman, Patrick J	\$115,210.84	\$25,458.83	\$919.32	\$141,588.99
Guillotte, Shaun E	\$97,902.33	\$17,939.39	\$1,875.00	\$117,716.72	Hogan, Thomas J			\$5,944.00	\$5,944.00
Gundlach, Katie A	\$81,669.62			\$81,669.62	Hole, Steven D	\$93,818.81	\$12,039.72	\$29,133.98	\$134,992.51
Gurfinkel, Jonanathan A			\$1,592.00	\$1,592.00	Hollis, James D	\$3,675.00			\$3,675.00
Haggerty, Michael R			\$520.00	\$520.00	Hollis, Karen L	\$21,883.32			\$21,883.32

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>
Holmes, Jennifer L	\$57,500.04			\$57,500.04	Jones, Dakota J			\$2,508.00	\$2,508.00
Holske, Kristine L	\$53,200.00	\$357.36		\$53,557.36	Jordan, Gabriela V	\$56,093.00			\$56,093.00
Holst, Robert W			\$30,197.50	\$30,197.50	Jouret, Theodore E	\$78.75			\$78.75
Hood, Robert J	\$44,824.80	\$1,083.51	\$650.10	\$46,558.41	Joyce, Kathleen L	\$31,219.92			\$31,219.92
Hood, Tammy C	\$45,907.65	\$3,467.89		\$49,375.54	Joyce, Sean M			\$13,390.00	\$13,390.00
Hopkins, Richard E			\$1,551.00	\$1,551.00	Jurdak, Donna L	\$25,929.39			\$25,929.39
Horne, Daniel P	\$72,143.15	\$6,978.17	\$1,450.00	\$80,571.32	Jurkowski, Christopher T			\$3,842.00	\$3,842.00
Hornung, Celeste A	\$88,396.71			\$88,396.71	Kadlik, Richard S	\$101,763.25	\$23,586.76	\$1,641.96	\$126,991.97
Horton, Diane E	\$19,572.92			\$19,572.92	Kaesar, Todd C	\$113,285.81			\$113,285.81
Hough, Kellie E	\$49,140.96	\$3,429.83		\$52,570.79	Kahn, Ryan			\$1,836.00	\$1,836.00
Hourigan, Dana L	\$1,737.84			\$1,737.84	Kaiser, Neil C	\$210.00			\$210.00
Howard, Rhonda L	\$18,321.36			\$18,321.36	Kalberer, Alda M	\$1,500.00			\$1,500.00
Howarth, Kate L			\$3,848.00	\$3,848.00	Kallio, Kristin M A	\$92,603.44			\$92,603.44
Howden, Kirsten T	\$106,571.28			\$106,571.28	Kampanellas, Kourtney A	\$18,210.55			\$18,210.55
Howe, Jennifer A	\$105,561.55			\$105,561.55	Kanadian, Koren V			\$2,771.00	\$2,771.00
Hubbell, Alexander R			\$627.00	\$627.00	Kane, Celeste M	\$225.00			\$225.00
Huben-Kearney, Anne C	\$1,500.00			\$1,500.00	Kaplan-Vigil, Edgar			\$1,080.00	\$1,080.00
Hunt, Elizabeth M			\$1,296.00	\$1,296.00	Karass, Howard	\$427.50			\$427.50
Hurley, Karen	\$21,538.48	\$75.72		\$21,614.20	Karns, Jason C			\$1,397.50	\$1,397.50
Hussey, Erin C	\$22,837.14			\$22,837.14	Katz, Olga L			\$544.00	\$544.00
Hussey, John J			\$520.00	\$520.00	Kazan, Justen E			\$2,420.00	\$2,420.00
Huston, Jennifir M	\$38,427.54	\$1,678.26		\$40,105.80	Keane, Timothy			\$5,347.00	\$5,347.00
Hutchens, Laura	\$30,855.79			\$30,855.79	Kearney, Cameron	\$36,386.06			\$36,386.06
Hutchings, Peter J			\$1,222.00	\$1,222.00	Keating, Anne J	\$38,003.35			\$38,003.35
Hyre, Aaron F	\$160,991.74		\$528.00	\$161,519.74	Keefe, Lauren E	\$1,885.00			\$1,885.00
Ikasalo, Michael S			\$780.00	\$780.00	Keegan Jr, William G	\$94,119.30			\$94,119.30
Imbrogna, Ann E	\$31,188.75			\$31,188.75	Keeling, Adam L			\$39,053.00	\$39,053.00
Imprescia, Salvatore M			\$1,032.00	\$1,032.00	Keen, Jason T			\$1,254.00	\$1,254.00
Ing, Jacob K			\$1,080.00	\$1,080.00	Keleher, Patrick J			\$1,155.00	\$1,155.00
Ivatts, William J	\$100,819.66			\$100,819.66	Kelleher, Michael P	\$226,995.16	\$5,987.15		\$232,982.31
Jacobson, Brian J	\$72,712.07	\$10,217.53	\$831.33	\$83,760.93	Keller, Katherine	\$75,185.69			\$75,185.69
Jacques, Christopher P			\$2,271.50	\$2,271.50	Kelley, Barbara A	\$65,968.45	\$264.15		\$66,232.60
James, Darrin R	\$105,822.12			\$105,822.12	Kelley, Carrie M	\$22,950.35			\$22,950.35
Jankowski, Madison B	\$22,299.81			\$22,299.81	Kelley, Heather A	\$89,614.18			\$89,614.18
Jarvis, Lindsay J	\$78,298.25			\$78,298.25	Kelley, John G			\$812.50	\$812.50
Jasset, Ryan J			\$8,806.00	\$8,806.00	Kelley, Meghan M	\$1,341.83			\$1,341.83
Jean, Fabienne	\$23,608.34			\$23,608.34	Kelley, Patricia M	\$1,500.00			\$1,500.00
Jean-Baptiste, Jennifer	\$1,830.00			\$1,830.00	Kellini, Mariam A	\$26,880.05			\$26,880.05
Jenks, Jocelyn M			\$512.00	\$512.00	Kelly, Karen A	\$19,531.75			\$19,531.75
Jesser, Bridget A	\$18,891.14			\$18,891.14	Kelly, William J			\$627.00	\$627.00
Jodoin, Jillian			\$544.00	\$544.00	Kelsey, Makena L	\$5,029.19			\$5,029.19
Johansmeyer, Timothy W	\$89,002.05			\$89,002.05	Kendall, Nathan R			\$1,024.00	\$1,024.00
Johns, Janis M	\$39,543.54			\$39,543.54	Kent, Julie M	\$14,072.40			\$14,072.40
Johnson, Aiden O			\$646.00	\$646.00	Kent, Peter W	\$62,234.98	\$8,611.45	\$3,543.46	\$74,389.89
Johnson, Barrett R			\$1,137.50	\$1,137.50	Kenvin, Thomas C	\$140,956.19		\$26,957.30	\$167,913.49
Johnson, Richard T	\$5,133.60			\$5,133.60	Kerner, Annette K	\$107,338.81			\$107,338.81
Johnson, Scott E			\$4,452.50	\$4,452.50	Kerner, Casey A	\$29,595.42			\$29,595.42
Johnston, Christine	\$17,970.54			\$17,970.54	Kerr, David D			\$5,531.00	\$5,531.00
Johnston, Michael F	\$47,837.96			\$47,837.96	Kerr, Robert D	\$70,814.87	\$18,446.17	\$1,470.12	\$90,731.16
Jones, Craig P			\$1,632.00	\$1,632.00	Kerrigan, Carol A	\$17,404.35			\$17,404.35

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>
Kerrigan, Kaitlin	\$107,779.37			\$107,779.37	Larson, Gina M	\$37,246.35			\$37,246.35
Keseian, Christy R	\$5,236.19			\$5,236.19	Larson II, Keith T			\$544.00	\$544.00
Kessock, Elizabeth M	\$900.00			\$900.00	Larson, Robert J			\$544.00	\$544.00
Khung, Karen M	\$632.50			\$632.50	Latosek Jr, Andrew J			\$4,672.00	\$4,672.00
Kilduff, James F			\$1,970.00	\$1,970.00	Laubenstein, Taylor K	\$26,185.14			\$26,185.14
Kilroy, Jeffrey P			\$2,994.50	\$2,994.50	Laursen, Steven J	\$69,854.43	\$14,828.76	\$2,575.00	\$87,258.19
Kilroy, Kerry A	\$97,576.12	\$1,035.78	\$33,470.00	\$132,081.90	Lavallee, Edward A	\$87,149.16			\$87,149.16
King, Jonathan M			\$14,345.00	\$14,345.00	Lavery, Maggie R	\$2,790.00			\$2,790.00
Kinney Jr, Donald	\$1,500.00			\$1,500.00	Lavita, Jason N			\$4,947.00	\$4,947.00
Kirby, Amy C			\$11,116.50	\$11,116.50	Lavoie, Julie P	\$71,109.94			\$71,109.94
Kirby, Kerri	\$19,597.62			\$19,597.62	Law, Rebecca	\$11,572.67			\$11,572.67
Kirrane, Meagan E	\$87,096.59			\$87,096.59	Lawrence, James O			\$7,694.00	\$7,694.00
Klemm, Erin E	\$29,631.42			\$29,631.42	Lawson, Trey	\$3,485.00			\$3,485.00
Knowles, Hayley E	\$91,053.57			\$91,053.57	Leanues, Steven A			\$6,354.00	\$6,354.00
Koblick, Kalman D			\$1,088.00	\$1,088.00	Leazott, Benjamin P			\$3,791.00	\$3,791.00
Koczela, Nancy J	\$21,996.48			\$21,996.48	Lebeau, Hannah L	\$40,000.00			\$40,000.00
Kokansky, Kevin R			\$1,171.00	\$1,171.00	Leblanc, Kerri A	\$92,147.17			\$92,147.17
Kominsky Jr, Michael	\$22,634.98			\$22,634.98	Leblanc, Sophilia M	\$55,930.12			\$55,930.12
Koshkinov, Bekzhan	\$24,769.25			\$24,769.25	Leblanc, Thomas L	\$54,413.12	\$2,289.46	\$2,168.24	\$58,870.82
Kuran, Dominic			\$2,892.00	\$2,892.00	Lebretton, James E			\$4,047.00	\$4,047.00
Kurker, Iqbal	\$105,264.60			\$105,264.60	Lee, Kathleen A	\$4,682.63			\$4,682.63
Kusleika, Vickie A	\$45,108.00	\$1,654.10		\$46,762.10	Lee, Nicole M	\$5,946.00			\$5,946.00
Lacava, Jessica A	\$69,946.26			\$69,946.26	Leighton, Cole R			\$544.00	\$544.00
Lacerda, Kenneth W	\$104,260.37			\$104,260.37	Lemanski, James T			\$12,565.50	\$12,565.50
Lacerda, Paul	\$3,975.00			\$3,975.00	Lemieux, Amy E	\$104.70			104.70
Lacivita, Danielle L	\$7,490.00			\$7,490.00	Lemon, Gilbert D			\$9,297.50	\$9,297.50
Lacroix, Michaela M	\$14,858.55			\$14,858.55	Lennerton, Nicholas P	\$14,126.35			\$14,126.35
Lacure, Michael E			\$2,975.00	\$2,975.00	Leonard, Leo Scott			\$7,174.00	\$7,174.00
Laffey, Kyra C	\$19,613.56			\$19,613.56	Lestan, Patricia M	\$33,463.51			\$33,463.51
Lagerval, Abby	\$65,985.77			\$65,985.77	Leurini, George A			\$30,974.00	\$30,974.00
Lagoa, Paul J			\$11,232.00	\$11,232.00	Levesque, Kathryn E	\$18,227.13			\$18,227.13
Lagoa, Tara E			\$3,523.50	\$3,523.50	Lewicke, Marsha J	\$1,500.00			\$1,500.00
Lai, Noa	\$106,538.81			\$106,538.81	Lewis, Christopher A	\$465.00			\$465.00
Lally, Joseph P	\$1,500.00			\$1,500.00	Libucha, Jessica L	\$26,247.78			\$26,247.78
Lamb, Michael F			\$2,259.00	\$2,259.00	Lidonni, Sophia A	\$4,832.38			\$4,832.38
Lamothe-Vaughn, Kaitlin A	\$46,313.20			\$46,313.20	Light, Jennifer F	\$107,303.00			\$107,303.00
Lancaster, Diane L	\$2,350.00			\$2,350.00	Lightbody, Kaitlyn R	\$7,381.25			\$7,381.25
Lancaster, Lisa M	\$108,787.59			\$108,787.59	Lima, Brandon W			\$646.00	\$646.00
Lancaster, Meaghan R	\$1,665.00			\$1,665.00	Lima, Kevin M			\$9,718.00	\$9,718.00
Lanctot, Daniel J			\$748.00	\$748.00	Lima, Ricardo C			\$11,890.00	\$11,890.00
Landry, Craig A			\$5,135.00	\$5,135.00	Lincoln, Richard R	\$16,938.63			\$16,938.63
Lane, Margaret I	\$11,820.00			\$11,820.00	Lindelof, James R			\$1,445.00	\$1,445.00
Lang, Kathleen	\$78,613.00			\$78,613.00	Linkkila, Meghan E	\$3,070.51			\$3,070.51
Langton, Janice M	\$41,218.22			\$41,218.22	Lippolis, Jennifer L	\$6,175.00			\$6,175.00
Lapalme, Tessa L	\$2,635.00			\$2,635.00	Lisowski, Geraldine	\$846.80			\$846.80
Lapollo, Gregory T			\$577.50	\$577.50	Littig, Andrew T			\$627.00	\$627.00
Lappen, Shoshana K	\$78,098.25			\$78,098.25	Littlefield, David C	\$19,719.28			\$19,719.28
Laracy, David A	\$131,524.35		\$22,931.11	\$154,455.46	Locchi, Gino J			\$8,769.00	\$8,769.00
Larkin, Patricia A	\$13,962.90			\$13,962.90	Loebelenz, Lynda M	\$2,256.17			\$2,256.17
Larose, Christina M	\$71,192.00	\$5,340.17		\$76,532.17	Logg, Mariah C			\$627.00	\$627.00

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>
Lopes II, James L			\$4,505.00	\$4,505.00	Markie, Kevin E			\$1,088.00	\$1,088.00
Lorenz, Traci P	\$45,142.22	\$4,691.65		\$49,833.87	Marland, Ian J			\$3,168.75	\$3,168.75
Love, Juri I	\$1,678.29			\$1,678.29	Marshall, Harold H			\$14,631.00	\$14,631.00
Lowey, Kathleen D	\$48,297.35	\$1,523.97		\$49,821.32	Marsinelli, John W			\$544.00	\$544.00
Lowney, Nathan J			\$1,544.00	\$1,544.00	Marston, Thomas			\$10,794.50	\$10,794.50
Lucas Jr, Robert T	\$91,069.39	\$28,988.42	\$34,352.50	\$154,410.31	Martell, Gregory S			\$3,517.00	\$3,517.00
Lucie, Anthony J			\$13,246.00	\$13,246.00	Martin, John R	\$210.00			\$210.00
Luis, Kevin C			\$676.50	\$676.50	Martin, Julie L	\$9,115.60			\$9,115.60
Luongo, Christopher M			\$256.00	\$256.00	Martin, Nancy E	\$65,740.48			\$65,740.48
Lutz, Caroline F	\$93,094.58			\$93,094.58	Martinelli Jr, John B	\$17,675.00			\$17,675.00
Lydon, Patrick J	\$43,735.29	\$13,085.99	\$11,897.00	\$68,718.28	Martinelli, Brian J	\$5,861.00			\$5,861.00
Lydstone IV, John E			\$8,630.00	\$8,630.00	Martini, Daniel			\$627.00	\$627.00
Lynch, Christine M	\$43,329.97			\$43,329.97	Masciarelli, Steven J	\$102,631.47			\$102,631.47
Lynch, Dennis D	\$2,467.80	\$699.21	\$7,352.75	\$10,519.76	Mastrogiacomo, Stacy M	\$72,436.59			\$72,436.59
Lynch, Thomas J			\$11,314.00	\$11,314.00	Matthews, Tara L	\$88,699.15			\$88,699.15
Lynes, Elizabeth	\$1,170.00			\$1,170.00	Mattson, James P	\$84,544.44	\$1,724.36		\$86,268.80
MacDonald, Garry D	\$20,793.29			\$20,793.29	Maurice, Paula J	\$3,145.99			\$3,145.99
MacDonald, Matthew W			\$1,632.00	\$1,632.00	Maxwell, Jennifer L	\$78,098.24			\$78,098.24
MacDonnell, Lisa A	\$108,907.38			\$108,907.38	Mayer, Samantha H	\$30,483.00			\$30,483.00
Machado, Lucas N			\$544.00	\$544.00	Mazzola Jr, Daniel			\$1,375.00	\$1,375.00
Macie, Kiley J	\$108,099.21			\$108,099.21	McAlistar, Jessica R	\$53,738.39			\$53,738.39
Mackiewicz, Daryl J			\$544.00	\$544.00	McAlistar, Jonathan R			\$7,336.00	\$7,336.00
MacKinnon, Karen C	\$109,530.28			\$109,530.28	McAuliffe, Barbara A	\$1,300.00			\$1,300.00
MacLean, Joseph F			\$13,358.50	\$13,358.50	McAuliffe, Colleen R	\$7,217.50			\$7,217.50
MacLennan, John W	\$41,924.27	\$708.84		\$42,633.11	McAuliffe, Lenore G	\$30,394.47			\$30,394.47
MacMaster, Robert S	\$93,276.90	\$10,250.58	\$49,240.00	\$152,767.48	McCabe, Jon A	\$115,952.71			\$115,952.71
Maconi, John P	\$90,170.71			\$90,170.71	McCafferty, Paul E			\$2,576.00	\$2,576.00
Madden, Christopher M			\$520.00	\$520.00	McCallum, Justin C			\$4,196.00	\$4,196.00
Madden, Marianne	\$22,323.08			\$22,323.08	McCann, Jaclyn E	\$86,136.90			\$86,136.90
Maffeo, Jonathan P			\$520.00	\$520.00	McCarthy, Anne M	\$1,500.00			\$1,500.00
Maguire, Mark D	\$6,981.00			\$6,981.00	McCarthy, Lee S	\$81,178.43	\$22,891.76	\$44,379.50	\$148,449.69
Mahan, Steven R			\$3,398.00	\$3,398.00	McCarthy, Linda M	\$93.95			\$93.95
Mahoney, Allison C	\$7,391.80			\$7,391.80	McCarthy, Patrick M	\$59,643.84	\$7,536.75	\$10,749.00	\$77,929.59
Mahoney, Ann E	\$47,745.75			\$47,745.75	McCauley, Anthony X			\$780.00	\$780.00
Mahoney, Kelvin			\$18,018.00	\$18,018.00	McCauley, Christopher J			\$1,829.50	\$1,829.50
Mahoney, Marguerite	\$360.00			\$360.00	McCauley, Pamela A	\$79,060.97			\$79,060.97
Majenski, David G			\$97,036.75	\$97,036.75	McComb, Harrison W	\$81,988.41	\$17,312.25	\$43,089.00	\$142,389.66
Makepeace, Marvis A	\$97,643.19			\$97,643.19	McCormack, Kathleen M	\$3,068.78			\$3,068.78
Malcomson, Ryan T			\$14,328.50	\$14,328.50	McCormack, Thomas R	\$46,453.64	\$2,717.72	\$200.00	\$49,371.36
Maling, Melissa L	\$2,000.00			\$2,000.00	McCue, Wendy	\$36,511.10			\$36,511.10
Maloney, Paula J	\$106,606.21			\$106,606.21	McCullough, Kathleen M	\$6,981.00			\$6,981.00
Maloney, Samuel W	\$53,550.12			\$53,550.12	McDonough, John K			\$2,703.00	\$2,703.00
Mancini, Nicholas A			\$3,488.00	\$3,488.00	McDonough, Patrick W			\$256.00	\$256.00
Manocchio, Mark J			\$30,160.00	\$30,160.00	McDowell, Kimberly L	\$104,965.74			\$104,965.74
Manuel, Kevin J			\$5,994.00	\$5,994.00	McElhinney, Shannon	\$887.50			\$887.50
Marble, William D			\$13,472.00	\$13,472.00	McElroy, Jasmin J	\$1,820.00			\$1,820.00
Marcelonis, Deborah	\$78,009.50			\$78,009.50	McGinnis, Erin A	\$10,290.28			\$10,290.28
Marcelonis, John R	\$4,615.00			\$4,615.00	McGovern, Megan L	\$31,568.26			\$31,568.26
Marcoux, Alyssa A	\$25,589.12	\$558.00	\$1,216.00	\$27,363.12	McGowan, James B	\$48,486.62			\$48,486.62
Marder, Trevor M	\$4,803.07			\$4,803.07	McGowan, Kelly C	\$6,435.00			\$6,435.00

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>
McGowan, Richard O			\$2,081.50	\$2,081.50	Miller, Carol A	\$5,054.31			\$5,054.31
McGowan, RYanne C	\$100.00			\$100.00	Miller, Catherine M	\$26,543.83			\$26,543.83
McGrath, Barry			\$544.00	\$544.00	Miller, James N		\$2,232.91	\$7,622.00	\$7,622.00
McGrath, John B			\$3,128.00	\$3,128.00	Miller, Kevin C	\$49,140.96		\$3,078.92	\$54,452.79
McGrath, Ryan P	\$83,990.99	\$20,225.60	\$23,985.50	\$128,202.09	Miller, Robert C			\$15,337.00	\$15,337.00
McGrath, William R			\$799.00	\$799.00	Minelli, Edward T			\$4,226.50	\$4,226.50
McGraw, Nancy J	\$1,500.00			\$1,500.00	Minton, Jessica M	\$77,827.60			\$77,827.60
McGuire, Pamela R	\$76,177.00			\$76,177.00	Miranda, Noelani K	\$38,537.04			\$38,537.04
McGuire, Sean J			\$10,622.00	\$10,622.00	Mirliss, Dorothy G	\$9,954.27			\$9,954.27
McGurr, Patricia	\$9,993.08			\$9,993.08	Miscavage, Mark			\$1,766.00	\$1,766.00
McKay, Shawn R	\$29,590.37			\$29,590.37	Mitchell, Caroline M	\$36,847.07			\$36,847.07
McKenzie, Leo C			\$4,046.00	\$4,046.00	Mocharnuk, Alyssa N	\$133,434.90			\$133,434.90
McKim, Lisa	\$34,341.18			\$34,341.18	Mokrisky, Bryan K			\$577.50	\$577.50
McKinnon, George P			\$520.00	\$520.00	Moloney, Patrick T			\$3,889.00	\$3,889.00
McLaughlin, Constance	\$54,257.60			\$54,257.60	Montanaro, Jonathan D	\$90,883.87			\$90,883.87
McLaughlin, Cory C			\$544.00	\$544.00	Monteiro, Maiuca A	\$56,733.50	\$15,777.58		\$56,733.50
McLaughlin, James G			\$1,040.00	\$1,040.00	Monterroso, William G	\$94,293.87		\$19,730.00	\$129,801.45
McLean, John P			\$520.00	\$520.00	Montione, Murielle B	\$101,512.11			\$101,512.11
McLeish, Nicole	\$6,860.00			\$6,860.00	Moore, Stephanie L	\$102,296.16			\$102,296.16
McMahon, Elise M	\$67,930.45			\$67,930.45	Morey, Maria-Elena	\$109,491.17			\$109,491.17
McMahon, Nicholas P			\$627.00	\$627.00	Morgan, Caroline E	\$20,245.86			\$20,245.86
McManus, Gregory J	\$7,070.00			\$7,070.00	Moriarty, Patrick D			\$850.00	\$850.00
McMullen, William	\$54.84		\$13,440.50	\$13,495.34	Morr, RYanne A	\$53,821.77			\$53,821.77
McNamara, Christopher	\$62,584.32	\$8,222.58	\$10,095.00	\$80,901.90	Morris, Daniel			\$12,667.00	\$12,667.00
McNamara, Erica L	\$80,889.39			\$80,889.39	Morris Jr, Roy V			\$9,580.00	\$9,580.00
McNamara, Jonathan D			\$3,152.00	\$3,152.00	Morris, Scott R	\$89,250.68			\$89,250.68
McRae, Michael D			\$520.00	\$520.00	Morrison, Alicia J	\$2,955.56			\$2,955.56
McTigue, Heather A	\$94,322.29			\$94,322.29	Morrison, Jennifer M	\$92,962.81	\$8,223.68		\$92,962.81
Mead, Craig K			\$775.50	\$775.50	Morrison, Patrick J	\$95,132.42		\$19,512.00	\$122,868.10
Medard, Jean J	\$16,915.74			\$16,915.74	Morrisette, Josiah J			\$595.00	\$595.00
Medeiros, Richard M			\$520.00	\$520.00	Morrissey, Danielle A	\$141,750.05			\$141,750.05
Medina, Joseph A			\$850.00	\$850.00	Morrissey Jr, William M			\$3,348.00	\$3,348.00
Meincke, John			\$19,618.00	\$19,618.00	Morse, Elmer	\$1,500.00			\$1,500.00
Meiselman, Colin	\$3,088.00			\$3,088.00	Morse, Lawrence J	\$4,835.00			\$4,835.00
Melanson Jr, John J			\$1,292.00	\$1,292.00	Morton, Alec E			\$560.00	\$560.00
Mele, Andrew D			\$748.00	\$748.00	Mosher, Zachary W			\$2,803.00	\$2,803.00
Meleski, Raymond M			\$9,149.00	\$9,149.00	Moussalli, Anthony E	\$118,373.97			\$118,373.97
Melo, Susan M	\$52,715.04			\$52,715.04	Mowbray, Maegan N	\$68,641.95			\$68,641.95
Mendes, Pedro F			\$595.00	\$595.00	Mucciarone, James M			\$6,910.00	\$6,910.00
Meneses, Jimmy O			\$10,290.00	\$10,290.00	Muirhead, Renee	\$101,277.56			\$101,277.56
Merrigan, Kathy M	\$2,611.42			\$2,611.42	Mulcahy, Catherine A	\$96,622.37			\$96,622.37
Merriott, Mark W	\$6,349.36			\$6,349.36	Mulcahy, Megean A			\$560.00	\$560.00
Merritt, Parker R	\$85,995.79	\$25,617.32	\$39,944.50	\$151,557.61	Muldowney, Amy M	\$77,497.54			\$77,497.54
Metcalf, Christina M	\$74,194.70	\$676.10		\$74,870.80	Mulford, Brian			\$1,536.00	\$1,536.00
Metzger, Cathryn	\$98,272.53			\$98,272.53	Mulkern, Liam T	\$4,321.50			\$4,321.50
Meyer, Richard H	\$1,500.00			\$1,500.00	Mullen Jr, James G	\$300.00			\$300.00
Mikolazyk, Cory	\$136,290.44			\$136,290.44	Murphy, Angela C	\$80,169.01			\$80,169.01
Miksch, Michael R			\$12,741.00	\$12,741.00	Murphy, Brendan J			\$1,849.00	\$1,849.00
Milano, Michael A			\$3,717.00	\$3,717.00	Murphy, George B	\$2,030.00			\$2,030.00
Miller, Asa C	\$2,567.50			\$2,567.50	Murphy, James R	\$1,710.00			\$1,710.00

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>
Murphy, Jill	\$8,975.38			\$8,975.38	O'Connor, Meaghan M	\$106,031.37			\$106,031.37
Murphy, Myles M			\$70,248.00	\$70,248.00	O'Connor, Melissa J	\$1,872.18			\$1,872.18
Murray, Erin E	\$96,979.03			\$96,979.03	Ohlson, Jamie E			\$560.00	\$560.00
Murray, Kevin J	\$33,841.36	\$1,278.54	\$650.10	\$35,770.00	O'Keefe, Kasey	\$8,266.84			\$8,266.84
Murray, Thomas R	\$107,617.03			\$107,617.03	O'Keefe, Stephanie A	\$100,580.47			\$100,580.47
Muse, Nancy A	\$30,384.50			\$30,384.50	Oleary, Alexander R	\$97,774.72	\$74,018.92	\$23,320.73	\$195,114.37
Musto, Melanie S	\$16,882.35			\$16,882.35	Olsen, Helen E	\$1,485.00			\$1,485.00
Nagle, Patrick J	\$1,474.91			\$1,474.91	Olsson, Donna K	\$37,924.35			\$37,924.35
Nagobads, Kristen M	\$31,695.77			\$31,695.77	O'Malley, Christopher J			\$1,254.00	\$1,254.00
Nally, Elaine	\$106,138.81			\$106,138.81	Omuemu, Osahenrumwen	\$3,756.00			\$3,756.00
Napoli, Elizabeth F	\$2,010.58			\$2,010.58	Oneil, James			\$3,857.00	\$3,857.00
Nash, Benjamin M	\$38,344.07			\$38,344.07	O'Neil, Jessica L	\$15,009.67			\$15,009.67
Nash, Kathleen A	\$44,106.08			\$44,106.08	O'Neill, Elisabeth G	\$115,177.31			\$115,177.31
Naughton, Claire B	\$300.00			\$300.00	O'Neill, Patrick	\$32,542.58			\$32,542.58
Navarro, Alicia K	\$79,857.13			\$79,857.13	Ortiz, Tenika D	\$103,469.93			\$103,469.93
Neagle, Brenda R	\$94,614.73			\$94,614.73	Osborne, Margaret V	\$3,950.00			\$3,950.00
Nee, Patrick S			\$1,292.00	\$1,292.00	Ostis, Chloe	\$4,489.00			\$4,489.00
Neely, Christopher J	\$118,574.49			\$118,574.49	Ostis, Stacy	\$27,870.75			\$27,870.75
Nelson, Isaac S			\$2,080.00	\$2,080.00	Ostolaza, Josue			\$544.00	\$544.00
Nelson, Kylie C	\$81,822.37			\$81,822.37	Ostrander, Kianna B	\$63,949.60			\$63,949.60
Ng, Wee Siang	\$6,540.05			\$6,540.05	O'Sullivan, Stephen H			\$520.00	\$520.00
Nicholas, Thomas A			\$2,340.00	\$2,340.00	Ouimet, Charles P	\$240.00			\$240.00
Nicholson, Mark J			\$1,088.00	\$1,088.00	Ouimet, Jane E	\$240.00			\$240.00
Nisbet, Barbara A	\$180.00			\$180.00	Ozkaynak, Amanda C	\$71,880.15			\$71,880.15
Nix, Karen M	\$2,581.03			\$2,581.03	Pacheco, Richard A			\$8,308.00	\$8,308.00
Nnoli, Nduabugbo			\$512.00	\$512.00	Pacific, Travis L			\$3,445.00	\$3,445.00
Nocerino, Brian S			\$1,156.00	\$1,156.00	Pacitti, Janet	\$108,259.44			\$108,259.44
Noll, Kaitlynn L	\$29,093.77			\$29,093.77	Pacitto, Anthony G			\$595.00	\$595.00
Noonan, Alexander P	\$77,150.47	\$3,787.94	\$30,526.00	\$111,464.41	Padula, Christopher J			\$272.00	\$272.00
Noonan, Allison M	\$66,680.69			\$66,680.69	Pagan, Justo			\$2,771.00	\$2,771.00
Noonan, Diane C	\$107,544.36			\$107,544.36	Page, Michael K	\$66,710.83	\$9,382.69	\$829.98	\$76,923.50
Noonan Jr, Richard H	\$172,776.40		\$63,410.41	\$236,186.81	Paladino, Leslie A	\$56,074.37			\$56,074.37
Noone, Cathryn P	\$3,400.25			\$3,400.25	Palladino-Brown, Susan	\$9,300.00			\$9,300.00
Noone, Matthew	\$109,161.47			\$109,161.47	Pantano, Jake D	\$46,739.69	\$1,756.34	\$10,180.75	\$58,676.78
Noreck, Christine M	\$16,642.50			\$16,642.50	Parah, James L	\$79,190.86	\$2,809.93		\$82,000.79
Norlin, Eric M			\$5,966.00	\$5,966.00	Parr, Dianna C	\$67,749.63			\$67,749.63
Normandin, Lori L	\$71,354.00			\$71,354.00	Parsons, Holly M	\$73,215.59			\$73,215.59
Norton, Ryan M	\$86,638.00			\$86,638.00	Parziale, Robert F	\$48,469.71			\$48,469.71
Nota, Mark J			\$544.00	\$544.00	Paschal, Stephen C			\$6,987.00	\$6,987.00
Nova, Juan A	\$63,035.08	\$8,483.41		\$71,518.49	Pasco, Brendan P			\$850.00	\$850.00
Novio, Richard M			\$9,940.00	\$9,940.00	Passafaro, Diane M	\$59,836.76			\$59,836.76
Nunez, Andres M			\$520.00	\$520.00	Patriarca, Cynthia	\$3,747.25			\$3,747.25
O'Brien, Catherine	\$65,087.90			\$65,087.90	Patrick, Elaine M	\$1,470.00			\$1,470.00
O'Brien, Kathleen	\$142.50			\$142.50	Patten, James M			\$1,560.00	\$1,560.00
Obrien, Paul D			\$10,513.00	\$10,513.00	Patterson, John			\$1,054.00	\$1,054.00
O'Brien, Paul F			\$627.00	\$627.00	Paul, Jerry N			\$512.00	\$512.00
O'Brien, Warren J			\$45,236.25	\$45,236.25	Paul, Wayne			\$3,888.00	\$3,888.00
Occhipinti, Alexander M			\$3,753.00	\$3,753.00	Paula, Tiani F			\$5,438.00	\$5,438.00
OConnell Jr, Robert B			\$12,454.00	\$12,454.00	Payne, James D			\$9,687.50	\$9,687.50
O'Connor, Glenn J	\$3,485.00			\$3,485.00	Peabody, Tyler J			\$13,645.50	\$13,645.50

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>
Pearce, Matthew M			\$780.00	\$780.00	Provençal, Timothy J			\$748.00	\$748.00
Pechavar, Dennis J	\$60,224.88	\$7,017.28	\$171.24	\$67,413.40	Puntini, Andrew R	\$119,212.34	\$15,656.18	\$14,321.50	\$149,190.02
Peck, Michelle N	\$5,368.00			\$5,368.00	Quadrozzi, Paul S			\$23,340.50	\$23,340.50
Peckman, Sarah	\$4,448.44			\$4,448.44	Quarles, Jon-Randel			\$4,658.00	\$4,658.00
Pedersen, Arleen	\$56,359.51			\$56,359.51	Quattrini, Jamie B	\$3,000.00			\$3,000.00
Pelland, Jennifer E	\$85,590.66			\$85,590.66	Quin, Nicole C	\$13,851.81			\$13,851.81
Pellerin, Kristen A	\$55,749.82			\$55,749.82	Quinn, Kerri-Ann	\$35,058.15			\$35,058.15
Pelley, Brett A			\$9,324.50	\$9,324.50	Quinn, Kevin M			\$3,398.00	\$3,398.00
Pennellatore, Julie	\$97,182.46			\$97,182.46	Radke, Stephanie E	\$86,546.63			\$86,546.63
Penney, Steven A	\$68,858.83	\$7,748.19	\$2,950.00	\$79,557.02	Rafferty, Helena R			\$41,067.00	\$41,067.00
Pereira, Christina	\$104,157.63			\$104,157.63	Ramsey, Alan P	\$69,325.74	\$19,095.39	\$918.57	\$89,339.70
Peter, Kevin E			\$3,452.00	\$3,452.00	Raposo, Katelyn N	\$36,812.05	\$172.80		\$36,984.85
Peterson, Elizabeth C	\$26,195.95			\$26,195.95	Raymond, Brian J	\$96,381.29			\$96,381.29
Peterson, Meridien S	\$46,657.60	\$65.16		\$46,722.76	Rayner, Matthew T			\$528.00	\$528.00
Pettine, Angela S	\$805.00			\$805.00	Ready, Diane E	\$58,171.81			\$58,171.81
Petty, Theresa A	\$92,707.77			\$92,707.77	Reardon, John L			\$512.00	\$512.00
Philbin, Sean M	\$89,820.50	\$7,407.57	\$24,460.75	\$121,688.82	Reardon, Michele C	\$102,380.47			\$102,380.47
Phillips, Debra J	\$96,375.65			\$96,375.65	Rebello, Travis			\$2,838.00	\$2,838.00
Phillips, Karen E	\$9,476.86			\$9,476.86	Reddington III, Donald E			\$2,596.00	\$2,596.00
Piazza, Lisa M	\$19,082.21			\$19,082.21	Reed, Darlene J	\$84,653.92			\$84,653.92
Picanco, Antonio A	\$61,050.40	\$377.73	\$209.85	\$61,637.98	Regonlinski, Kayla M	\$80,505.12			\$80,505.12
Picard-Hart, Donna J	\$13,133.75			\$13,133.75	Reilly, Jason C			\$28,879.00	\$28,879.00
Pickering, Lance R			\$1,271.50	\$1,271.50	Reilly, Lisa	\$25,311.92			\$25,311.92
Pierce, Jane S	\$83,842.55			\$83,842.55	Reilly, Thomas J	\$4,963.89			\$4,963.89
Pierre, Clifford	\$59,003.20			\$59,003.20	Reimann, Theodore H			\$2,652.00	\$2,652.00
Pignato, Carol A	\$210.00			\$210.00	Reynolds, Nancy S	\$100,079.33			\$100,079.33
Pike, Mary L	\$795.00			\$795.00	Rhodes, Brian T			\$544.00	\$544.00
Pillsbury, Ellen S	\$18,751.20			\$18,751.20	Ricci, Leigh M	\$107,570.29			\$107,570.29
Pino, Michael A			\$1,496.00	\$1,496.00	Riccio, Pamela J	\$45,633.96			\$45,633.96
Piper, Diane M	\$2,437.72			\$2,437.72	Rice, Helen M	\$1,500.00			\$1,500.00
Pires, Valter M			\$1,273.00	\$1,273.00	Rice, Jane E	\$36,037.89			\$36,037.89
Pitts, Michael J	\$40,923.54			\$40,923.54	Rice, Matthew J			\$520.00	\$520.00
Plasko, Colin F			\$520.00	\$520.00	Richard, Kellie L	\$58,419.68			\$58,419.68
Plasmati, Richard B	\$577.50			\$577.50	Ricker, Jeffrey M			\$2,368.00	\$2,368.00
Poidomani, Linda T	\$94,520.65			\$94,520.65	Ritter, Douglas B	\$31,413.76			\$31,413.76
Poirier Jr, Ronald J			\$627.00	\$627.00	Rivera, Desiree M	\$27,018.19			\$27,018.19
Poirier, Thomas H	\$62,367.38	\$3,902.14		\$66,269.52	Rivera, Vida	\$18,910.02			\$18,910.02
Poitras, Michael R	\$63,194.64	\$9,176.53	\$725.00	\$73,096.17	Rizza, Christopher E			\$2,112.00	\$2,112.00
Politsopoulos, Paul	\$89,324.42	\$35,225.08	\$21,256.50	\$145,806.00	Roach, Jason M			\$9,641.00	\$9,641.00
Pollister, Kurt L	\$81,824.62	\$18,381.71	\$5,358.00	\$105,564.33	Robbins, Jason P			\$2,826.25	\$2,826.25
Polseno, Richard A	\$84,775.51			\$84,775.51	Robbins, Joan	\$1,260.00			\$1,260.00
Polseno, Sheri L	\$92,893.25			\$92,893.25	Robblee, Joshua B	\$11,699.60	\$3,254.08	\$850.00	\$15,803.68
Porro, Richard A			\$16,582.50	\$16,582.50	Roberge, Nicholas T			\$1,105.00	\$1,105.00
Pothier, Jenna V	\$190.00			\$190.00	Roberts, Brandon M	\$43,240.00			\$43,240.00
Powers, Jennifer T	\$106,530.04			\$106,530.04	Roberts, Sharon E	\$103,866.96			\$103,866.96
Powers, Mark J	\$210.00			\$210.00	Roberts, Suzanne L	\$76,549.91	\$2,453.27		\$79,003.18
Powers, Stephen			\$1,552.00	\$1,552.00	Robillard, Michael J			\$13,295.00	\$13,295.00
Prairie, Kylee A	\$62,837.12			\$62,837.12	Rockett, Kyle D			\$15,195.50	\$15,195.50
Pratap, Ramey	\$2,718.90			\$2,718.90	Rockett, Patrick E	\$58,596.17	\$3,010.00	\$512.00	\$62,118.17
Priestly, Jessica A			\$627.00	\$627.00	Rodriguez, Ally M	\$28,244.07			\$28,244.07

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>
Rogers, Christopher J			\$748.00	\$748.00	Schmidt, Harrison W			\$2,483.00	\$2,483.00
Rogers, Scott R	\$89,321.58	\$17,792.12	\$37,953.00	\$145,066.70	Schuster, Clara J	\$92,695.90			\$92,695.90
Rolfe, Susan K	\$2,509.41			\$2,509.41	Scotland, Linda L	\$95,007.94			\$95,007.94
Romano, Amanda C	\$32,177.92			\$32,177.92	Scott, Laura E	\$88,310.06			\$88,310.06
Romans, Jason M			\$8,100.00	\$8,100.00	Scott, Mariah E	\$76,147.16			\$76,147.16
Rookard Jr, Nathaniel A			\$8,368.00	\$8,368.00	Scott, Melyssa J	\$1,024.25			\$1,024.25
Rosa, Andressa F			\$5,708.00	\$5,708.00	Scozzaro, Joseph L	\$126,521.85			\$126,521.85
Rosenberg, Jennifer R	\$88,714.61			\$88,714.61	Scully, Brian J		\$10,875.00		\$10,875.00
Ross, David A			\$1,955.00	\$1,955.00	Sederquist, Andrew C		\$10,587.00		\$10,587.00
Rossetti, Margaret A	\$4,903.38			\$4,903.38	Seermon, Donna M	\$2,185.98			\$2,185.98
Rossetti, Robert A	\$71,598.36			\$71,598.36	Seibold, Michael W		\$1,836.00		\$1,836.00
Rotunno, Jaclyn C	\$2,323.79			\$2,323.79	Sergei, Maureen T	\$210.00			\$210.00
Rouillard, Lisa	\$21,285.90			\$21,285.90	Sergei, Richard	\$1,500.00			\$1,500.00
Rouille, Adam J	\$95,497.95	\$12,291.61	\$2,225.00	\$110,014.56	Servideo, Andrew T	\$125,678.41			\$125,678.41
Rovaldi, Matthew B			\$3,168.00	\$3,168.00	Sham, Addison R	\$921.83			\$921.83
Roy, Kailey E			\$2,924.00	\$2,924.00	Sham, Alicia M	\$114,138.17			\$114,138.17
Rozak, Tracy L	\$31,234.01			\$31,234.01	Sham, Mithcel P	\$921.83			\$921.83
Rudy, Emily A	\$44,759.99			\$44,759.99	Shamey, Cameron B	\$50,274.91			\$50,274.91
Ruggiero, Tyler J			\$3,266.25	\$3,266.25	Shannon Jr, Frederick C	\$78,724.68	\$1,326.71		\$80,051.39
Ryan, Annmarie	\$1,810.00			\$1,810.00	Share, Lauren	\$784.13			\$784.13
Ryan, Christopher R			\$5,218.00	\$5,218.00	Sharkey, Katherine M		\$3,058.00		\$3,058.00
Ryan, John R			\$8,176.00	\$8,176.00	Sharpe, Ruth E	\$18,640.23			\$18,640.23
Ryan, Kara M	\$107,248.94			\$107,248.94	Shea, Mariam	\$4,450.82			\$4,450.82
Ryan, Kinnon O			\$1,445.00	\$1,445.00	Shea, Michael J		\$1,072.00		\$1,072.00
Ryan, Robert G	\$35,497.96			\$35,497.96	Shepard, Denise C	\$1,137.40			\$1,137.40
Ryan, Thomas F	\$3,870.00			\$3,870.00	Shepard, Sheree R	\$13,283.25			\$13,283.25
Ryle, Colin S			\$520.00	\$520.00	Shepardson, Cory E	\$94,157.82	\$4,249.86	\$24,755.25	\$123,162.93
Ryle, Julie A	\$63,183.47			\$63,183.47	Shewry, Christina M	\$62,369.50			\$62,369.50
Sacchetti, Sarah	\$16,607.55			\$16,607.55	Shiebler, Julia C	\$87,041.98			\$87,041.98
Sacco, Scott A			\$2,703.00	\$2,703.00	Shippey, Scott C	\$116,775.20	\$803.88	\$1,547.00	\$119,126.08
Saengsombat, Vilay			\$1,254.00	\$1,254.00	Sholes, Jaclyn M	\$101,180.47			\$101,180.47
Saliba, Annmarie	\$21,545.28			\$21,545.28	Shumway, Aaron E		\$520.00		\$520.00
Sallie, Jessica M	\$36,026.68			\$36,026.68	Shumway, Tab E		\$1,040.00		\$1,040.00
Samia, George G	\$91,343.62			\$91,343.62	Shurtleff, Lauren B	\$53,509.34			\$53,509.34
Sanborn, Julia J	\$29,349.72			\$29,349.72	Shweiri, Linda C	\$4,256.43			\$4,256.43
Sandell, Nicole			\$2,259.00	\$2,259.00	Siddle, Kristen L	\$106,026.90			\$106,026.90
Sanders, Joseph R	\$5,170.00			\$5,170.00	Sidoruk, Ricky A	\$75,827.14			\$75,827.14
Santucci, James E			\$7,594.50	\$7,594.50	Sigrist, Richard D	\$780.00			\$780.00
Saulnier, Michael A	\$93,782.74	\$13,810.92	\$6,303.50	\$113,897.16	Silva, Alberto B		\$1,171.00		\$1,171.00
Saunders, Kurt W			\$1,785.00	\$1,785.00	Silva, Jeffrey P		\$30,178.50		\$30,178.50
Scanlan, Jacob I			\$1,190.00	\$1,190.00	Silva, John M		\$8,222.00		\$8,222.00
Scanlon, Jessica L	\$97,112.93			\$97,112.93	Silva, Tyler J		\$627.00		\$627.00
Scarboro, Maura	\$81,720.17			\$81,720.17	Silvia, David E		\$1,040.00		\$1,040.00
Scharman, Alan J	\$110,086.81			\$110,086.81	Simmons, Jacqueline	\$107,999.00			\$107,999.00
Schepis, Ashley	\$1,611.00			\$1,611.00	Simmons, Shawn R		\$2,112.00		\$2,112.00
Schepis, David J			\$10,033.50	\$10,033.50	Simoneau, Ricky J		\$2,870.00		\$2,870.00
Scherneck, William			\$2,592.00	\$2,592.00	Simpson, Kurt W		\$11,384.00		\$11,384.00
Schlittler, John J			\$12,927.00	\$12,927.00	Siracusa, Kayla L	\$64,714.74			\$64,714.74
Schloss, Linda J	\$1,640.00			\$1,640.00	Siracusa, Nancy	\$39,553.55			\$39,553.55
Schmall, Samantha L	\$8,595.86			\$8,595.86	Siravo, Nicolas B	\$1,575.00			\$1,575.00

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>
Skinner Jr, Robert E			\$4,249.50	\$4,249.50	Stroh, Cheri L	\$41,286.30			\$41,286.30
Sloan, Phillip E			\$18,971.50	\$18,971.50	Strom, Audrey	\$1,333.97			\$1,333.97
Sloan, Phillip D	\$21,767.08	\$1,332.55	\$3,519.00	\$26,618.63	Struble, Matthew K	\$102,348.60			\$102,348.60
Sloan, Steven D	\$91,638.28	\$15,971.41	\$1,880.15	\$109,489.84	Stryjewski, Susan C	\$82,828.88			\$82,828.88
Smith, Christine M	\$125,848.47			\$125,848.47	Stukey, Derek J			\$520.00	\$520.00
Smith, Daniel E			\$8,925.00	\$8,925.00	Suarez, Patricia A	\$11,655.69			\$11,655.69
Smith, Gregory T			\$560.00	\$560.00	Suess, Derek C	\$69,139.19			\$69,139.19
Smith, Lydia J	\$41,190.79			\$41,190.79	Suess, Douglas P	\$23,652.77			\$23,652.77
Smith, Matthew W	\$18,170.00			\$18,170.00	Suess, Shannon D	\$4,038.50			\$4,038.50
Smith, Michael C	\$83,166.73	\$21,130.62	\$2,023.23	\$106,320.58	Sullivan, Brian P	\$692.33			\$692.33
Smith, Michael E	\$54,849.84	\$3,456.72	\$895.97	\$59,202.53	Sullivan, Candace A	\$12,702.47			\$12,702.47
Smith, Nada I	\$8,469.50			\$8,469.50	Sullivan, Jennifer M			\$1,734.00	\$1,734.00
Smith, Wendy J	\$107,623.06			\$107,623.06	Sullivan, Juliana D	\$977.50			\$977.50
Smith, William J			\$15,773.00	\$15,773.00	Sullivan, Katherine P	\$11,492.32			\$11,492.32
Smith, William M	\$1,590.00			\$1,590.00	Sullivan, Kyle G	\$13,733.36	\$1,320.13	\$850.00	\$15,903.49
Smith, Zachary J	\$72,004.05	\$18,325.01	\$39,837.75	\$130,166.81	Sullivan, Lois A	\$2,983.96			\$2,983.96
Sneyd, Sheila A	\$46,576.40	\$1,445.40		\$48,021.80	Sullivan, Matthew			\$544.00	\$544.00
Snow, Leah G	\$1,500.00			\$1,500.00	Sullivan, Susan M	\$36,150.09			\$36,150.09
Snyder, Susan E	\$43,257.81			\$43,257.81	Sullivan, Timothy J			\$748.00	\$748.00
Soderlund, Cody R			\$544.00	\$544.00	Sulyma Jr, John H			\$1,300.00	\$1,300.00
Soffayer, Christopher J			\$23,444.00	\$23,444.00	Surprenant, Casey W			\$2,805.00	\$2,805.00
Solden, Andrew J			\$2,294.75	\$2,294.75	Swansburg, Emma R	\$10,705.96			\$10,705.96
Solomon, Karen A	\$36,139.58			\$36,139.58	Sweeney, Brendan E			\$3,220.50	\$3,220.50
Sorafine, Derek C			\$2,568.00	\$2,568.00	Sweeney, Colin E	\$95,224.27	\$41,206.88	\$35,127.50	\$171,558.65
Sousa Jr, Mario P			\$12,068.00	\$12,068.00	Sweeney Jr, Joseph B	\$13,933.37	\$1,635.22		\$15,568.59
Sousa, Tyler P	\$92,083.05	\$4,037.04	\$9,842.00	\$105,962.09	Sweeney, Sheila M	\$4,400.00			\$4,400.00
Souza, Thomas J			\$528.00	\$528.00	Sweeney, Zachary J			\$3,283.00	\$3,283.00
Spicer, Sherry C	\$64,922.32			\$64,922.32	Sykes, Sarah E	\$108,437.22			\$108,437.22
Spink, Mary T	\$71.25			\$71.25	Sylvain, Kareana E	\$4,467.75			\$4,467.75
Spinner, Renee C	\$7,367.15			\$7,367.15	Sylvestre, Kaitlin E	\$102,420.92			\$102,420.92
Sprague, Kenneth P			\$6,952.00	\$6,952.00	Szerlag, Jonathan D			\$2,080.00	\$2,080.00
St.Germain, Darisa M	\$36,862.08			\$36,862.08	Tacey, Cheryl A	\$76,683.60	\$384.72		\$77,068.32
St.Pierre, Christine	\$56,043.50	\$343.56		\$56,387.06	Taft, Susan M	\$22,184.15			\$22,184.15
St.Pierre, Dominic M	\$647.50			\$647.50	Taha, Ahmad M			\$2,120.00	\$2,120.00
Stanton, Andrew J			\$1,254.00	\$1,254.00	Taje, Jared M			\$5,234.00	\$5,234.00
Stanton, Michael J	\$145,522.51			\$145,522.51	Tamarez, Davide A			\$544.00	\$544.00
Stanton, Richard B			\$18,354.50	\$18,354.50	Tamkin, Andrew H			\$2,804.50	\$2,804.50
Stavely, Kate L	\$1,855.00			\$1,855.00	Taparausky, Keith			\$16,243.00	\$16,243.00
Steele, Emily A	\$3,485.00			\$3,485.00	Taylor, Sean	\$94,142.85	\$18,976.30	\$53,836.29	\$166,955.44
Steeves, Paul W	\$2,160.00			\$2,160.00	Tedesco, Thomas M			\$1,343.00	\$1,343.00
Stein, Joel S	\$4,835.00			\$4,835.00	Tedoldi, Cameron L	\$111,860.06		\$	\$111,860.06
Stephanian, Robert A			\$16,838.00	\$16,838.00	Tepper, Ryan M			\$13,604.00	\$13,604.00
Sterling, Patrick K			\$1,632.00	\$1,632.00	Terrinha, Ana Carolina S			\$544.00	\$544.00
Stern, Kathleen	\$55,376.84			\$55,376.84	Terry, John			\$2,072.00	\$2,072.00
Stewart, Joseph H	\$4,035.00			\$4,035.00	Testa, Lenore J	\$39,000.00			\$39,000.00
Stilwell, Frances E	\$4,690.00			\$4,690.00	Tetreault, Tara J	\$103,316.47			\$103,316.47
Stoffel, Courtney M	\$1,800.00			\$1,800.00	Thayer, Nicholas W			\$1,955.00	\$1,955.00
Stoloff, Deborah T	\$37,858.53			\$37,858.53	Then, Lenny D			\$1,088.00	\$1,088.00
Stone, Matthew J			\$6,681.00	\$6,681.00	Theos, Sophie R	\$882.00			\$882.00
Stringfellow, Ryan J	\$3,485.00			\$3,485.00	Thibault, Brian			\$6,495.00	\$6,495.00

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>
Thibault, Lisa M	\$8,441.76			\$8,441.76	Walsh, Betsey	\$2,464.76			\$2,464.76
Thomas, Erica D			\$5,004.75	\$5,004.75	Walsh, Christopher P			\$2,325.00	\$2,325.00
Thompson, Craig P			\$2,342.00	\$2,342.00	Walsh, Eric	\$46,500.24	\$1,883.86	\$195.03	\$48,579.13
Thrasher, James D	\$517.51			\$517.51	Walsh, Kristen L	\$113,066.43			\$113,066.43
Tibbetts, Matthew D			\$627.00	\$627.00	Walsh, Libby	\$760.00			\$760.00
Timmins, Brianna	\$1,496.25			\$1,496.25	Walsh, Lily E	\$5,193.65			\$5,193.65
Timmons, Katie E	\$19,129.24			\$19,129.24	Walsh, Patrick	\$10,275.88			\$10,275.88
Timpany, Samantha L	\$86,583.60			\$86,583.60	Walsh, Rebecca	\$5,284.60			\$5,284.60
Tinti, Laurie E	\$50,630.34	\$661.56		\$51,291.90	Walton, Timothy W			\$726.00	\$726.00
Tocci, Renee M	\$83,148.20			\$83,148.20	Warnat, Eileen P	\$87.60			\$87.60
Tolland, Katherine M	\$7,420.00			\$7,420.00	Warren, Allison L	\$90,963.73			\$90,963.73
Toma, Tara A	\$112,114.16			\$112,114.16	Waryas, Steven D	\$68,120.36			\$68,120.36
Travers, Elizabeth A	\$570.00			\$570.00	Washburn, Karen A	\$99,047.06			\$99,047.06
Treannie Jr, Donald R	\$94,182.24	\$3,705.92		\$97,888.16	Wasilewski, Shannon M	\$123,929.06			\$123,929.06
Treannie III, Donald R	\$94,421.54	\$10,199.57	\$25,551.50	\$130,172.61	Watson, Brian F			\$5,263.00	\$5,263.00
Treannie Sr, Matthew D	\$95,484.41	\$30,957.15	\$27,033.25	\$153,474.81	Watson, Jeffrey N			\$11,603.00	\$11,603.00
Triantafillidis, Dimitra	\$20,577.57			\$20,577.57	Watt, Janice E	\$90,542.57			\$90,542.57
Trice, Shawn	\$94,438.21			\$94,438.21	Way, Kara E	\$98,038.52			\$98,038.52
Trinh, Alfred M			\$2,914.50	\$2,914.50	Webb, Kaylie D	\$51,688.54			\$51,688.54
Troiano, Christopher J			\$4,607.00	\$4,607.00	Webb, Samuel P			\$544.00	\$544.00
Troilo, Diane M	\$35,371.48			\$35,371.48	Welch, Thomas	\$107,888.80			\$107,888.80
Trubiano, Timothy P			\$544.00	\$544.00	Wellman, Thomas F			\$4,257.00	\$4,257.00
Truss, Fiona E	\$1,275.00			\$1,275.00	Wendell, Deborah	\$1,500.00			\$1,500.00
Truss, Jennifer M	\$52,484.46			\$52,484.46	West, James M			\$627.00	\$627.00
Tuden, Richard D			\$25,695.50	\$25,695.50	Wheeler, Jason R			\$748.00	\$748.00
Tyo, Savannah E	\$80,110.38			\$80,110.38	Whitehouse, Jeffrey T	\$62,154.16	\$6,766.10		\$68,920.26
Uglialoro, Alma M	\$31,366.58			\$31,366.58	Whitehouse, Stephanie	\$96,936.62			\$96,936.62
Utorka, Edward P	\$1,500.00			\$1,500.00	Whiting, Andrew	\$32,159.43			\$32,159.43
Valmond, Giovanni W			\$2,380.00	\$2,380.00	Wigmore, Eva	\$52,124.31			\$52,124.31
Vamosi, Timothy J			\$4,874.50	\$4,874.50	Wilensky, Ryan D	\$108,926.16			\$108,926.16
Vanness, Eric S			\$918.00	\$918.00	Wilkins, Richard C	\$21,870.50			\$21,870.50
Varetimos, Audra E	\$29,085.48			\$29,085.48	Williams, Cameron J			\$5,674.00	\$5,674.00
Velardo, Sandra K	\$1,500.00			\$1,500.00	Williams, Charlie T			\$1,254.00	\$1,254.00
Veo, Shamus T			\$1,003.00	\$1,003.00	Williams, Daniel E	\$100,143.05			\$100,143.05
Vercosa DaSilva Lemos, Samantha	\$1,192.50			\$1,192.50	Williams, Karl M			\$918.00	\$918.00
Verdone, Robert A			\$25,489.50	\$25,489.50	Williams, Kelly L	\$101,121.47			\$101,121.47
Verrochi, Nicholas T	\$53,393.60	\$12,499.78	\$3,750.00	\$69,643.38	Williams, Megan L	\$58,113.13			\$58,113.13
Vieira, Richard J			\$30,711.25	\$30,711.25	Williams, Paul L			\$646.00	\$646.00
Viera, Zachary A			\$3,366.00	\$3,366.00	Wills, Shawn P	\$58,765.63	\$2,790.00		\$61,555.63
Vogelgesang, Colin P	\$102,715.43			\$102,715.43	Wills, Stephen A	\$13,749.07			\$13,749.07
Voisine, Alton M			\$627.00	\$627.00	Wilmot, Benjamin S			\$520.00	\$520.00
Voltolini, Samantha L			\$748.00	\$748.00	Wilson, Joshua J			\$1,600.00	\$1,600.00
Vongsavath, Angela M			\$7,480.00	\$7,480.00	Wilson, Kayla A	\$4,094.13			\$4,094.13
Vosikas, John C			\$1,598.00	\$1,598.00	Wimer, Karen Y	\$43,032.50			\$43,032.50
Voxakis, Polixeni	\$34,129.83			\$34,129.83	Witherell, Brian J			\$1,171.00	\$1,171.00
Wadman, Elizabeth M	\$19,061.94			\$19,061.94	Wivell, Judith A	\$4,244.26			\$4,244.26
Waight, Kelly A	\$90,095.24			\$90,095.24	Wood, Robert M			\$1,300.00	\$1,300.00
Wakefield, Joseph D	\$10,320.00	\$2,012.87		\$12,332.87	Woods, Katherine A	\$73,664.55			\$73,664.55
Walker, Scott R	\$111,536.91			\$111,536.91	Worth, Robert W	\$120,784.95			\$120,784.95
Wallent, Cynthia L	\$155.52			\$155.52	Worthley, Robert B	\$121,733.61	\$344.52		\$122,078.13

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>THIRD PARTY</u>	<u>GROSS</u>
Wrynn, Thomas P	\$65,852.82			\$65,852.82
Wyllie, Chantel N	\$50,171.83			\$50,171.83
York, David B	\$55,983.60	\$6,287.13	\$1,425.00	\$63,695.73
Young Jr, James H			\$10,643.00	\$10,643.00
Young, Katherine K	\$73,173.71			\$73,173.71
Young Jr, Robert A			\$2,788.00	\$2,788.00
Yucatonis, Jack B	\$4,140.00			\$4,140.00
Yukna, Pamela L	\$3,124.60			\$3,124.60
Yukna, William F	\$182,262.38			\$182,262.38
Zabbo, Jaclyn	\$102,344.66			\$102,344.66
Zagami, Antonia A			\$627.00	\$627.00
Zagami, Elaine A	\$24,506.13			\$24,506.13
Zawatsky, Donald F	\$79,708.16	\$14,111.06	\$3,225.00	\$97,044.22
Zechello, Melissa A	\$107,898.06			\$107,898.06
Zeitler, Diane H	\$78,592.87			\$78,592.87
Zielinski, John S	\$58,983.28	\$2,889.87	\$256.86	\$62,130.01
Zitoli, Colby			\$1,171.00	\$1,171.00
Zizza-Feinstein, Raffaella	\$210.00			\$210.00
Zupanick, Justin A	\$30,256.05			\$30,256.05
Zwolenski, Meghan K	\$96,013.26			\$96,013.26
	\$1,013,221.41	\$23,288.06	\$20,135.86	\$1,056,645.33

Breakdown of Payrolls

Town (Including Third Party Payments): \$22,838,592.93

Public Schools: \$36,040,321.94

\$58,878,914.87

THE MAKING OF THE 2023 ANNUAL REPORT COVER



GAVE PROOF THROUGH THE NIGHT THAT OUR FLAG WAS STILL THERE...O! SAY DOES THAT STAR-SPANGLED BANNER YET WAVE...



THANK YOU TO
EVERYONE WHO
MADE THIS
POSSIBLE!



INDEX



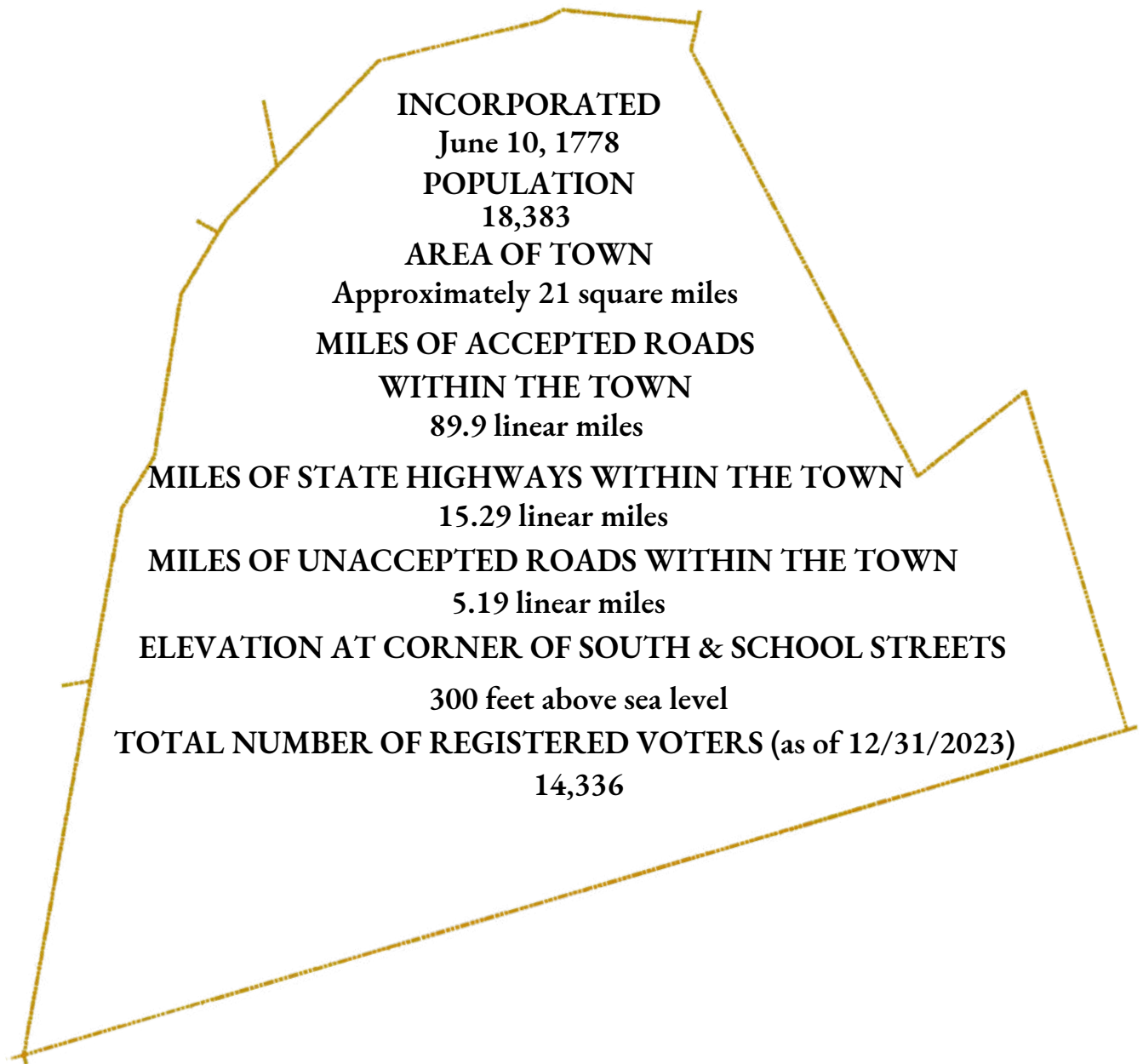


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FOXBOROUGH
INCORPORATED 1778



Whereas a number of inhabitants belonging to the Towns of Wrentham, Walpole, Stoughton, and Stoughtonham, have represented to this Court the inconveniences that they labour under on account of their distance from the places of Public Worship in Several Towns to which they now belong and have earnestly and repeatedly requested that they may be incorporated into a Town, namely Foxborough, Norfolk County.



2023

