

TOWN OF BARNSTABLE



2002 Annual Report

BARNSTABLE TOWN COUNCIL

APRIL 18, 2002



FRONT ROW: ROYDEN RICHARDSON, PRECINCT 4; GARY BROWN, PRECINCT 8; GARY BLAZIS, PRESIDENT, PRECINCT 10; RICHARD CLARK, PRECINCT 1, BACK ROW: GREGORY MILNE, PRECINCT 9; RICHARD ELRICK, PRECINCT 2; CARL RIEDELL, PRECINCT 5; JANET JOAKIM, PRECINCT 6; AUDREY LOUGHNANE PRECINCT 11; RICHARD BARRY, PRECINCT 7; ROBERT JONES, VICE PRESIDENT, PRECINCT 3

David Hansen, Photography

ON THE COVER:

Mercy Otis Warren, W., Barnstable, MA
Patriot, Poet, Historian, Champion of Liberty
Advocate – Bill of Rights, 1728-1814
Statue- Superior Court, Barnstable
Sculptor: David Lewis

James Otis Jr., W. Barnstable, MA
Revolutionary Patriot, 1725-1783
Advocate, Orator, Statesman
Statue- Superior Court, Barnstable
Sculptor: David Lewis

Iyanough, (Iyanno, Iannis) Statue
Sachem of Mattachiest Tribe of
Cummaquid, Barnstable, MA – Circa 1620
Statue – Main Street, Hyannis
Sculptor: David Lewis

Firefighters Memorial
Centerville Fire Dept.
Centerville, MA
Dedicated – Oct. 10, 2002
Sculptor: David Lewis

IN MEMORIAM

TOWN OF BARNSTABLE



John P. "Mitch" Mitchell

1925 - 2002

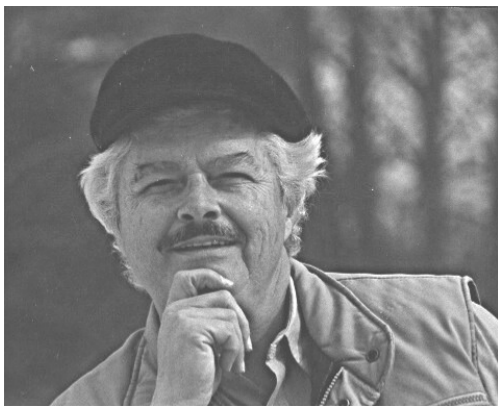
Bismore Park Harbormaster



Gloria Urenus

1927 - 2002

Zoning Enforcement Officer – Building Dept.



Kevin Heap

1945 – 2002

Programmer Analyst – I. S. Dept.



William Doiron

1943 - 2002

General Forman – Highway Dept.

Robert J. Smith, Jr.

To his years of service

**OSTERVILLE ROTARY CLUB, SALVATION ARMY, CHAIRMAN BOARD OF TRUSTEES CAPE COD
ACADEMY, CAPE COD CONSERVATORY OF MUSIC, NEW SCHOOL OF CAPE COD
OSTERVILLE LIBRARY, BARNSTABLE SOLDIERS & SAILORS MEMORIAL ASSOC.**

**FIRST CHURCH OF CHRIST SCIENTIST, JANE ESHBAUGH COMMUNITY SERVICE AWARDS
COMMITTEE, OSTERVILLE VILLAGE ASSOCIATION, OSTERVILLE BUSINESS & PROF. ASSOC.**

TOWN OF BARNSTABLE

Barnstable County

LOCATION

Eastern Massachusetts, located on the bicep of the Cape Cod arm. Bordered by Cape Cod Bay on the north, Nantucket Sound on the south, Sandwich and Mashpee on the west and Yarmouth on the east. The Town of Barnstable includes seven villages within its boundaries. Each village has unique and significant cultural and historical qualities. Centerville, located on the south side, is primarily residential, includes a small business district and beautiful beaches. Osterville, located on the south side, is primarily residential and includes inlets and harbors for fishing and boating and a small business district. Hyannis is the town's central business/commercial district which also includes town offices and several shopping malls. Hyannis is also a fishing village and its harbor provides access to Martha's Vineyard and Nantucket Islands. Marstons Mills is primarily residential and is located on Route 28 and is rural in nature. Cotuit is on a peninsula on the south side, is primarily residential with several small beaches. West Barnstable, located on the north side, is primarily residential and also includes Sandy Neck Barrier Beach. Barnstable is located on the north side, houses the County Complex, a small business district and a working harbor and several small beaches.

TOTAL AREA 72.26 square miles
LAND AREA 60.05 square miles

REGIONAL PLANNING AGENCY:

Cape Cod Commission

GOVERNMENT:

Town Council/Manager

POPULATION

Year Round 48,500
Seasonal 145,500+/-

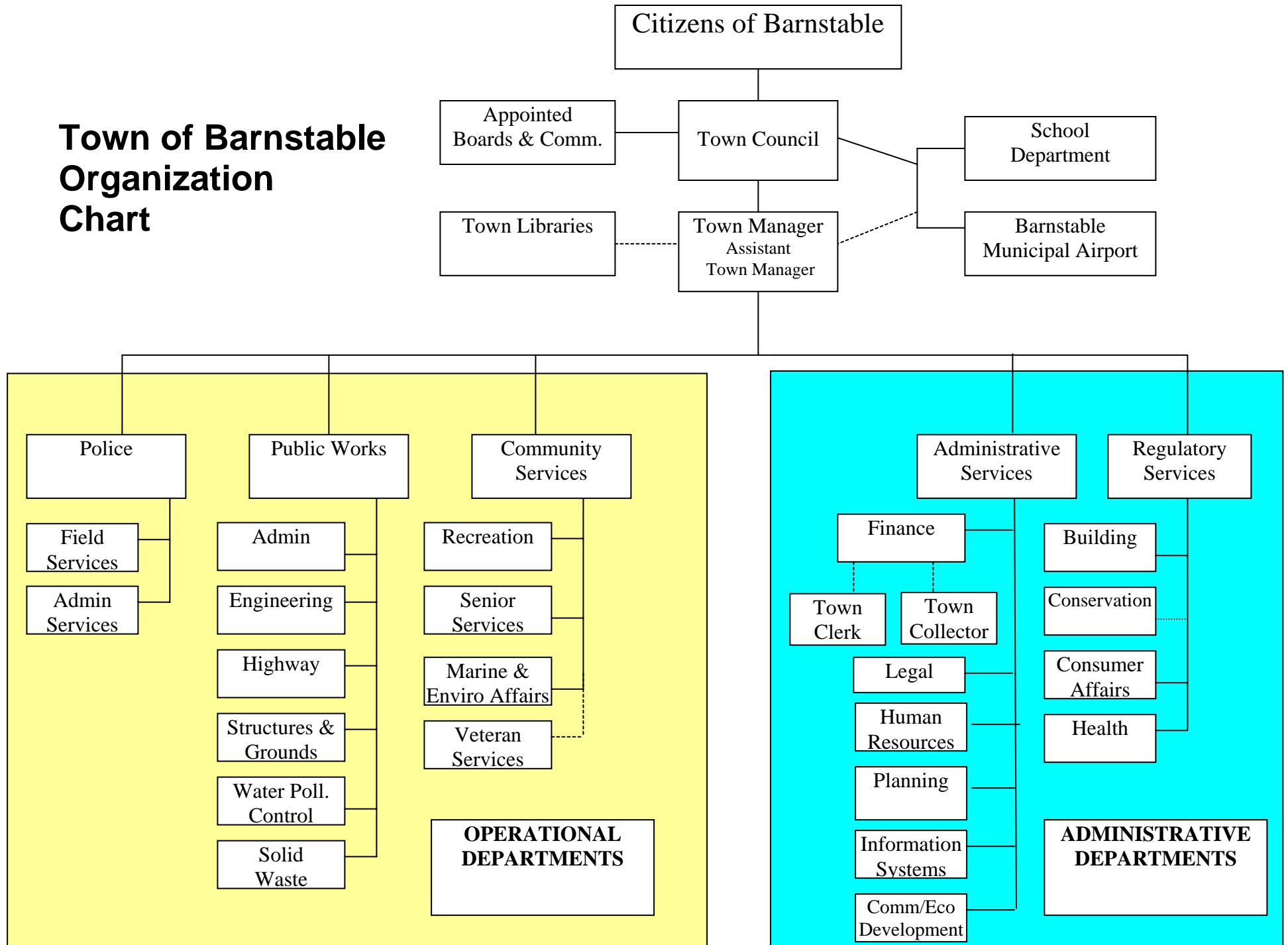
REGISTERED VOTERS

Total Registered	32,247
Democrats	7,968
Republicans	6,647
Unenrolled	17,354
Green Party USA	18
Inter. 3 rd Party	10
Massachusetts Green	56
Natural Law	1
Reform	13
Socialist	1
Libertarian	1

LEGISLATORS

US Senator Edward M. Kennedy	617-565-3170
US Senator John F. Kerry	617-565-8519
US Congressman (10th Congressional District)	
William Delahunt	508-771-0666
State Senator (Cape & Islands Senatorial District)	
Robert O'Leary	617-722-1570
State Representative (2nd Barnstable District)	
Demetrius Atsalis	617-722-2692
State Representative (Barns, Dukes Cnty., Nantucket)	
Eric Turkington	617-722-2396
State Representative (5 th Barnstable District)	
Jeffrey D. Perry	617-722-2800

Town of Barnstable Organization Chart



**TOWN OFFICERS 2002
ELECTED OFFICIALS**

TOWN COUNCIL Term Expires

Precinct 1

Richard Clark Nov. 2003

Precinct 2

Richard Elrick Nov. 2005

Precinct 3

Robert Jones Nov. 2003

Precinct 4

Royden Richardson Nov. 2005

Precinct 5

Carl Riedell Nov. 2003

Precinct 6

Janet Swain Joakim Nov. 2005

Precinct 7

Richard Barry Nov. 2003

Precinct 8

Gary Brown Nov. 2005

Precinct 9

J. Gregory Milne Nov. 2003

Precinct 10

Gary Blazis Nov. 2005

Precinct 11

Audrey Loughnane Nov. 2003

TOWN CLERK

Linda E. Hutchenrider Nov. 2005

TOWN COLLECTOR

Maureen J. McPhee Nov. 2003

HOUSING AUTHORITY

Arthur F. Kimber 2003

Paula Schnepf 2005

Dolores E. Rucker 2003

Richard Cross 2005

Thomas Lynch, Director

SCHOOL COMMITTEE

Kevin Harrington 2003

Patrick S. Kelleher 2003

Karen L. McDonald 2003

Gerald E. Dowling 2005

Ralph F. Cahoon 2005

**APPOINTED OFFICIALS AND
MULTIPLE MEMBER BOARDS**

**AD HOC COTUIT SANTUIT HISTORIC
DISTRICT STUDY COM.**

Mary Ann Gauthier

James Gould

Michael G. Hughes

Lauren M. Kanzer

Peter Morgan

Ronald Mycock

Anthony Pisani

Laurie Scott Hayes

AIRPORT COMMISSION

Michael A. Dunning 2004

Edwin A. Gourley 2003

John T. Griffin Jr. 2003

Arthur Kimber 2005

John Lemos 2003

Margarete Maillho 2005

Larry Wheatley 2004

**APPEALS HYANNIS MAIN ST.
WATERFRONT COM.**

Sue Campbell 2005

Rick Fennucio 2003

Rebecca Richardson 2003

ASSESSORS

William T. Garreffi 2003

Jeremy F. Gilmore 2005

Carol Horgan 2004

AGING, COUNCIL ON

Fiske Adams 2003

Barbara Cross 2003

Marston Daley 2003

Eugenia Fortes 2004

Emmett F. Glynn 2004

Elizabeth Lynch	2003
Robert May	2004
Patricia Murphy	2005
Walter Neale, Jr.	2004
John Ross	2005
Ruth M. Rusher	2003
Carol Sinclair	2003
Lawrence Sinclair	2003

BARNSTABLE COUNTY COASTAL RESOURCES

Dale Saad

BARNSTABLE COUNTY HOME CONSORTIUM

Judith Barnet	2005
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BARNSTABLE COUNTY WASTE MANAGEMENT ADVISORY COM.

Thomas Mullen

BAYS LEGAL FUND TRUSTEE

Audrey Loughnane

CABLE TV ADVISORY COMMITTEE

David B. Cole	2003
Robert Daniels	2003
Joseph Garodnick	2005
J. Douglas Murphy	2004
Nancy L. Richard	2004

CAPE COD REGIONAL TECHNICAL VOCATIONAL SCHOOL COM.

Joan Bentinck-Smith	2003
Ann Williams	2004

CAPE COD COMMISSION REP.

David Ansel	2003
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ENOCH COBB TRUST

David B. Cole, Trustee

COMPREHENSIVE FINANCIAL ADVISORY COMMITTEE

Joseph A. Cotellessa	2005
John F. Curtis	2005
Mike Ingham	2003
John Ladner	2005

Thomas Michael	2004
Jefferson Slater	2005
James Sproul	2005

CONSERVATION COMMISSION

John Abodeely	2005
Albert Barbour	2004
Scott Blazis	2003
Robert A. Lancaster	2004
James A. Lane	2005
Peter Sampou	2004
T. Walter Wannie	2004
Rob Gatewood, Administrator	

CONSTABLE

William Finkle

CULTURAL COUNCIL

Mary P. Andres	2005
Patricia Austin	2005
Jolline Diehl	2004
Harry D. Evans	2003
Shirley Flynn	2005
Gordon Jones	2004
Patricia A. Kelly	2004
Margaret Lambert	2005
Alice Owens Williams	2003

DEPARTMENT OF PUBLIC WORKS COMMISSION

Albert Baker	2004
Philip McCartin	2003
John Rosario	2005
Floyd Silvia	2003

DISABILITY COMMISSION

Jean R. Boyle	2004
Robert Fauteaux	2004
Raffaele L. Kaddy	2004
Al Melcher	2003
Paul Nevosh	2003
Paul Sullivan	2004
Nancymarie Schwinn, Dir. H.R. (retired fall of 2002)	

ECONOMIC DEVELOPMENT COMMISSION

Lois R. Andre	2005
Henry C. Farnham	2003

Jeanine Marshall	2005
Donald E. Megathlin	2005
Howard K. Penn	2004
Patrick Princi	2003
Lynne M. Poyant	2003
Philip S. Scudder	2003
Steve Shuman	2003

ELDERLY & DISABLED TAXATION COM.

James Munafo (resigned)	
Jeff Cannon	2003 (Town Treasurer)
William Garreffo, Chair	2003
Carol Horgan	2003

GOLF COMMITTEE

Richard Aliberti	2004
Joseph Chilli	2003
Mary Creighton	2003
Terry Duenas	2005
Cathleen Foley-Dupui	2003
Dr. Daniel Mahoney	2004
James McEvoy	2005

BOARD OF HEALTH

Sumner Kaufman	2003
Wayne Miller, M.D.	2004
Susan Rask	2005

HISTORICAL COMMISSION

Charles Baskin	2005
Nancy B.Z. Clark	2004
Barbara Flinn	2005
Barbara C. Hill	2003
Sandy Lenney	2003
Nancy V. Shoemaker	2005
Robert Stewart	2004
James Gould	2002

HOUSING COMMITTEE

Judith Barnet	2004
Patricia Fiero	2005
Tom Kosman	2004
Robert Murray	2005
Frederick Presbrey	2004
Laura Shufelt	2004
Becky Souza	2003

HYANNIS MAIN ST. WATERFRONT HISTORIC COM.

Marina Atsalis	2004
Joseph Cotellessa	2005
Anita Devlin	2002
Paul Drouin	2004
Barbara Flinn	2003
George Jessop	2004
Jacques Morin	2002
David Scudder	2003
Richard St. Onge, Jr.	2002

JFK MEMORIAL TRUST FUND

John C. Klimm – Town Mgr.	
Robert Jones	2003
Henry L. Murphy, Jr.	2004
Lynne Poyant	2003
Ruth Rusher	2003

JANE ESHBAUGH COMMUNITY SERVICE AWARD COMMITTEE

Jacalyn Barton	2004
Deborah Fitton	2003
Shirley Flynn	2003
Gwen Phillips	2005
Audrey Loughnane – Council liaison	
Robert Smith	(deceased 2002)

LIBRARY COMMITTEE

Centerville - *Pat Giammasi*

Ted Schilling	
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Cotuit - *John Talma*

David Nisula	
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Hyannis - *Charles Sabatt*

Robert Donohue	
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Marstons Mills - *Susan Martin*

Tom Dolby	
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Osterville - *Mark Cote*

Geoffrey Lenk	
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Sturgis - *Betsy Newell*

Roy Hammer	
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Whelden - *Joe Maguire*

Joanne Wallace	
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LICENSING AUTHORITY

Eugene Burman 2003
Martin Hoxie 2005
Paul Sullivan 2004
Sgt. Sean Sweeney, Agt.
Thomas Geiler, Agt.

**LOCAL WATER RESOURCE MGT.
OFFICER**

Robert A. Burgmann

**OLD KING'S HIGHWAY HISTORIC
DISTRICT**

George Jessop (Arch.) 2003
The following are elected by BWB district:
Carrie T. Bearse 2005
Julia Karczinski 2003 (resigned/now
alternate)
Edward Molans 2004 (resigned)
Jeffrey Wilson appointed to replace Molans
Elizabeth Nilsson 2006
Jeff Wilson 2003 – appointed to Old
King's Highway Regional Historic District
Com.

OPEN SPACE

Charles Baskin 2005
Kris Clark 2004
Lindsey Counsell 2005
William E. Cutcliffe 2003
Henry C. Farnham 2005
Deborah S. Fitton 2003
William Gareffi 2003 (resigned Apr. 2002)
Christopher Murphy 2004
Susan Rohrbach 2004
Scott Schofield 2004
Mark Wirtanen 2003

PERSONNEL ADVISORY BOARD

Richard Egan 2005
Vincent Kaseta 2003
Mary Pat Messmer 2004
Robert O'Brien 2003
Teresa Patterson 2005

PLANNING BOARD

William Belden 2003
David Munsell 2004
A. Roy Fogelgren 2004

Barbara Hill 2003
Raymond B. Lang 2005
Robert F. Stahley 2005
Marlene Weir 2003

PORT COUNCIL

Robert Jones 2005

RECREATION COMMISSION

John Avery 2005
Robert Hoxie 2004
Joseph O'Brien, Jr. 2004
Katherine I. Pina 2004
Kathleen Sylvester 2003
Clyde Takala 2005

REGISTRAR OF VOTERS

Linda E. Hutchenrider 2004
John Sheehan 2005
Lucien Poyant 2003
Agnes Sorenson 2004

ROAD COMMITTEE

Roland Catignani 2005
Raymond B. Lang 2005
Philip McCartin 2005
Kevin O'Neil 2005
John Sheehy 2004

SANDY NECK BOARD

Barbara Bell 2003
William S. Carey 2005
John Kennefick Sr. 2004
Nason King 2005
James Kittredge 2003
Peter Sampou 2005

**SCHOLARSHIP ADVISORY
COMMITTEE**

Shirley Flynn 2005
Deborah J. Hill 2004
John Klimm, Twn Mgr.
John Marsden 2003
Nancy Vecchione 2005

SHELLFISH COMMITTEE

Barbara Enos 2004
Les Hemmila 2003
Daniel Looney 2003

Jacques Morin 2002
Stuart Rapp 2004
Andre P. Sampou 2005
Mike Travato 2005

SOUTH CAPE ADVISORY COM.

Douglas Bruce McHenry

STEAMSHIP AUTHORITY REP.

Robert L. O'Brien 2005

TRUST FUND ADVISORY BOARD

Jeff Cannon (Town Treasurer)
Linda Gadkowski 2004
Erin Moore 2005
William J. Murdock Jr. 2004 (chair)
Frances Parks 2005
Jane Scanlon 2005
Kathy Silvia 2004
T. David Houghton, Legal Advisor

VILLAGE IMPROVEMENT FUND

Loretta J. Campbell 2005
Jean Desmond 2004
Christina Largay 2003

WATER POLLUTION CONTROL

Phillip C. McCartin 2005
John Rosario 2003
Floyd Silvia 2005

WATER QUALITY ADVISORY COMMITTEE

Thomas Cambarari 2004
David Condry 2005
Jon Erickson 2004
Jack Thomas 2003
George Wadsworth 2002
Robert Wood 2005

WATERWAYS COMMITTEE

Andrew T. Castrenze 2005
Thomas McKenzie 2005
Robert St. Peter 2005
Dennis S. Sullivan 2003
Carl Syriala 2003

YOUTH COMMISSION

Carlos Barbosa 2005
Steve Brown 2004

Kaylee DeGrace (BHS) 2005
Marty Field 2005
Margaret Hill 2005
Isia Islam (BHS) 2005
Stephanie Jeffers (BHS) 2005
Hope Taylor 2005
Donald Chamberlain – Community Rep.
Norma Holder Hall – Rec. Rep.
Jason Labor/Joe Cairns - Police Rep.
Lt. Eric Hubler – Fire Rep.
Andre Ravenelle – School Rep.
Greg Milne – Council Rep.

ZONING BOARD OF APPEALS

Richard Boy 2005
Ralph Copeland 2004
Daniel Creedon 2003
Thomas DeRiemer 2003 (alternate)
Jeremy Gilmore 2003 (alternate)
Ron S. Jansson 2004
Gail Nightingale 2003
Randolph Childs 2003 (alternate)

TOWN OFFICIALS

TOWN MANAGER

John Klimm

ASSISTANT TOWN MANAGER

Joellen J. Daley

SUPERINTENDENT OF SCHOOLS

Dr. Russell J. Dever

ACCOUNTANT/FINANCE DIRECTOR/ ADMINISTRATIVE SERVICES

Mark Milne

AIRPORT MANAGER

Dr. Quincy Doc Mosby

ASSESSING DEPARTMENT

Paul A. Matheson, III, Director

ATTORNEY

Robert D. Smith
Ruth Weil
T. David Houghton

BUILDING COMMISSIONER

Thomas Perry

CHIEF OF POLICE

John Finnegan

COMMUNITY SERVICE

Norma Holder-Hall, Director

CONSERVATION DIVISION

Robert Gatewood, Administrator

**EMERGENCY PREPAREDNESS
DIRECTOR**

John Finnegan

GOLF DIVISION

Gary Philbrick, Pro/Manager

HUMAN RESOURCES

Nancymarie Schwinn, Dir. (Retired fall of
2002)
William E. Cole, Interim Human Resources
Director

INFORMATION SYSTEMS

Daniel J. Wood, Manager

**MARINE & ENVIRONMENTAL AFFAIRS
DIVISION**

Daniel Horn, Director and Harbormaster
Douglas Kalweit, Supervisor Natural Resource

**OFFICE OF COMMUNITY & ECONOMIC
DEV.**

Kevin Shea, Director

**PLANNING, ZONING & HISTORIC
PRESERVATION**

Thomas A. Broadrick, AICP, Director

PUBLIC HEALTH DIVISION

Thomas McKean, RS/CHO , Division Manager

PUBLIC WORKS

Thomas Mullen, Superintendent (Retired fall of
2002)
Mark S. Ells, Interim Director of Public Works

RECREATION DIVISION

David Curley, Director

**REGULATORY SERVICES
DEPARTMENT**

Thomas F. Geiler, Director

SENIOR SERVICES DIVISION

Jemma Lambert, Director

TOWN ENGINEER

Robert A. Burgmann, P.E.

TOWN TREASURER

Jeffrey Cannon

VETERANS SERVICES

Sidney L. Chase, Director

TOWN COUNCIL

The Barnstable Town Council, an eleven member elected body, is the legislative and policy-making branch of town government. The council develops, adopts and enacts policies and ordinances, which it believes promote and enhance the general welfare of the town. Meetings are held bi-monthly except in the months of July and August when only one meeting is held or when a special meeting is called. On-going issues throughout the calendar year included:

- Elementary School Space Study
- Nantucket Sound Wind Farm
- Affordable Housing
- Land Acquisition
- Downtown Hyannis Revitalization

In January the Council heard from the committee charged with studying school space of the qualitative system constraints--including bathrooms and hallways being used for instruction and other educational activities. Also in January, the Council approved purchase of the Prince Cove Marina, subsequently delayed by questions regarding the associated mooring field.

The proposal for a wind farm covering some 25 square miles of Nantucket Sound has proven to be a continuing controversy. The Council voted 8 to 3 in opposition to the proposal citing recreational boating, fishing, and aesthetic interests. The proposed wind farm also poses significant safety concerns for both boaters and airplanes. For its part, the Council has been engaged in groundwork to install wind mills in the Town of Barnstable for the purpose of generating power for town services.

With regard to open space, Council land acquisition exceeded 300 acres in 2002, driven primarily by a joint purchase with the town of Mashpee of the property commonly referred to as Cape Club. Open space significantly contributes to a better quality of life for residents.

In early spring, the Council committed financial resources in order to study the needs of the aging elementary schools with approval of a \$150,000 appropriation for an engineering study.

In March and April some of our most regarded and active residents met to discuss the financial condition of our community. The information

gathered by the Committee of 150 included recommended cost savings and revenue enhancements. In May, the so-called Committee of 150 prioritized its findings and advanced its findings and recommendations to the Council.

In late spring, plans of a public/private partnership were detailed for a Hyannis Youth and Community Center to be constructed on the present site of the Kennedy Rink on Bearses Way in Hyannis. The community center would include an ice skating facility, basketball courts and rooms for young people to socialize. The Council voted 10 to 1, committing some \$8 million in bonding authority as the town's share of the public/private project—all of which is contingent upon raising \$4 million in private funding.

In June, a consultant's report confirmed that up to 140 housing units could be built on the town-owned Darby property in Osterville. This was the first step in the successful plan to build affordable housing on the Darby site.

In the summer of 2002, the Council appointed more than three dozen citizens to town boards or commissions. There are some 43 Boards and Commissions in Barnstable on which civic-minded citizens serve in an advisory or regulatory role. The boards and commissions play a critically important role in town government. The council remains grateful to each and every citizen who volunteers his or her time in service to the town.

In early fall the Council voted 7 to 4 in opposition to construction of a new, expanded Stop & Shop supermarket along Route 132. A major effort regarding one of the principal gateway roads to our town, i.e., Route 132, has began earlier in the year, namely the formation of a Route 132 Vision Committee to examine this important corridor and its associated existing land uses. The Route 132 Vision Committee will be recommending proposals of how future development of Route 132 would occur.

And in November the town council approved a compromise affordable housing plan in Osterville which would include some 87 units of qualified affordable housing on land not restricted for conservation.

Respectfully submitted,
Gary C. Blazis
Town Council President

REPORT OF THE COLLECTOR OF TAXES

July 1, 2001 through June 30, 2002

	Balance July 1, 2001	Committed Fiscal 2002	Balance June 30, 2002
2002 Real Estate Tax		\$67,704,497.79	\$2,097,872.58
2001 Real Estate Tax	\$2,244,424.84	22,634.13	214,590.41
2000 Real Estate Tax	220,851.72		6,815.81
1999 Real Estate Tax	11,687.67		7,018.49
1998 Real Estate Tax	5,311.80		5,311.80
1997 Real Estate Tax	7,614.28		2,207.49
2002 Land Bank		2,031,136.41	37,301.15
2001 Land Bank	71,248.78	679.02	4,875.31
2000 Land Bank	5,867.38		241.61
2002 Personal Property Tax		1,644,936.07	76,581.53
2001 Personal Property Tax	86,500.05	435.93	18,543.68
2002 Motor Vehicle Excise		4,569,126.06	658,544.59
2001 Motor Vehicle Excise	474,268.30	1,199,552.89	146,147.81
2000 Motor Vehicle Excise	138,863.61	99,078.71	101,472.66
2002 Boat Excise		167,472.00	11,065.15
2001 Boat Excise	13,523.64		4,618.91
2002 Sewer Rental		2,555,501.96	345,144.61
2001 Sewer Rental	271,915.24		15,783.06
2002 Sewer Rental Added to RE Tax		198,729.41	43,638.72
2002 Sewer Rental Comm.Int. Added to RE Tax		12,844.59	2,632.19
2001 Sewer Rental Added to RE Tax	159,516.56		37,942.59
2001 Sewer Rental Comm Int	27,058.21		2,315.96
Septic Bettm't unapp	46,127.81	197,332.98	222,377.33
Septic Bettm't Paid In Advance		30,316.12	0.00
Septic Bett'mt Paid In Advance Int		1,293.63	0.00
2002 Septic Bettm't Added to RE Tax		9,566.66	156.02
2002 Septic Bettm't Comm Int Added to RE Tax		8,029.94	148.22
Sewer Bettm't unapp	0.00		0.00
Sewer Bettm't Paid in Advance	0.00	58,954.55	0.00
Sewer Bettm't Paid in Advance Int	0.00	2,967.73	10.00
2002 Sewer Bettm't Added to RE Tax		357,164.30	52,209.60
2002 Sewer Bettm't Comm Int. to Tax		109,444.55	13,313.22
2001 Sewer Bettm't Added to RE Tax	28,127.39		1,888.31
2001 Sewer Bettm't Comm Int	9,201.15		854.35
Road Bettm't unapp	102,775.84		98,173.28
Road Bettm't Paid in Advance	0.00	45,491.63	0.00
Road Bettm't Paid in Advance Int	0.00	1,276.69	0.00
2002 Road Bett'mt Added to RE Tax		126,400.44	13,741.94
2002 Road Bett'mt Comm Int to Tax		43,869.55	3,733.53
2001 Road Bettm't Added to RE Tax	9,227.37		1,657.92
2001 Road Bettm't Comm Int	4,067.88		574.37
	Balance July 1, 2001	Committed Fiscal 2002	Balance June 30, 2002

Mitchell's Way Wtr Bettm't PIA	0.00	1,137.98	0.00
2002 Mitchell's Way Wtr Int PIA	0.00	3.55	0.00
2002 Mitchell's Way Wtr Btmt to Tax		1,927.68	131.58
2002 Mitchell's Way Wtr Btmt CommInt		384.74	26.33
2001 Mitchell's Way Wtr Bettm't to Tax	1,274.40		787.60
2001 Mitchell's Way Wtr Btm tm't ComInt	597.12		475.60
Payments in Lieu of Taxes	0.00	43,049.35	0.00
Rollback Taxes	0.00		

MISC COLLECTIONS

Interest and Fees	\$ 471,984.81
Sewer Rental Interest	\$ 5,408.19
Road Betterments Interest	\$ 122.68
Sewer Betterments Interest	\$ 53.22
Municipal Lien Certificates	\$ 127,150.00
Discharge of Betterments	\$ 680.00
Interest on Bank Account	\$ 15,873.67
Scholarship Funds	\$ 12,642.96
Elderly Funds	\$ 10,468.11
Report Fees	\$ 549.37

The Town Collector's Office had \$13,422,867.46 committed for collection by the five fire districts with the Town of Barnstable and paid over \$13,091,999.23 in revenue plus \$52,671.91 in interest in fiscal year 2002. Figures for the various fire districts will appear in their annual reports.

I am grateful to the staff of the Town Collector's Office for their continued dedication and strong work ethic. Many thanks to Assistant Town Collector Diane Hoag, Shirley Crocker, Linda Michaelson, Bunny Archambeau, Carol Engdahl, and Sue Sturup. Our best wishes are extended to former Assistant Jennifer McCarthy who retired Oct. 2002 after 28 years of service in the Collector's Office and to Rosemary Jones who retired again in July 2002.

Respectfully Submitted,
 Maureen Jones McPhee, CMMC
 Town Collector

TOWN CLERK

The year 2003 was another very busy year for the Town Clerk's Office. The duties and processes that we perform each year are the same or similar. With continued growth come additional requests for those processes.

More people register to vote, more individuals license their dogs, open businesses, get married, have babies, etc. Our issuance of passports has increased greatly since we began. Last year alone we processed 245 passport applications, which was more than double what we processed in 2001. Over 2,720 new voters were added to the list and that does not include all the other party changes, address changes, and deletions that were processed. We registered more than 3592 dogs and over 385 new business certificates were issued.

Births, deaths and marriages were up a little from last year with 994 deaths, 1018 births and 410 marriages having been recorded. We issued over 10,000 vitals, which has been a fairly stable number for years.

Two state elections were held in the fall with a recount following the November election for the 3rd Representative District. As this is being typed, we are still awaiting a final decision from the House of Representatives as to whether or not there will be a new election for that seat. We hope for the sake of the candidates and the residents that this issue is settled soon.

In the fall of 2003, we will have a town-wide election that will include electing councilors for all 13 precincts. On Wednesday night, June 4, in the Town Hall hearing room at 7 p.m. we will hold a candidate's information session. Anyone, interested in running, may come that night and receive a packet and instructions on all the information you may need to run for office. After that date you may also pick up the information in the Town Clerk's office.

Thanks: to the 13 wardens who supervise the precincts; to the over 120 poll workers who give their time to make the election process work; and thanks to my assistant, Lucia Fulco, and staff: Susan Maffei, Leslie Steers, Diane D'Agostino and part-timers Lynn Garland and Ruth Behlman. Your dedication and efforts are greatly appreciated.

My assistant and I cover the Town Council meetings and record their minutes and individual actions. A full listing of the items that were addressed during 2002 is provided in this town report.

Linda E. Hutchenrider, CMMC, MMC
Town Clerk

TOWN OF BARNSTABLE				ELIGIBLE VOTERS				32905	STATE PRIMARY September 17, 2002									
				% VOTED				27%										
				TOTAL VOTES				8990										
OFFICES/CANDIDATES				PRECINCTS: 1	2	3	4	5	6	7	8	9	10	11	12	13	GRAND	
		TOTAL VOTERS		2837	2711	2343	2606	2829	2652	2845	2146	1907	2589	2788	2305	2347	TOTALS	
		TOTAL VOTES		954	845	550	809	874	755	961	439	295	567	815	549	577	8990	
		%		34%	31%	23%	31%	31%	28%	34%	20%	15%	22%	29%	24%	25%	27%	
DEMOCRATIC CANDIDATES																		0
SENATOR IN CONGRESS																		0
Times Counted				439	450	315	384	369	410	483	259	202	297	423	315	325		4671
Unused votes				65	63	29	47	48	57	82	32	19	41	56	44	58		641
Write-in votes				0	0	3	3	2	0	1	0	0	3	2	1	1		16
JOHN F. KERRY				374	387	283	334	319	353	400	227	183	253	365	270	266		4014
GOVERNOR																		0
Times Counted				439	450	315	384	369	410	483	259	202	297	423	315	325		4671
Unused votes				7	5	3	4	9	8	13	5	3	9	4	3	10		83
Write-in votes				0	0	0	1	2	0	0	0	0	0	0	0	0		3
THOMAS F. BIRMINGHAM				59	80	58	67	62	72	71	42	35	57	63	49	39		754
STEVEN GROSSMAN				0	3	2	2	1	3	4	3	4	0	4	4	0		30
SHANNON P O'BRIEN				164	170	114	158	133	170	187	93	72	132	176	133	125		1827
ROBERT B. REICH				132	115	74	95	86	90	137	70	47	48	91	69	84		1138
WARREN E. TOLMAN				77	77	64	57	76	67	71	46	41	51	85	57	67		836
LIEUTENANT GOVERNOR																		0
Times Counted				439	450	315	384	369	410	483	259	202	297	423	315	325		4671
Unused votes				43	31	25	33	28	31	56	15	9	35	49	16	35		406
Write-in votes				0	0	0	0	2	0	2	1	0	0	0	0	0		5
CHRISTOPHER F. GABRIELLI				160	184	140	149	159	189	190	98	102	129	164	112	128		1904
LOIS G. PINES				180	174	111	157	117	141	168	102	65	91	155	131	116		1708
JOHN P SLATTERY				56	61	39	45	63	49	67	43	26	42	55	56	46		648
ATTORNEY GENERAL																		0
Times Counted				439	450	315	384	369	410	483	259	202	297	423	315	325		4671
Unused votes				105	84	51	68	68	80	117	47	27	73	102	67	77		966
Write-in votes				1	0	0	2	1	0	1	0	1	1	1	0	3		11
THOMAS F. REILLY				333	366	264	314	300	330	365	212	174	223	320	248	245		3694
SECRETARY OF STATE																		0
Times Counted				439	450	315	384	369	410	483	259	202	297	423	315	325		4671
Unused votes				120	93	53	91	85	91	126	54	31	78	112	72	88		1094
Write-in votes				1	1	0	0	2	0	0	0	0	0	0	0	2		6
WILLIAM GALVIN				318	356	262	293	282	319	357	205	171	219	311	243	235		3571

TREASURER																0	
Times Counted			439	450	315	384	369	410	483	259	202	297	423	315	325	4671	
Unused votes			68	49	34	46	52	44	105	21	19	48	77	49	48	660	
Write-in votes			0	0	0	0	1	0	0	0	0	0	0	0	1	2	
MICHAEL P CAHILL			62	63	54	59	42	65	50	44	33	42	66	43	43	666	
TIMOTHY P CAHILL			148	162	98	107	118	155	158	99	79	109	150	125	97	1605	
STEPHEN J. MURPHY			31	56	48	56	42	52	58	36	32	42	36	34	48	571	
JAMES W. SEGEL			130	120	81	116	114	94	112	59	39	56	94	64	88	1167	
AUDITOR																0	
Times Counted			439	450	315	384	369	410	483	259	202	297	423	315	325	4671	
Unused votes			148	120	63	107	96	106	156	56	36	91	140	82	101	1302	
Write-in votes			1	0	0	1	0	0	0	0	1	0	0	1	4	8	
JOSEPH DENUCCI			290	330	252	276	273	304	327	203	165	206	283	232	220	3361	
REPRESENTATIVE IN CONGRESS																0	
Times Counted			439	450	315	384	369	410	483	259	202	297	423	315	325	4671	
Unused votes			82	71	39	60	59	55	92	37	18	55	72	51	59	750	
Write-in votes			1	0	1	2	1	0	0	0	0	0	0	0	0	5	
WILLIAM D. DELAHUNT			356	379	275	322	309	355	391	222	184	242	351	264	266	3916	
COUNCILLOR																0	
Times Counted			439	450	315	384	369	410	483	259	202	297	423	315	325	4671	
Unused votes			179	142	88	133	109	134	186	88	51	101	152	106	131	1600	
Write-in votes			0	1	0	1	0	0	0	1	0	0	0	2	2	7	
CAROLE A. FIOLA			260	307	227	250	260	276	297	170	151	196	271	207	192	3064	
SENATOR IN GENERAL COURT																0	
Times Counted			439	450	315	384	369	410	483	259	202				325	3636	
Unused votes			96	97	50	73	88	84	118	46	23				76	751	
Write-in votes			0	2	0	1	0	0	0	0	0				0	3	
ROBERT O'LEARY			343	351	265	310	281	326	365	213	179				249	2882	
SENATOR IN GENERAL COURT																0	
Times Counted												297	423	315			1035
Unused votes												72	112	76			260
Write-in votes												1	0	2			3
THERESE MURRAY												224	311	237			772
REPRESENTATIVE IN GENERAL COURT																0	
Times Counted			439	450	315	384		410		259	202				325	2784	
Unused votes			156	133	73	119		118		45	39				87	770	
Write-in votes			0	10	0	6		3		1	0				1	21	
DEMETRIUS J. ATSALIS			283	307	242	259		289		213	163				237	1993	
REPRESENTATIVE IN GENERAL COURT																0	
Times Counted												297	423	315			1035
Unused votes												88	122	71			281
Write-in votes												0	2	1			3
RUTH PROVOST												209	299	243			751
REPRESENTATIVE IN GENERAL COURT																0	
Times Counted							369		483							852	
Unused votes							56		71							127	

Write-in votes						0		1								1
MATTHEW C. PATRICK						197		251								448
GEORGE COSTA						116		160								276
DISTRICT ATTORNEY																0
Times Counted		439	450	315	384	369	410	483	259	202	297	423	315	325		4671
Unused votes		154	132	73	115	103	111	154	62	43	86	132	84	105		1354
Write-in votes		0	0	1	3	2	2	5	3	2	6	1	2	2		29
KEVIN CALLAHAN		285	318	241	266	264	297	324	194	157	205	290	229	218		3288
REGISTER OF PROBATE																0
Times Counted		439	450	315	384	369	410	483	259	202	297	423	315	325		4671
Unused votes		439	444	309	383	369	410	472	255	196	292	409	302	325		4605
Write-in votes		0	6	6	1	0	0	11	4	6	5	14	13	0		66
COUNTY COMMISSIONER																0
Times Counted		439	450	315	384	369	410	483	259	202	297	423	315	325		4671
Unused votes		153	140	99	126	117	136	185	68	52	107	144	98	127		1552
Write-in votes		0	0	1	1	1	1	2	2	0	1	2	0	4		15
ROLAND J. DUPONT		286	310	215	257	251	273	296	189	150	189	277	217	194		3104
REPUBLICAN CANDIDATES																0
SENATOR IN CONGRESS																0
Times Counted		511	394	234	425	504	343	473	179	88	268	388	234	247		4288
Unused votes		502	386	231	423	504	343	464	166	84	263	386	212	245		4209
Write-in votes		9	0	2	2	0	0	6	12	4	1	2	16	1		55
Jack E. Robinson			8	1				3	1		4		6	1		24
GOVERNOR																0
Times Counted		511	394	234	425	504	343	473	179	88	268	388	234	247		4288
Unused votes		47	51	33	47	38	26	48	18	13	30	50	36	18		455
Write-in votes		1	0	1	2	1	1	0	1	0	2	1	0	2		12
MITT ROMNEY		463	343	200	376	465	316	425	160	75	236	337	198	227		3821
LIEUTENANT GOVERNOR																0
Times Counted		511	394	234	425	504	343	473	179	88	268	388	234	247		4288
Unused votes		16	15	3	4	8	6	10	5	4	9	8	12	6		106
Write-in votes		0	0	0	0	0	0	0	0	0	0	0	0	0		0
KERRY MURPHY HEALEY		345	227	144	265	358	211	308	99	43	159	213	133	145		2650
JIM RAPPAPORT		150	152	87	156	138	126	155	75	41	100	167	89	96		1532
ATTORNEY GENERAL																0
Times Counted		511	394	234	425	504	343	473	179	88	268	388	234	247		4288
Unused votes		507	392	233	425	504	343	471	171	86	267	387	227	244		4257
Write-in votes		4	2	1	0	0	0	2	8	2	1	1	7	3		31
SECRETARY OF STATE																0
Times Counted		511	394	234	425	504	343	473	179	88	268	388	234	247		4288
Unused votes		266	183	120	226	246	176	249	86	42	137	202	123	120		2176
Write-in votes		4	0	0	1	3	2	1	0	0	1	1	0	1		14
JACK E. ROBINSON		241	211	114	198	255	165	223	93	46	130	185	111	126		2098
TREASURER																0
Times Counted		511	394	234	425	504	343	473	179	88	268	388	234	247		4288

Unused votes			73	54	37	60	66	50	92	27	18	46	56	38	36	653
Write-in votes			0	1	0	0	0	0	0	0	0	0	0	0	0	1
DANIEL A. GRABAUSSKAS			197	168	90	172	170	141	171	88	30	109	145	89	99	1669
BRUCE A. HERZFELDER			241	171	107	193	268	152	210	64	40	113	187	107	112	1965
AUDITOR																0
Times Counted			511	394	234	425	504	343	473	179	88	268	388	234	247	4288
Unused votes			511	389	234	425	504	343	473	176	85	268	387	230	246	4271
Write-in votes			0	5	0	0	0	0	0	3	3	0	1	4	1	17
REPRESENTATIVE IN CONGRESS																0
Times Counted			511	394	234	425	504	343	473	179	88	268	388	234	247	4288
Unused votes			210	165	111	193	217	145	219	73	31	121	181	104	99	1869
Write-in votes			2	0	0	2	0	0	1	1	1	0	0	1	0	8
LUIZ GONZAGA			299	229	123	230	287	198	253	105	56	147	207	129	148	2411
COUNCILLOR																0
Times Counted			511	394	234	425	504	343	473	179	88	268	388	234	247	4288
Unused votes			509	392	233	425	504	343	471	174	88	268	387	231	246	4271
Write-in votes			2	2	1	0	0	0	2	5	0	0	1	3	1	17
SENATOR IN GENERAL COURT																0
Times Counted			511	394	234	425	504	343	473	179	88				247	3398
Unused votes			181	140	94	168	184	129	190	61	33				84	1264
Write-in votes			0	0	0	0	0	0	0	1	0				0	1
MARK BOARDMAN			330	254	140	257	320	214	283	117	55				163	2133
SENATOR IN GENERAL COURT																0
Times Counted												268	388	234		890
Unused votes												97	138	95		330
Write-in votes												0	0	0		0
CHRISTOPHER L. FAVA												171	250	139		560
REPRESENTATIVE IN GENERAL COURT																0
Times Counted			511	394	234	425		343		179	88				247	2421
Unused votes			110	112	81	125		86		56	29				78	677
Write-in votes			0	1	0	0		0		2	0				0	3
ANN B. CANADY			401	281	153	300		257		121	59				169	1741
REPRESENTATIVE IN GENERAL COURT																0
Times Counted												268	388	234		890
Unused votes												93	138	80		311
Write-in votes												1	0	0		1
JEFFREY DAVIS PERRY												174	250	154		578
REPRESENTATIVE IN GENERAL COURT																0
Times Counted							504		473							977
Unused votes							144		111							255
Write-in votes							0		0							0
LARRY WHEATLEY							360		362							722
DISTRICT ATTORNEY																0
Times Counted			511	394	234	425	504	343	473	179	88	268	388	234	247	4288
Unused votes			23	34	15	33	44	26	58	15	7	22	25	16	14	332
Write-in votes			0	0	0	0	0	0	0	0	0	0	0	0	0	0

JOHN F. MEADE		127	110	52	127	161	91	119	47	18	64	106	64	57	1143
MICHAEL O'KEEFE		361	250	167	265	299	226	296	117	63	182	257	154	176	2813
REGISTER OF PROBATE															0
Times Counted		511	394	234	425	504	343	473	179	88	268	388	234	247	4288
Unused votes		39	44	21	46	64	32	48	17	7	26	48	26	28	446
Write-in votes		0	0	0	0	0	0	0	0	0	0	0	0	0	0
FREDERIC P CLAUSSEN		289	223	140	230	301	188	285	104	56	163	226	132	143	2480
PRISCILLA J. YOUNG		183	127	73	149	139	123	140	58	25	79	114	76	76	1362
COUNTY COMMISSIONER															0
Times Counted		511	394	234	425	504	343	473	179	88	268	388	234	247	4288
Unused votes		139	116	71	139	146	100	162	59	28	89	127	77	64	1317
Write-in votes		1	1	0	0	2	0	1	0	0	0	0	0	0	5
WILLIAM DOHERTY		371	277	163	286	356	243	310	120	60	179	261	157	183	2966
															0
LIBERTARIAN CANDIDATES															0
SENATOR IN CONGRESS															0
Times Counted							1	2	1	1	1			4	10
Unused votes								1							1
Write-in votes															0
MICHAEL E. CLOUD							1	1	1	1	1			4	9
GOVERNOR															0
Times Counted							1	2	1	1	1			4	10
Unused votes															0
Write-in votes															0
CARLA A. HOWELL							1	2	1	1	1			4	10
LIEUTENANT GOVERNOR															0
Times Counted							1	2	1	1	1			4	10
Unused votes								1							1
Write-in votes															0
RICHARD P AUCOIN							1	1	1	1	1			4	9
ATTORNEY GENERAL															0
Times Counted							1	2	1	1	1			4	10
Unused votes							1	2	1	1	1			4	10
Write-in votes															0
SECRETARY OF STATE															0
Times Counted							1	2	1	1	1			4	10
Unused votes							1	2	1	1	1			4	10
Write-in votes															0
TREASURER															0
Times Counted							1	2	1	1	1			4	10
Unused votes							1	2	1	1	1			4	10
Write-in votes															0
AUDITOR															0
Times Counted							1	2	1	1	1			4	10
Unused votes								2						2	4
Write-in votes															0

KAMAL JAIN								1		1	1	1			2	6
REPRESENTATIVE IN CONGRESS																0
Times Counted								1	2	1	1	1			4	10
Unused votes								1	2	1	1	1			4	10
Write-in votes																0
COUNCILLOR																0
Times Counted								1	2	1	1	1			4	10
Unused votes								1	2	1	1	1			4	10
Write-in votes																0
SENATOR IN GENERAL COURT																0
Times Counted								1	2	1	1				4	9
Unused votes								1	2	1	1				4	9
Write-in votes																0
SENATOR IN GENERAL COURT																0
Times Counted												1				1
Unused votes												1				1
Write-in votes																0
REPRESENTATIVE IN GENERAL COURT																0
Times Counted								1		1	1				4	7
Unused votes								1		1	1				4	7
Write-in votes																0
REPRESENTATIVE IN GENERAL COURT																0
Times Counted												1				1
Unused votes												1				1
Write-in votes																0
REPRESENTATIVE IN GENERAL COURT																0
Times Counted																2
Unused votes																2
Write-in votes																0
DISTRICT ATTORNEY																0
Times Counted								1	2	1	1	1			4	10
Unused votes								1	2	1	1	1			4	10
Write-in votes																0
REGISTER OF PROBATE																0
Times Counted								1	2	1	1	1			4	10
Unused votes								1	2	1	1	1			4	10
Write-in votes																0
COUNTY COMMISSIONER																0
Times Counted								1	2	1	1	1			4	10
Unused votes								1	2	1	1	1			4	10
Write-in votes																0
																0
GREEN CANDIDATES																0
SENATOR IN CONGRESS																0
Times Counted			4	1	1		1	1	3		4	1	4		1	21
Unused votes			4	1	1		1	1	3		4	1	4		1	21

Write-in votes																0
GOVERNOR																0
Times Counted			4	1	1		1	1	3		4	1	4		1	21
Unused votes																0
Write-in votes																0
JILL STEIN			4	1	1		1	1	3		4	1	4		1	21
LIEUTENANT GOVERNOR																0
Times Counted			4	1	1		1	1	3		4	1	4		1	21
Unused votes																0
Write-in votes																0
ANTHONY F. LORENTZEN			4	1	1		1	1	3		4	1	4		1	21
ATTORNEY GENERAL																0
Times Counted			4	1	1		1	1	3		4	1	4		1	21
Unused votes			4	1	1		1	1	3		4		4		1	20
Write-in votes												1				1
SECRETARY OF STATE																0
Times Counted			4	1	1		1	1	3		4	1	4		1	21
Unused votes			4	1	1		1	1	3		4	1	4		1	21
Write-in votes																0
TREASURER																0
Times Counted			4	1	1		1	1	3		4	1	4		1	21
Unused votes									3							3
Write-in votes																0
JAMES O'KEEFE			4	1	1		1	1			4	1	4		1	18
AUDITOR																0
Times Counted			4	1	1		1	1	3		4	1	4		1	21
Unused votes			4	1	1		1	1	3		4	1	4		1	21
Write-in votes																0
REPRESENTATIVE IN CONGRESS																0
Times Counted			4	1	1		1	1	3		4	1	4		1	21
Unused votes			4	1	1		1	1	3		3	1	4		1	20
Write-in votes																0
Peter Blute											1					1
COUNCILLOR																0
Times Counted			4	1	1		1	1	3		4	1	4		1	21
Unused votes			4	1	1		1	1	3		4	1	4		1	21
Write-in votes																0
SENATOR IN GENERAL COURT																0
Times Counted			4	1	1		1	1	3		4				1	16
Unused votes			4	1	1		1	1	3		4				1	16
Write-in votes																0
SENATOR IN GENERAL COURT																0
Times Counted											1	4				5
Unused votes											1	4				5
Write-in votes																0
REPRESENTATIVE IN GENERAL COURT																0

Times Counted			4	1	1			1			4			1	12
Unused votes											4				4
Write-in votes															0
PETER A. WHITE			4	1	1			1						1	8
REPRESENTATIVE IN GENERAL COURT															0
Times Counted											1	4			5
Unused votes											1	4			5
Write-in votes															0
REPRESENTATIVE IN GENERAL COURT															0
Times Counted							1		3						4
Unused votes							1		3						4
Write-in votes															0
DISTRICT ATTORNEY															0
Times Counted			4	1	1		1	1	3		4	1	4	1	21
Unused votes			4	1	1		1	1	3		4	1	4	1	21
Write-in votes															0
REGISTER OF PROBATE															0
Times Counted			4	1	1		1	1	3		4	1	4	1	21
Unused votes			4	1	1		1	1	3		3	1	4	1	20
Write-in votes															0
Peter O'Keefe											1				1
COUNTY COMMISSIONER															0
Times Counted			4	1	1		1	1	3		4	1	4	1	21
Unused votes			4	1	1		1	1	3		4	1	4	1	21
Write-in votes															0

TOWN COUNCIL ITEMS REPORT 2002

The following is a listing of the items that the Town Council addressed during the calendar year of 2002, as recorded by the Town Clerk.

2002-003 ADM. CODE AMENDMENT MEMBERSHIP OF JFK MEM. TRUST

ORDERED: That Section 19.01 of Part II of Administrative Code is hereby amended by striking out the word "seven and inserting in place thereof the word "five."

Date of Action: 07/18/2002

8 Yes 2 No 1 Abstain

Final Action: PASSED

2002-040 PURCHASE/TAKING PRINCE COVE

ORDERED: that the Town Council hereby authorizes the Town Manager to purchase or take by eminent domain pursuant to the provisions of Chapters 40 and/or 79 of the General Laws of Massachusetts, or otherwise acquire, land, improvements and other property of and/or associated with the Prince's Cove Marina, so-called, located at 235 Cedar Tree Neck Road in Barnstable (Marstons Mills), Barnstable County, Massachusetts on 1.58 acres of land more or less further described on a plan of land to be recorded and entitled "Plan of Land in Barnstable (Village of Marstons Mills) Made for Schooner Corp. Scale 1' = 30' dated July 6, 2000" prepared by Slade Associates, Inc., Registered Land Surveyors, Route 6 and Pine Point Road, Wellfleet, Massachusetts, 02267; and appropriate the sum of ONE MILLION EIGHT HUNDRED FIFTY THOUSAND AND NO/100 (\$1,850,000.00) Dollars for said purchase...

Date of Action: 01/17/2002 9 Yes 2 No

Final Action: PASSED

2002-041 APPROPRIATION & LOAN COMMUNITY SEPTIC MGMT PROGRAM

ORDERED: That \$200,000 is appropriated for the purpose of financing the following water pollution abatement facility projects: repair, replacement and/or upgrade of septic systems, pursuant to agreements between the Board of Health and residential property owners, including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the General Laws; that to meet this appropriation the Treasurer with the approval of the Town Manager is authorized to borrow \$200,000 and issue bonds or notes therefore under M.G.L.c.111, & 127B1/2 and/or Chapter 29C of the

General Laws, that project and financing costs shall be repaid by the property owners, in accordance with those agreements, but such bonds or notes shall be general obligations of the Town, that the Treasurer with the approval of the Town Manager is authorized to borrow all or a portion of such amount from the Massachusetts Water Pollution Abatement Trust established pursuant to Chapter 29C and in connection therewith to enter into a loan agreement and/or a security agreement with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to such loan and for any federal or state aid available for the projects or for the financing thereof, that the Town Manager or the Treasurer is authorized to enter into a project regulatory agreement with the Department of Environmental Protection and that the Town Manager is authorized to expend all funds available for the projects and to take any other action necessary to carry out the projects.

Date of Action: 01/17/2002 11 Yes

Final Action: Passed

2002-042 RESOLVE - ITEM/PRICING GRANT

RESOLVED That the Town Council hereby accepts an Item Pricing/Price Verificator grant in the amount of \$45,000 from the Massachusetts Office of Consumer Affairs, Division of Standards, to be used by the Regulatory Services Department, Consumer Affairs Division, to conduct Item Pricing/Price Verification Inspections throughout Barnstable County utilizing Division of Standards certified staff.

Date of Action: 01/03/2002 10 Yes

Final Action: ADOPTED

2002-043 RESOLVE - EOA GRANT

RESOLVE That the Town Council accept a grant from the Executive Office of Environmental Affairs Coastal Zone Management Office/Barnstable County 2001. The Environment Four Stroke Motor Grant Program grant award in the amount of \$5,473.75.

Date of Action: 01/03/2002 10 Yes

Final Action: ADOPTED

2002-044 RESOLVE - LEGISLATIVE PROPOSAL ON SSA

RESOLVED That the Barnstable Town Council hereby supports the modification of the legislative proposal brought forward as a result of the Kass Report, so-called, as presented by the Martha's

Vineyard Selectmen's Association including: Modifications to the mode of selection of the SSA Governor representing the Island of Martha's Vineyard; and The appointment of the City of New Bedford as a non-voting member of the SSA Board of Governors for two years and thereafter as a full voting member; And that it is the official position of the Town of Barnstable that a fair and equitable system be established relative to the apportionment of weighted votes with the mainland port communities liable for no more than ten percent of any projected deficit as recommended by the Martha's Vineyard Selectmen's Association. A formula shall be established necessitating one or more of the mainland port communities to cast their favorable vote to establish a 2/3 majority.

Date of Action: 01/03/2002 10 Yes

Final Action: ADOPTED

2002-045 APPROPRIATION ORDER - BURIAL EQUIP.

ORDERED: That the sum of \$60,000 be appropriated for the Structures & Grounds Cemetery Program for the purpose of purchasing burial equipment used by town staff to perform interments in town cemeteries, and to meet such appropriation, that \$60,000 be transferred from the Town's Sale of Cemetery Lots Special Revenue Fund.

Date of Action: 02/07/2002 10 Yes

Final Action: APPROVED

2002-046 APPROPRIATION & LOAN ORDER - TRAFFIC SYSTEM

ORDERED: That the sum of \$200,000 be appropriated for the purposes of funding traffic system and drainage improvements associated with the reconstruction of Park Square and that to meet this appropriation, the Town Treasurer, with the approval of the Town Manager is authorized to borrow \$200,000 and that the Town Manager is authorized to contract for and expend the appropriation made available for this purpose and be authorized to accept any grants or gifts in relation thereto.

Date of Action: 02/07/2002 10 Yes

Final Action: APPROVED

2002-047 SUPP. APPROPRIATION ORDER - HYDRILLA CONTROL

ORDERED: The Barnstable Town Council does hereby approve a supplemental appropriation of \$60,000 to the Regulatory Services Department - Conservation Division Capital Project Account to fund the Hydrilla control project at Long Pond,

Centerville.

Date of Action: 02/21/2002 7 Yes 3 No

Final Action: PASSED

2002-047A RESOLVE - COMPREHENSIVE MANAGEMENT PLAN

RESOLVED: That the town council directs the town manager to develop a comprehensive review of the town's lakes and ponds to determine the presence of any "invasive" aquatic plants. Further, that the town manager develop a comprehensive management plan for invasive aquatics that stresses prevention as well as a systematic and independent monitoring system of the condition of the pond(s) or lake(s) before and after any form of intervention. In creating the management plan, the town manager should rely upon the input from a broad and inclusive group including members of the concerned public, lake-side residents, pond monitoring groups, fishermen, plant biologists, and any others who the town manager believes will assist him in developing the plan. That the Town cooperate with all regional and state groups addressing this matter and that the town manager shall seek grants or other financial assistance from these groups and others if available. The town manager shall report back to the town council with his plan not later than October 1, 2002.

Date of Action: 03/07/2002 11 Yes

Final Action: APPROVED AS AMENDED

2002-048 AUTH. TO PURCHASE LAND IN BARNSTABLE

ORDERED: That the Town Manager be authorized to acquire by purchase for any of the purposes specified in Chapter 293 of the Acts of 1998, four parcels of land located on Boulder Road and Flint Rock Rd., Barnstable, Barnstable County, MA containing a total of 14.66 acres, more or less (full text in the Town Clerk's office).

Date of Action: 02/07/2002 9 Yes 1 No 1 Ab.

Final Action: APPROVED

2002-049 APPROPRIATION ORDER - MAINTENANCE OPEN SPACE PROP.

ORDERED: That the Town Council hereby appropriates \$60,000 for the purpose of funding the costs associated with the maintenance and improvements to property purchased by the Town of Barnstable under the Cape Cod Open Space Acquisition Program, to an account designated by the Town Manager.

Date of Action: 02/07/2002 10 Yes 1 Abstain

Final Action: APPROVED

2002-050 APPOINTMENTS

TO APPOINT MEMBERS TO: - RECREATION COMMISSION & JFK MEMORIAL TRUST FUND (list in Town Clerk's Office)

Date of Action: 02/07/2002 9 Yes 1 AB

Final Action: APPROVED

2002-050A RESOLVE-PRESERVATION OF NANTUCKET SOUND

Let it be known that the Barnstable Town Council feels an obligation to preserve and protect the natural and sacred resource of Nantucket Sound which has been given to us unspoiled and which we wish to preserve and protect for successive generations. (Full text in the Town Clerk's office)

Date of Action: 01/31/2002 11 Yes

Final Action: PASSED

2002-051 RESOLVE- ELDER SERVICES GRANT

RESOLVED That the Town Council hereby accepts a grant in the amount of \$8,000 under Title III from Elder Services of Cape Cod and the Islands to be used by the Senior Services Division to initiate a caregiver outreach and education project.

Date of Action: 02/07/2002 10 Yes

Final Action: APPROVED

2002-052 APPROPRIATION & LOAN LAND PURCHASE

ORDERED: That the Town Manager be authorized to acquire by purchase for effluent mitigation purposes and/or for any of the purposes specified in Chapter 293 of the Acts of 1998, several parcels of land located on Route 132, Old Neck Road and Route 6, Barnstable, Barnstable County, Massachusetts, consisting of 32.43 acres of land, more or less, and being described as (FULL TEXT IN TOWN CLERK'S OFFICE - Substitute motion voted and approved.

Date of Action: 02/21/2002 8 Yes 2 No

Final Action: PASSED

2002-053 APPROPRIATION & LOAN - LAND PURCHASE

ORDERED: That the Town Manager be authorized to acquire by purchase for any of the purposes specified in Chapter 293 of the Acts of 1998, parcels of land located at Route 132, Barnstable, Barnstable County, Massachusetts, consisting of 26 acres of land, more or less, as described in two deeds recorded at the Barnstable County Registry of Deeds in Book 8771, Page 88 and Book 8883, Page 199, and to appropriate from land bank funds

\$2,345,000.00 for the purchase and related costs and that the Town Manager is authorized to contract for and expend the appropriation made available for this purpose and to accept any gifts or grants in relation thereto.

Date of Action: 04/18/2002 7 Yes 4 No

Final Action: Approved

2002-054 TRANSFER ORDER - GRADE FIVE SCHOOL

ORDERED: That the Town Council hereby transfers \$32,589 from Council Order 2001-086 for the purpose of funding engineering services associated with the repairing of the exterior brickwork at the Grade five school.

Date of Action: 02/07/2002 10 Yes

Final Action: APPROVED

2002-055 RESOLVE ACCEPTANCE OF GIFTS FOR MONUMENT PARK

RESOLVED That the Town Council hereby accept \$3,800 that represents an initial gift toward a project being undertaken by the Centerville Civic Association for the purpose of installing World War II and Korean and Vietnam Conflict monuments in Monument Park. Further amounts over time are expected. The Town will assist in this project by securing these funds in a separate account and then, at the direction of the Town Manager, expending them as necessary.

Date of Action: 02/07/2002 9 Yes 1 No

Final Action: APPROVED

2002-057 APPOINTMENTS

THAT the Barnstable Town Council appoint the following to a multiple member board: HISTORICAL COMMISSION - Robert D. Stewart, 2338 Main Street, Barnstable, replacing James Gould, to serve until 6/30/2004.

Date of Action: 03/07/2002 11 Yes

Final Action: APPROVED

2002-058 RESOLVE MEMORIALIZE TO ASSERT OPPOSITION. TO WIND COMPLEX

RESOLVED: That the Town of Barnstable hereby memorializes the Governor and the Attorney General of the Commonwealth of Massachusetts to vigorously take whatever steps which may be deemed necessary to perfect the Commonwealth's claim upon the waters of Nantucket Sound and jurisdictional boundaries of the Cape and Island Ocean Sanctuary. (FULL text in the Town Clerk's office.)

Date of Action: 02/21/2002 8 Yes 2 No

Final Action: PASSED

2002-059 RESOLVE - STUDY ON SHOALING PROBLEMS

RESOLVED: That Councilor Robert Jones in cooperation with the Town Manager, Harbormaster and staff work with the members of the recently created task force of Hyannis Harbor users and property owners for the purpose of identifying and analyzing the shoaling problems presently occurring within the Hyannis Harbor area and surrounds. Upon completion of the study, the results of its finding shall be presented to the Town Council along with recommendations for possible corrective action.

Date of Action: 02/21/2002 10 Yes

Final Action: PASSED

2002-060 APPOINTMENTS - PLANNING DIRECTOR & SANDY NECK MANAGER

ORDERED That the Town Council confirm the appointments by Town Manager John C. Klimm of a Director of Planning, Zoning and Historical Preservation and a Sandy Neck Park Manager

Date of Action: 03/07/2002 11 Yes

Final Action: APPROVED

2002-061 LAND PURCHASE - 12.45 AC. WEST BARNSTABLE

ORDERED: That the Town Manager be authorized to acquire by purchase for any of the purposes specified in Chapter 293 of the Acts of 1998, a parcel of land located at 30 Falcon Road, West Barnstable, Barnstable County, Massachusetts, consisting of 12.45 acres of land, more or less, and being described as Lot 2 on a plan of land entitled "Plan of Land in Barnstable, (West) Mass. for Christopher Denisco December 12, 1985" which plan is recorded with Barnstable Registry of Deeds in Plan Book 437, Page 70, and to meet this appropriation the Town Treasurer, with the approval of the Town Manager, is authorized to borrow \$227,500.00 for the purchase and related costs and that the Town Manager is authorized to contract for and expend the appropriation made available for this purpose and to accept any gifts or grants in relation thereto.

Date of Action: 04/04/2002 9 Yes

Final Action: PASSED

2002-062 ACCEPT. COMMUNITY POLICING PROGRAM GRANT

RESOLVED: That the Town Council hereby accepts a Community Police Program Grant award

in the amount of \$100,000 from the Executive Office of Public Safety.

Date of Action: 04/04/2002 9 Yes

Final Action: PASSED

2002-063 ACCEPTANCE OF A DARE PROGRAM GRANT

RESOLVED: That the Town Council hereby accepts a D.A.R.E. Program Grant award in the amount of \$15,000 from the Executive Office of Public Safety.

Date of Action: 04/04/2002 8 Yes 1 No

Final Action: PASSED

2002-064 ACCEPTANCE LIVE SCAN FINGERPRINT UNIT

RESOLVED: That the Town Council hereby accepts a Live-Scan Fingerprint Unit under the National Criminal History Improvement Program from the Executive Office of Public Safety.

Date of Action: 04/04/2002 9 Yes

Final Action: PASSED

2002-065 ACCEPTANCE OF A LOCAL LAW ENFORCEMENT BLOCK GRANT

ORDERED: That the Barnstable Town Council does hereby accept a Local Law Enforcement Block Grant from the United States Department of Justice in the amount of \$162,595, and further that the amount of \$18,066 is hereby transferred from available funds to an account to be determined by the Town Manager for the purpose of funding the towns share of the matching funds of the grant.

Date of Action: 04/18/2002 10 Yes 1 AB

Final Action: Approved

2002-066 CONFIRMATION OF APPROPRIATION & LOAN

ORDERED: That the Town Council hereby confirms its prior approval of the following appropriation and loan authorizations: 2002-18, 2002-035, 2002-036, 2002-040, 2002-052, 2002-046, 2002-048 - full text in the Town Clerks Office.

Date of Action: 04/18/2002 10 Yes 1 AB

Final Action: APPROVED

2002-067 APPOINTMENTS

Appointments for: Shellfish Committee and Planning Board - full list in Town Clerk's Office

Date of Action: 04/18/2002 10 Yes 1 AB

Final Action: Approved

2002-068 APPROPRIATION ORDER FOR ARCHITECTURAL/ENG. STUDY

ORDERED: That the sum of \$150,000 be appropriated from the Capital Trust Fund for the purpose of funding Architectural/Engineering Study-Barnstable Elementary Schools.

Date of Action: 04/18/2002 11 Yes

Final Action: Approved

2002-069 APPROPRIATION - TOWN COUNCIL

ORDERED: That the sum of \$231,673 be raised and appropriated for the purpose of funding the Town's FY 2003 Town Council Budget as presented to the Town Council by the Town Manager.

Date of Action: 05/09/2002 10 Yes 1 Abstain

Final Action: APPROVED

2002-070 APPROPRIATION - TOWN MANAGER

ORDERED: That the sum of \$589,598 be raised and appropriated for the purpose of funding the Town's FY 2003 Town Manager Budget as presented to the Town Council by the Town Manager.

Date of Action: 05/09/2002 10 Yes 1 Abstain

Final Action: APPROVED

2002-071 APPROPRIATION - ADMINISTRATIVE SERVICES

ORDERED: That the sum of \$4,918,953 be raised and appropriated for the purpose of funding the Town's FY 2003 Administrative Services Department as presented to the Town Council by the Town Manager.

Date of Action: 05/09/2002 9 Yes 1 No 1 Abstain

Final Action: APPROVED

2002-072 APPROPRIATION - COMMUNITY SERVICES

ORDERED: That the sum of \$2,502,364 be raised and appropriated for the purpose of funding the Town's FY 2003 Community Services Department General Fund Budget, that the sum of \$1,998,266 be appropriated for the purpose of funding the Town's FY 2003 Golf Course Budget; and to meet such appropriation that \$1,998,266 be raised from current year revenues and further that \$45,535 be transferred from the Adult Social Day Revolving Fund, and further that the sum of \$5,000 be transferred and appropriated from the Bismore Park Account, all for the purpose of funding the Town's FY 2003 Community Services Department Budget as presented to the Town Council by the Town Manager.

Date of Action: 05/09/2002 9 Yes 2 Abstain

Final Action: APPROVED

2002-073 APPROPRIATION - DPW

ORDERED: That the sum of \$6,958,608 be raised and appropriated for the purpose of funding the Town's FY 2003 Department of Public Works General Fund Budget, that the sum of \$1,801,648 be appropriated for the purpose of funding the Town's FY 2003 Department of Public Works Solid Waste Enterprise Fund Budget, and to meet such appropriation that \$1,478,555 be raised from current year revenues and that \$323,093 be transferred from Solid Waste surplus funds, that the sum of \$3,533,487 be appropriated for the purpose of funding the Town's FY 2003 Department of Public Works Water Pollution Control Enterprise Fund Budget, and to meet such appropriation that \$3,533,487 be raised from current year revenues; all for the purpose of funding the Town's FY 2003 Department of Public Works Budget as presented to the Town Council by the Town Manager.

Date of Action: 05/09/2002 10 Yes 1 Abstain

Final Action: APPROVED

2002-074 APPROPRIATION - POLICE

ORDERED: That the sum of \$9,720,860 be raised and appropriated for the purpose of funding the Town's FY 2003 Police Department Budget as presented to the Town Council by the Town Manager.

Date of Action: 05/09/2002 10 Yes 1 Abstain

Final Action: APPROVED

2002-075 APPROPRIATION - REGULATORY SERVICES

ORDERED: That the sum of \$1,779,185 be raised and appropriated, that the sum of \$36,139 be transferred and appropriated from the Bismore Park Account for the purpose of funding ongoing maintenance and improvements at Bismore Park; that the sum of \$20,000 be transferred and appropriated from the Wetlands Protection Account for the purpose of funding administration of the Wetlands Protection Act, Chapter 131, Section 40, MGL; all for the purpose of funding the Town's FY 2003 Regulatory Services Department Budget as presented to the Town Council by the Town Manager.

Date of Action: 05/09/2002 9 Yes 1 No 1 Abstain

Final Action: APPROVED

2002-076 APPROPRIATION - AIRPORT

ORDERED: That the sum of \$4,088,678 be appropriated for the purpose of funding the Town's

FY 2003 Airport Department Budget, and to meet such appropriation that \$4,088,678 be raised from current year revenues as presented to the Town Council by the Town Manager.

Date of Action: 05/09/2002 10 Yes 1 Abstain

Final Action: APPROVED

2002-077 APPROPRIATION - SCHOOL

ORDERED: That the sum of \$51,877,678 be raised and appropriated for the purpose of funding the Town's FY 2003 School Department Budget as presented to the Town Council by the Town Manager.

Date of Action: 05/09/2002 10 Yes 1 Abstain

Final Action: APPROVED

2002-078 APPROPRIATION - OTHER REQUIREMENTS

ORDERED: 1) That the following sums be raised and appropriated for the purposes so specified for FY 2003: \$0 for the purpose of funding the Regional School District Assessment; \$11,925,792 for the purpose of funding Debt Service; \$5,119,606 for the purpose of funding Fixed Costs; \$1,316,628 for the purpose of funding Grants; \$194,349 for the purpose of funding Other Assessments; \$873,932 for the purpose of funding the Capital Trust Fund 2) And that the following sums be transferred from the Town's Enterprise Accounts for the purpose of funding Administrative Costs within the General Fund: Water Pollution: \$421,852 Solid Waste: \$235,284 Airport: \$615,609 Golf Course: \$75,000 3) And further, that the sum of \$493,583 be transferred and appropriated from the Pension Reserve Account for the purpose of funding the Town's Annual Pension appropriation obligation under the provisions of Chapter 32, Section 22D; and that the sum of \$350,000 be transferred and appropriated from the Insurance Reserve Account for the purpose of supplementing the Town's insurance account as presented to the Town Council by the Town Manager. 4) And further, that the sum of \$3,396,480 be transferred and appropriated from Free Cash for the purpose of funding the Fiscal Year 2003 budget.

Date of Action: 05/09/2002 10 Yes 1 Abstain

Final Action: APPROVED

2002-079 APPROPRIATION - CAPITAL TRUST FUND

ORDERED: That the sum of \$1,670,000 be appropriated for the purpose of funding six projects as outlined in the FY2003-FY2007 Capital Improvement Plan as recommended by the Town

Manager as follows: Coastal Discharge Mitigation \$200,000 Lake Wequaquet Fanwort Removal \$15,000 Sidewalks \$300,000 Pavement Management Program \$900,000 Boat Ramp Renovations \$135,000 Beach House Renovations \$120,000 And that to meet this appropriation, \$1,670,000 be transferred from available funds within the Town's Capital Trust Fund, and that the Town Manager is authorized to contract for and expend the appropriation made available for these purposes, and be authorized to accept any grants or gifts in relation thereto.

Date of Action: 05/09/2002 10 Yes 1 Abstain

Final Action: APPROVED

2002-080 APPROPRIATION & LOAN - CAPITAL TRUST FUND

ORDERED: That the sum of \$4,101,000 be appropriated for the purpose of funding seven capital projects as outlined in the FY2003-FY2007 Capital Improvement Plan as recommended by the Town Manager as follows: School Health & Safety Improvements \$442,000 School Facilities Repairs \$530,000 Road Drainage Repairs \$250,000 Roundabout – Scudder Ave./Smith St./Marstons Ave. \$250,000 Police Facility Addition \$1,300,000 rege Stuart's Creek \$329,000 Hyannis Youth and Community Center \$1,000,000 And that to meet this appropriation, the Town Treasurer, with the approval of the Town Manager, is authorized to borrow \$4,101,000, and that the Town Manager is authorized to contract for and expend the Appropriation made available for these purposes and be authorized to accept any grants or gifts in relation thereto.

Date of Action: 05/09/2002 9 Yes 2 Abstain

Final Action: APPROVED

2002-081 APPROPRIATION & LOAN - CAPITAL TRUST FUND

ORDERED: That the sum of \$1,700,000 be appropriated for the purpose of funding a Nitrogen Management Program, including without limitation all costs thereof as defined in section 1 of Chapter 29C of the general laws; as most recently amended St. 1998, c.78; that to meet this appropriation the Treasurer with the approval of the Town Manager is authorized to borrow \$1,700,000 and issue bonds or notes therefore under Chapter 44 of the General Laws and/or Chapter 29C of the General Laws; as most recently amended St. 1998, c.78; that such bonds or notes shall be general obligations of the Town unless the Treasurer with the approval of the Town Manager determines that they should be

issued as limited obligations and may be secured by local system revenues as defined in section 1 of Chapter 29C; as most recently amended St. 1998, c.78; that the Treasurer with the approval of the Town Manager is authorized to borrow all or a portion of such amount from the Massachusetts Water Pollution Abatement Trust established pursuant to Chapter 29C; as most recently amended St. 1998, c.78; and in connection therewith to enter into a loan agreement and/or a security agreement with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to such loan and for any federal or state aid available for the project or for the financing thereof; that the Town Manager is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the project and to take any other action necessary to carry out the project.

Date of Action: 05/09/2002 9 Yes 2 Abstain

Final Action: APPROVED

2002-082 APPROPRIATION & LOAN - AIRPORT FUND

ORDERED: That the sum of \$5,065,000 be appropriated for the purpose of funding four capital projects for the Barnstable Municipal Airport as outlined in the FY2003-FY2007 Capital Improvement Plan as recommended by the Town Manager as follows: Airport Runway 6 and 24 Safety Area \$3,250,000 Airport East Ramp and Taxiway Overlay \$1,200,000 Airport Fuel Tank Installation \$350,000 Airport Terminal Parking Improvements \$265,000 And that to meet this appropriation, the Town Treasurer, with the approval of the Town Manager, is authorized to borrow \$5,065,000, and that the Town Manager is authorized to contract for and expend the Appropriation made available for this purpose and be authorized to accept any grants or gifts in relation thereto.

Date of Action: 06/09/2002 9 Yes 2 Abstain

Final Action: APPROVED

2002-083 APPROPRIATION & LOAN - SEWER FUND

ORDERED: That the sum of \$1,690,000 be appropriated for the purpose of financing design and construction of expansion of aeration tank capacity at the Hyannis Water Pollution Control Facility, including without limitation all costs thereof as defined in section 1 of Chapter 29C of the general laws; as most recently amended St. 1998, c.78; that

to meet this appropriation the Treasurer with the approval of the Town Manager is authorized to borrow \$1,690,000 and issue bonds or notes therefore under Chapter 44 of the General Laws and/or Chapter 29C of the General Laws; as most recently amended St. 1998, c.78; that such bonds or notes shall be general obligations of the Town unless the Treasurer with the approval of the Town Manager determines that they should be issued as limited obligations and may be secured by local system revenues as defined in section 1 of Chapter 29C; as most recently amended St. 1998, c.78; that the Treasurer with the approval of the Town Manager is authorized to borrow all or a portion of such amount from the Massachusetts Water Pollution Abatement Trust established pursuant to Chapter 29C; as most recently amended St. 1998, c.78; and in connection therewith to enter into a loan agreement and/or a security agreement with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to such loan and for any federal or state aid available for the project or for the financing thereof; that the Town Manager is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the project and to take any other action necessary to carry out the project.

Date of Action: 05/09/2002 8 Yes 3 Abstain

Final Action: APPROVED

2002-084 APPROPRIATION & LOAN - SEWER FUND

ORDERED: That the sum of \$640,490 be appropriated for the purpose of financing design and construction of the Sewer Collection System Expansion, including without limitation all costs thereof as defined in section 1 of Chapter 29C of the general laws; as most recently amended St. 1998, c.78; that to meet this appropriation the Treasurer with the approval of the Town Manager is authorized to borrow \$640,490 and issue bonds or notes therefore under Chapter 44 of the General Laws and/or Chapter 29C of the General Laws; as most recently amended St. 1998, c.78; that such bonds or notes shall be general obligations of the Town unless the Treasurer with the approval of the Town Manager determines that they should be issued as limited obligations and may be secured by local system revenues as defined in section 1 of Chapter 29C; as most recently amended St. 1998, c.78; that the Treasurer with the approval of the Town Manager is authorized to borrow all or a portion of such amount from the Massachusetts

Water Pollution Abatement Trust established pursuant to Chapter 29C; as most recently amended St. 1998, c.78; and in connection therewith to enter into a loan agreement and/or a security agreement with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to such loan and for any federal or state aid available for the project or for the financing thereof; that the Town Manager is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the project and to take any other action necessary to carry out the project.

Date of Action: 05/09/2002 10 Yes 1 Abstain

Final Action: APPROVED

2002-085 APPROPRIATION & LOAN - SEWER FUND

ORDERED: That the sum of \$870,000 be appropriated for the purpose of financing design and construction of an upgrade to the Instrumentation and Control Panels at the Hyannis Water Pollution Control Facility, including without limitation all costs thereof as defined in section 1 of Chapter 29C of the general laws; as most recently amended St. 1998, c.78; that to meet this appropriation the Treasurer with the approval of the Town Manager is authorized to borrow \$870,000 and issue bonds or notes therefore under Chapter 44 of the General Laws and/or Chapter 29C of the General Laws; as most recently amended St.1998, c.78; that such bonds or notes shall be general obligations of the Town they should be issued as limited obligations and may be secured by local system revenues as defined in section 1 of Chapter 29C; as most recently amended St. 1998, c.78; that the Treasurer with the approval of the Town Manager is authorized to borrow all or a portion of such amount from the Massachusetts Water Pollution Abatement Trust established pursuant to Chapter 29C; as most recently amended St. 1998, c.78; and in connection therewith to enter into a loan agreement and/or a security agreement with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to such loan and for any federal or state aid available for the project or for the financing thereof; that the Town Manager is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the project and to take any other action necessary to carry out the project.

Date of Action: 05/09/2002 10Yes 1 Abstain

Final Action: APPROVED

2002-086 APPROPRIATION & LOAN - SOLID WASTE FUND

ORDERED: That the sum of \$630,000 be appropriated for the purpose of funding a new maintenance/administration building for the Solid Waste Facility as outlined in the FY2003-FY2007 Capital Improvement Plan as recommended by the Town Manager. And that to meet this appropriation, the Town Treasurer, with the approval of the Town Manager, is authorized to borrow \$630,000, and that the Town Manager is authorized to contract for and expend the Appropriation made available for this purpose and be authorized to accept any grants or gifts in relation thereto.

Date of Action: 05/09/2002 9 Yes 1 No 1 Abstain

Final Action: APPROVED

2002-087 APPROPRIATION - AIRPORT RESERVE FUND

ORDERED: That the sum of \$620,000 be appropriated from the Airport Reserve Fund Account for the purpose of funding five capital projects for the Barnstable Municipal Airport as outlined in the FY2003-FY2007 Capital Improvement Plan as recommended by the Town Manager as follows: Airport East Ramp Lighting \$200,000 Airport Terminal Security Cameras \$50,000 Airport Terminal Security Access System \$75,000 Airport Ramp Vacuum Sweeper \$95,000 Airport Wash rack and De-icing Pad \$200,000 and that the Town Manager is authorized to contract for and expend the Appropriation made available for this purpose and be authorized to accept any grants or gifts in relation thereto.

Date of Action: 05/09/2002 10 Yes 1 Abstain

Final Action: APPROVED

2002-088 ORDER - REVOLVING FUNDS

Pursuant to Chapter II, Article XVIII-A, Section 3 of the General Ordinances, the Town Council hereby authorizes the following revolving funds for FY 2003: (See full text in Town Clerk's Office.)

Date of Action: 05/09/2002 10 Yes

Final Action: APPROVED

2002-089 RESOLVE - GIFT FROM INDEPENDENCE PARK INC.

RESOLVED: That the Town Council hereby accept \$15,000 representing a gift for the purpose of installing new guardrail on Independence Drive in Hyannis, MA from Route 132 to Attucks Way.

Date of Action: 04/18/2002 10 Yes 1 Abstain

Final Action: APPROVED

2002-090 GRANT ACCEPTANCE

RESOLVED That the Town Council hereby accepts a Coastal Access grant in the amount of \$4,500.00 from the Massachusetts Department of Environmental Management and Massachusetts Office of Coastal Zone Management for improvement to public access and habitat protection at Long Beach Conservation Area, Centerville. The grant will allow for construction of a boardwalk over three main paths covering approximately 752 feet with split rail fencing.

Date of Action: 04/18/2002 10 Yes 1 AB

Final Action: APPROVED

2002-091 APPROPRIATION & LOAN ORDER - 293.9 ACRES BARN & MASHPEE

ORDERED: that the Town Council hereby authorizes the Assistant Town Manager to purchase, take by eminent domain, or otherwise acquire for the purposes set forth in Chapter 293 of the Acts of 1998.....(Full text in the office of the Town Clerk)

Date of Action: 05/02/2002 11 Yes

Final Action: PASSED

2002-092 ADMINISTRATIVE CODE AMENDMENT - JANE ESHBAUGH AWARD

That Part II, Multiple Member Appointive Organizations of the Town of Barnstable Administrative Code be amended by adding the following sections: Section 42 Jane Eshbaugh Community Service Award 42.01 Term of Office There shall be a Jane Eshbaugh Community Service Award Committee consisting of five members who shall serve at large. 42.02 Authorities and Responsibilities The Jane Eshbaugh Community Service Award Committee distributes applications for nominations from which a person or organization is chosen to receive this award. The award is to be given ANNUALLY to a person or organization in recognition of service to others in the areas of environmental protection, land conservation, health and human services, innovative community initiatives, beautification, and other appropriate areas of community endeavor. Special emphasis is to be placed on contributions to the community by unsung residents who work quietly, even to the extent of self-sacrifice, without expectation of recognition or reward. 42.03 Interrelationships Town Council: The Jane Eshbaugh Community Service Award Committee interacts with the Town Council to notify the Council of its choice on an annual basis. The Town Council may assist the

committee through notification and/or advertisement of nomination procedures and other related matters.

Date of Action: 04/18/2002 10 Yes 1 Abstain

2002-093 RESOLVE - CAPITAL EXPENDITURE SSA

RESOLVED: That the Town Council hereby authorizes a capital expenditure in excess of \$50,000 for a parcel of land as stated above for Steamship Authority parking purposes.

Date of Action: 04/18/2002 10 Yes 1 Abstain

Final Action: Approved

2002-094 APPROPRIATION - AIRPORT FY02 BUDGET

ORDERED That the Town Council hereby appropriate \$275,000 from the Airport's undesignated fund balance for the purpose of funding the FY2002 Airport operating expenses.

Date of Action: 06/06/2002 11 Yes

Final Action: PASSED

2002-095 ACCEPTANCE OF A CAPE COD ECONOMIC DEV. GRANT

RESOLVED: That the Barnstable Town Council accept a Cape Cod Economic Development Council grant award in the amount of \$17,000.00 from Barnstable County

Date of Action: 05/02/2002 11 Yes

Final Action: PASSED

2002-096 TRANSFER ORDER - TRAYSER TO CAP. IMPROVEMENT

ORDERED: That the sum of \$31,200 be transferred from the Trayser Museum sidewalk and steps #109B Capital Improvement Project budget to the following capital accounts and line item in the FY 2002 Department of Public Works General Fund expense budget as an adjustment....(Full text on file with the Town Clerk)

Date of Action: 05/02/2002 11 Yes

Final Action: PASSED

2002-097 RESOLVE ACCEPTING MUN. SHELLFISH ENHANCEMENT GRANT

RESOLVED: That the Town Council hereby accepts a Municipal Shellfish Enhancement grant in the amount of \$5,000 from the Massachusetts Division of Marine Fisheries and Barnstable County, to be used by the Marine and Environmental Affairs Division Natural Resources Program, for a public/private collaboration project entitled "Shellfish Relays, Surveys and Habitat Enhancement Utilizing a Mechanical Harvester/Cultivator".

Date of Action: 05/02/2002 11 Yes
Final Action: PASSED

2002-098 TRANSFER ORDER FOR FY 2002 BUDGET

ORDERED: That the Town Council hereby transfers \$5,000 from the FY 2002 Public Works Department's salary budget to the Town Council's FY 2002 salary budget.

Date of Action: 05/02/2002 11 Yes
Final Action: PASSED

2002-099 GRANT ACCEPTANCE

RESOLVED: That the Town Council hereby accepts a Lake & Pond grant in the amount of \$25,000 from the Massachusetts Department of Environmental Management for implementation of a control plan for hydrilla at Long Pond, Centerville. Project will include reconnaissance and mapping components, Sonar treatment and a final report.

Date of Action: 05/02/2002 9 Yes 2 No
Final Action: PASSED

2002-100 RESOLVE-CITIES FOR CLIMATE PROTECTION

WHEREAS.....NOW THEREFORE, BE IT SOLVED, THAT THE Town of Barnstable pledges to join with jurisdictions from all over the world in the Cities for Climate Protection Campaign and as a participant in the Cities for Climate Protection Campaign, pledges to: (Full text in the office of the Town Clerk)

Date of Action: 05/02/2002 11 Yes
Final Action: PASSED

2002-101 APPROPRIATION \$8 M YOUTH CENTER

ORDERED: that the Town Manager is hereby authorized to contract for the demolition of the structures on the site of the Joseph P. Kennedy, Jr. Skating Rink the baseball field at Bassett Lane and Bearse's Way in Hyannis, and for the design, construction and equipping of a multi-purpose youth center thereon; appropriates the sum of EIGHT MILLION (\$8,000,000.00) Dollars for said demolition and design, construction and equipping; to contract for and expend said appropriation for such purposes and accept any gifts or grants in relation thereto; and that, to meet this appropriation, the Town Treasurer, with the approval of the Town Manager, is authorized to borrow the sum of EIGHT MILLION (\$8,000,000.00) Dollars for said demolition, design, construction and equipping and related costs.

Date of Action: 06/06/2002 10 Yes 1 No
Final Action: PASSED

2002-103 ACCEPT. GRANT BARNSTABLE HISTORICAL SOCIETY/FENCE TRAYSER

RESOLVED: That the Town of Barnstable hereby accepts the donated restoration of the historic cast iron fence at the Trayser Museum in Barnstable Village offered by the Architectural Iron Company, Inc. (AIC) and 50 be paid for by the Barnstable Historical Society all in accordance with AIC's letter to the Barnstable Town Council dated May 7, 2002. (Full text in the Town Clerk's Office)

Date of Action: 06/02/2002 11 Yes
Final Action: PASSED

2002-104 CONFIRMATION OF APPROPRIATION & LOAN ORDER/COM. SEPTIC MANAGEMENT PROGRAM

ORDERED: That the Town Council hereby confirms its prior approval of appropriation and loan authorization 2002-041 in the amount of \$200,000.00 passed on January 17, 2002 to finance water pollution abatement facility projects consisting of repair, replacement and/or upgrade of septic systems pursuant to agreements between the Board of Health and residential property.

Date of Action: 06/20/2002 10 Yes
Final Action: APPROVED

2002-105 TRANSFER ORDER FOR FY 2002 POLICE DEPARTMENT

ORDERED: That the sum of \$30,100 be transferred from the FY 2002 Police Department's personnel expenses to the FY 2002 Police Department's operating expense category.

Date of Action: 06/06/2002 11 Yes
Final Action: PASSED

2002-106 TRANSFER ORDER FOR FY 2002 LEGAL DEPARTMENT OPERATION EXP.

ORDERED: That the sum of \$24,300 be transferred from the Department of Public Works personnel expenses to the Legal Department's FY 2002 operating expenses.

Date of Action: 06/06/2002 11 Yes
Final Action: PASSED

2002-107 APPROP. ORDER FOR FY 2002 PROPERTY & CASUALTY INS.

ORDERED: That the sum of \$125,000 be appropriated from the Insurance Reserve Trust Fund for the purpose of funding the Town's FY 2002 property and casualty insurance premiums included

within the Town's fixed cost budgetary category.

Date of Action: 06/20/2002 10 Yes 1 Abstain

Final Action: PASSED

2002-108 APPROPRIATION ORDER - FUNDING EXPENSES FOR WATER POLLUTION CONT.

ORDERED: That the sum of \$75,000 be appropriated for the purposes of funding the purchase of equipment/vehicle replacement expenses for the Water Pollution Control Enterprise Fund, and that to meet such appropriation, that the Town transfer \$75,000 from the Water Pollution Control Enterprise Fund reserve account.

Date of Action: 06/20/2002 10 Yes 1 Abstain

Final Action: APPROVED

2002-109 APPROPRIATION ORDER FOR FUNDING EXPENSES FOR SOLID WASTE

ORDERED: That the sum of \$195,000 be appropriated for the purposes of funding the purchase of equipment/vehicle replacement expense for the Solid Waste Enterprise Fund, and that to meet such appropriation, that the Town transfer \$195,000 from the Solid Waste Enterprise Fund reserve account.

Date of Action: 06/20/2002 10 Yes 1 Abstain

Final Action: APPROVED

2002-110 RESOLVE FOR ACCEPT. & EXPENDITURE OF MASS TECH. PARK CORP. GRANT

RESOLVE: The Council hereby supports the acceptance of the Massachusetts Technology Park Corporation grant in the amount of \$1,281,985.96, and authorizes the Town Manager through the Public Works Department Solid Waste Division to expend said monies for the purpose of completing the Massachusetts Technology Park Corporation grant requirements.

Date of Action: 06/06/2002 11 Yes

Final Action: PASSED

2002-111 RESOLVE FOR ACCEPT. OF \$15,000 ATTY. GEN'L MUNICIPAL BROWNFIELDS GRANT

RESOLVED: That the Town Council hereby accepts a grant in the amount of \$15,000.00 from the Attorney General's Municipal Brownfields Grant Program for open space enhancement in connection with the proposed acquisition of the property having a street address of 725 Main Street, Hyannis, MA.

Date of Action: 06/06/2002 11 Yes

Final Action: PASSED

2002-112 TRANSFER ORDER/HIGHWAY DIVISION PERSONNEL TO OPERATING EXP.

ORDERED: That the sum of \$10,000 be transferred from the Highway Division personnel budget to the Highway Division operating expense budget.

Date of Action: 06/06/2002 11 Yes

Final Action: PASSED

2002-113 APPOINTMENTS

THAT the following persons be appointed to a multiple member board: Barnstable Economic Development Com., Golf Com., Jane Eshbaugh Com. Serv. Award Com., Personnel Advisory Board,.....full text on file in the office of the Town Clerk.

Date of Action: 06/20/2002 10 Yes 1 Abstain

Final Action: Approved

2002-114 TRANSFER ORDER FOR LIBRARIES

ORDERED: that the sum of \$7,000 be transferred from the Community Services Department personnel expenses to the libraries.

Date of Action: 06/20/2002 10 Yes 1 Abstain

Final Action: APPROVED

2002-115 APPROPRIATION FROM LAND BANK FOR PURCHASE OF DUGAS PROPERTY

ORDERED: that the Town Manager be authorized to acquire by purchase or eminent domain for any of the purposes specified in Chapter 293 of the Acts of 1998, the following parcels for land located off Braggs Lane, Barnstable, Barnstable County, Massachusetts, consisting of 29.96 acres, more or less, and described as Lot 2 on plan of land recorded with Barnstable County Registry of Deeds in Plan Book 544, Page 80, and Lots 3 and 4 on plan of land recorded with said Deeds in Plan Book 350, Page 35, and to meet this appropriation the Town Treasurer, with the approval of the Town Manager, is authorized to borrow \$2,002,046.00 for the purchase and related costs and that the Town Manager is authorized to contract for and expend the appropriation made available for this purpose and to accept any gifts or grants in relation thereto.

Date of Action: 07/18/2002 11 Yes

Final Action: PASSED-ROLL CALL

2002-116 APPOINTMENTS

BARNSTABLE ECONOMIC DEVELOPMENT

COMMITTEE Jeannine Marshall, 195 Willow Street, West Barnstable, MA 02660, to serve until 6/30/2005 Lois R. Andre, 228 Five Corners Road, Centerville, MA 02632 to serve until 6/30/2005 BOARD OF HEALTH Susan Rask, 363 Newtown Road, Marstons Mills, MA 02648, to serve until 6/30/2005 (Complete text on file in Town Clerk's office.)

Date of Action: 07/18/2002 11 Yes

Final Action: PASSED

2003-001 PRIVATE ROAD TAKINGS

ORDERED: That the layout of the following streets with areas and dimensions as shown on plans which are on file with the Town Clerk's Office are hereby accepted: (full list on file with the Town Clerk) and that the Town Manager is authorized to take by eminent domain easements for highway purposes over the parcels of land shown as abutting the said streets and to appropriate the sum of \$1.00 therefore.

Date of Action: 08/22/2002 11 Yes

Final Action: APPROVED

2003-002 HOME CONSORTIUM AGREEMENT

Mutual Cooperation Agreement of the Barnstable County Home Consortium under the Cranston-Gonzalez National Affordable Housing act...(full text of agreement on file in the Town Clerk's Office)

Date of Action: 07/18/2002 11 Yes

Final Action: PASSED

2003-004 ADM. CODE AMEND.- MEMBERSHIP HYANNIS MAIN ST. WATERFRONT

ORDERED: That Section 39.01 of Part II of the Administrative Code is hereby amended by striking out the word "seven" and inserting in place thereof the word "five", and by striking out the word "four" and inserting in place thereof the word "two".

POSTPONED

2003-005 ADM. CODE AMEND. TO OPEN SPACE COM.

ORDERED: That Section 41.01 of Part II of the Administrative Code is hereby amended by striking out the Arabic number "15", and inserting the word "nine", and by striking out the words in parentheses "(one person shall be recommended by each councilor and shall require a 2/3 negative vote by the full council not to appoint)".

Date of Action: 07/18/2002 11 Yes

Final Action: PASSED

2003-006 APPOINTMENTS

That the Town Council hereby appoints the following to multiple member boards: (full list on file with the Town Clerk) - Open Space Committee, Registrar of Voters, Trust Fund Advisory Committee, Water Quality Advisory Committee and Waterways Committee.

Date of Action: 08/22/2002 11 Yes

PASSED

2003-007 GEN'L ORD. AMENDMENT - REGULATION OF WASTEWATER DISCHARGE

ORDERED: That Chapter III, Article III of the Ordinances, be amended by striking out Article XLVII Regulation of Wastewater Discharge, and inserting in place thereof the following: (full text in the Town Clerk's Office)

Date of Action: 07/18/2002 - Referred

2003-008 ZONING AMENDMENT - BUSINESS DISTRICT

ORDERED: That Chapter III, Article III of the Ordinances, the Zoning Ordinance, be amended by striking out Paragraph 1 Principal Permitted Uses only, of 3-3.10 MA-1 Business District, and inserting in place thereof the following: (Full text in the Town Clerk's Office)

POSTPONED – 10/17/2002

2003-009 ZONING ORD. AMENDMENT - Section 2-4 EXEMPT USES

ORDERED: That Chapter III, Article III of the ordinances, the Zoning Ordinance, be amended by striking out 2-4 through 2-6 inclusive and inserting in place thereof the following: (full text in the Town Clerk's office)

Date of Action: 08/22/2002 - CONTINUED

2003-010 ZONING AMEND. - OPEN SPACE CLUSTER PROVISIONS

ORDERED: That Chapter III, Article III of the Ordinances, the Zoning Ordinance, be amended by striking out Section 3-1.7 and inserting in place thereof the following (full text in the Town Clerk's office).

Date of Action: 07/18/02 - REFERRED

2003-011 RESOLVE REAUTHORIZING SPEC. APPROPRIATION

RESOLVED: That the Town Council hereby reauthorizes specific appropriations in accordance with Article XIV - Section 3 of the Town' General Ordinances as listed: (full list in the Town Clerk's Office)

Date of Action: 07/18/2002 11 Yes

Final Action: PASSED

2003-012 BEACH NOURISHMENT TAKINGS

ORDERED: That the Town Manager is authorized to take by eminent domain or to acquire by gift for the purpose of beach nourishment easements on and over the 16 parcels of land located in Barnstable, Barnstable County, Massachusetts, as shown on a plan of land entitled "Plan Showing Proposed Taking on Long Beach in Barnstable (Centerville & Osterville) Mass. Date: April 16, 2002, Scale 1" = 60', a copy of which is filed with the Barnstable Town Clerk's Office; and to authorize the Town Manager to take all necessary steps to obtain said easements; and to appropriate the sum of One Dollar (\$1.00) for said acquisition.

Date of Action: 08/22/2002 11 Yes

Final Action: APPROVED

2003-014 RESOLUTION GIFT ACCEPTANCE - LAW ENFORCEMENT

RESOLVED: That the Town Council hereby gives approval for the Chief of Police with the approval of the Town Manager to accept and expand gifts of property and money received for the specific purpose of augmenting law enforcement functions.

Date of Action: 08/22/2002 11 Yes

Final Action: APPROVED

2003-015 ACCEPTANCE BYRNE GRANT

ORDERED that the Barnstable Town Council does hereby accept a Byrne Grant award from the Commonwealth of Massachusetts Executive Office of Public Safety in the amount of \$250,000.

Date of Action: 08/22/2002 11 Yes

Final Action: APPROVED

2003-016 AMENDMENT TO COUNCIL RULE 5E

ORDERED: that the Rule of the Council are hereby amended by striking out rule 5E and inserting in place thereof the following: "RULE 5E ORDER OF BUSINESS At every regular meeting of the Town Council, the order of business shall be as follows:

1. Roll Call
2. Pledge of Allegiance
3. Moment of Silence
4. Act on Minutes
5. Public Comment
6. Council Response to Public Comment
7. Communications, Correspondence, Announcements and Committee Reports,

Communications from Elected Officials, Boards, Commissions and Staff

8. President/Vice President

Communications

9. Town Manager Communications

10. Orders of the Day A. Old Business

B. New Business

11. Public Comment/Council Response

12. Adjournment

Date of Action: 08/22/2002 9 Yes 2 No

Final Action: APPROVED

2003-017 RESOLVE CHAPTER 116, ACTS 2002

RESOLVED that the Town Council hereby accepts the provisions of Section 1 of Chapter 116 of the Acts of 2002 - An Act Providing for Local Government Workforce Reduction Through an Early Retirement Incentive Program for Certain Employees

Date of Action: 08/22/2002 11 Yes

Final Action: APPROVED

2003-018 RESOLVE ALLOCATION OF TAX LEVY

RESOLVED that the Town Council hereby votes to classify the Town of Barnstable under the Classification Act as a Factor of One for the Fiscal Year 2003, and votes, further, that the Residential Exemption and the Small Commercial Exemption are not adopted for Fiscal Year 2003.

Date of Action: 08/22/2002 8 Yes 2 No

Final Action: APPROVED

2003-019 AMNESTY AFFORDABLE HOUSING PROGRAM

ORDERED: That Chapter III, Article III of the General Ordinances is hereby amended by striking out Article LXV - Comprehensive Permits for Pre-Existing and Unpermitted Dwelling Units and for New Dwelling Units in Existing Structures, and inserting in place thereof the following: (full text on file with the Town Clerk).

Date of Action: 10/03/2002 10 Yes

Final Action: PASSED

2003-019A APPOINTMENTS

That the Barnstable Town Council appoint the following to a multiple member board: Comprehensive Financial Advisory Committee (full text in Clerk's office.)

Date of Action: 08/22/2002 11 Yes

Final Action: APPROVED

2003-020 APPOINTMENTS

That the Barnstable Town Council appoint the following to a multiple member board: Comprehensive Financial Advisory Committee, Old King's Highway, etc. (full text in Clerk's office.)

Date of Action: 10/03/2002 11 Yes

Final Action: PASSED

2003-021 GRANT ACCEPTANCE- CAPE COD PATHWAYS

RESOLVED: That the Town Council hereby accepts a Cape Cod Pathways grant in the amount of \$5,000 from Barnstable County for the purpose of conducting a Walking Trail Feasibility Study. The Study will focus on the feasibility of an east - west trail through Barnstable which would make linkages with a proposed route through the Town of Sandwich and existing trails through the Town of Yarmouth.

Date of Action: 09/19/2002 11 Yes

Final Action: ADOPTED

2003-022 APPROPRIATION FY 03 MARINE SERVICES CAPITAL OUTLAY

ORDERED: that the Town Council hereby appropriate \$16,500 from available funds for the purpose of funding the FY 2003 Marine & Environmental Services capital outlay budget.

Date of Action: 10/03/2002 11 Yes

Final Action: PASSED

2003-023 RESOLVE - PAY AS YOU THROW

RESOLVED That the Town Council hereby endorses the Pay As You Throw Pilot Program to be instituted commencing January 1, 2003 for the period of 6 months.

Date of Action: 09/19/2002 11 Yes

Final Action: APPROVED

2003-024 REVISIONS TO SECTION 4-3 SIGN REGULATION OF ZONING ORD.

ORDERED: That Chapter III, Article III of the ordinances, the Zoning Ordinance, be amended by striking out Section 4-3 Sign Regulation and inserting in place thereof the following: (full text in the Town Clerk's office)

Date of Action: 10/17/2002 11 Yes

Final Action: ADOPTED

2003-025 ACCEPTANCE OF GIFT FROM PINNACLE TOWERS/FOR REC. LAND IMPROVE.

RESOLVED: That the Town Council pursuant to the provisions of G.L. c. 44 s. 53A, hereby accepts a

gift from Pinnacle Towers, Inc. in the amount of \$408,130 for improvements to recreation land, which gift was made under the terms of an agreement executed on August 18, 1999 and authorizes the expenditure of \$408,130 on recreational improvements at the former Hagberg land on Falmouth Rd., Centerville, MA

Date of Action: 10/03/2002 11 Yes

Final Action: PASSED

2003-026 APPROPRIATION & LOAN FOR ENGINEERING SERVICES & CONSTRUCTION WASTEWATER TR.

ORDERED: That the sum of \$470,000 be appropriated for the purpose of financing engineering services and construction improvements to the Marstons Mills Middle School Wastewater Treatment Facility, including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the General Laws; that to meet this appropriation the Treasurer with the approval (full text in the office of the Town Clerk)

Date of Action: 11/07/2002 10 Yes

Final Action: PASSED

2003-027 RESOLVE TOWN COUNCIL OPPOSITION TO PROPOSED SUPER STOP & SHOP

RESOLVED: Whereas: The Local Comprehensive Plan for the Town of Barnstable states that Route 132 has only a low to moderate growth potential since substantial growth has already occurred, and (full text in the office of the Town Clerk)

Date of Action: 10/03/2002 7 Yes 4 No

Final Action: PASSED

2003-028 RESOLVE: LACK OF POLITICAL SIGN REFERENCE

RESOLVED: That the standard of community character for the Town of Barnstable shall reflect the policy that political signs shall not exceed four (4) square feet in area per sign and shall be erected on their own post. All political signs shall be removed within three (3) days after the election for which the signs were erected.

Date of Action: 11/07/2002 10 Yes

Final Action: PASSED

2003-029 APPROPRIATION & LOAN/AIRPORT LAND ACQUISITION

ORDERED: That the sum of \$325,000 be appropriated for the purpose of funding land acquisitions at the Barnstable Municipal Airport, and that to meet this appropriation, the Town Treasurer,

with the approval of the Town Manager, is authorized to borrow \$325,000 and that the Town Manager is authorized to contract for and expend the appropriation made available for this purpose and be authorized to accept any grants or gifts in relation thereto.

Date of Action: 11/21/2002 10 Yes 1 Abstain

Final Action: APPROVED

**2003-030 APPROPRIATION ORDER/ 03
AIRPORT CAPITAL OUTLAY BUDGET**

ORDERED: That the Town Council hereby appropriates \$40,000 from the Airport's undesignated fund balance for the purpose of funding the FY2003 Airport capital outlay budget.

Date of Action: 11/21/2002 10 Yes 1 Abstain

Final Action: APPROVED

**2003-031 RESOLVE ACCEPT. ITEM
PRICING/PRICE VERIFICATION GRANT**

RESOLVED: That the Town Council hereby accepts an Item Pricing/Price Verification grant in the amount of \$45,000 from the Massachusetts Office of Consumer Affairs, Division of Standards, to be used by the Regulatory Services Department, Consumer Affairs Division, to conduct Item Pricing/Price Verification Inspections throughout Barnstable County utilizing Division of Standards certified staff of the town

Date of Action: 11/07/2002 10 Yes

Final Action: PASSED

**2003-032 ACCEPT. OF LOCAL LAW
ENFORCEMENT BLOCK GRANT**

ORDERED: That the Barnstable Town Council does hereby accept a Local Law Enforcement Block Grant from the United States Department of Justice in the amount of \$123,273, and further, that the amount of \$13,697 is hereby transferred from available funds to an account to be determined by the Town Manager for the purpose of funding the town's share of the matching funds of the grant.

Date of Action: 11/21/2002 10 Yes 1 Abstain

Final Action: APPROVED

**2003-033 ACCEPTANCE OF A PRE-
DEVELOPMENT TECHNICAL ASSISTANCE
GRANT**

RESOLVED: That the Barnstable Town Council accept a Pre-Development Technical Assistance Grant award from Mass Development in the amount of \$25,000.

Date of Action: 11/07/2002 10 Yes

Final Action: PASSED

**2003-034 GRANTS ACCEPT. FOR BRIDGE
CREEK RESTORATION PROJ.**

RESOLVED: That the Town Council hereby accepts the following grants and donations in conjunction with the Bridge Creek Restoration Project in West Barnstable: \$50,000 MA Wetlands Restoration Program grant; \$50,000 MA Watershed Initiative grant, provided to Town through MA EOTC; \$40,000 Corporate Wetlands Restoration Partnership donation from Gillette Corp., provided to Town through MA EOTC; \$10,000 USDA Natural Resources Conservation Service Wildlife Habitat Improvement Program grant; \$8,000 Ducks Unlimited grant; \$190,000 grant from EOEA Wetlands Restoration Program, provided to Town through MA EOTC.

Date of Action: 11/07/2002 10 Yes

Final Action: PASSED

**2003-035 DEDICATION OF LAND IN
OSTERVILLE FOR AFFORD. HOUSING**

RESOLVED: That the Barnstable Town Council hereby authorizes the Town Manager to enter into a lease or leases of up to ninety-nine year terms for the construction of not more than 87 units of qualified affordable housing, that may include but not be limited to, affordable elderly housing on town-owned parcels not dedicated to conservation use, on land located at Old Mill Road, in Osterville, Massachusetts and more particularly described as: Map 142, Parcel 048.

Date of Action: 11/07/2002 10 Yes

Final Action: PASSED

**2003-036 HOUSING
PLAN/OSTERVILLE/IMPLEMENTATION**

WHEREAS: The Osterville Village Association, in recognition of the need for affordable housing within the Town of Barnstable, has come forward with a plan to create qualified affordable housing throughout Osterville; (full text on file in the Town Clerk's office)

Date of Action: 11/07/2002 10 Yes

Final Action: PASSED

**2003-037 APPROPRIATION & TRANSFER
ORDER PARKING ENFORCEMENT**

ORDERED: that the Town Council does hereby appropriate the sum of \$13,750, \$9,800 for salaries and the sum of \$3,950 for operating expenses, to be added to the FY 2003 budget of the Regulatory Services Department, Consumer Affairs Division budget for the purpose of providing additional

parking enforcement activities, and that to meet such appropriation, that \$13,750 be transferred from the parking meter receipts reserve account.

Date of Action: 12/05/2002 11 Yes

Final Action: APPROVED

**2003-038 ORDER APPROVING
CONSERVATION RESTRICTION**

ORDERED: that the Town Council, pursuant to G.L. c. 184, s. 32, hereby approves a perpetual conservation restriction in the form annexed hereto given by the Richard W. Lloyd Cotuit Trust to be held by the Barnstable Land Trust, Inc., a Massachusetts charitable corporation duly organized by law, and determines that said restriction is in furtherance of the public interest in preserving scenic views, natural habitat and open space as stated in section 6.1.2 of the Town of Barnstable Local Comprehensive Plan.

Date of Action: 11/21/2002 10 Yes

Final Action: APPROVED

**2003-039 APPROPRIATION ORDER -
MAINTENANCE, OPEN SPACE PROPERTY**

ORDERED: that the Town Council hereby appropriate \$ 100,000 for the purpose of funding the costs associated with the maintenance and improvements to property purchased by the Town of Barnstable under the Cape Cod Open Space Acquisition Program, to an account designated by the Town Manager.

Date of Action: 12/05/2002 11 Yes

Final Action: APPROVED

**2003-040 ACCEPTANCE OF DEP
WELLHEAD PROTECTION GRANT**

RESOLVED: that the Town Council hereby accepts a DEP Wellhead Protection grant in the amount of \$40,553 for the purpose of installing guardrail along Mary Dunn Road adjacent to the Barnstable Water Company's well fields to prevent motor vehicle access.

Date of Action: 11/21/2002 10 Yes 1 Abstain

Final Action: ADOPTED

2003-041 TRANSFER ORDER

ORDERED: that the sum of \$30,000 be transferred from the Department of Public Works Solid Waste Division's operating expenses to the Department of Public Works Solid Waste Division's personnel expense budget.

Date of Action: 12/05/2002 11 Yes

Final Action: APPROVED

**2003-042 ORDER TERM OF GOLF CART
CONTRACT**

ORDERED: that the Town Council supports the acceptance of a term of contract change under the MGLA 30B, Uniform Procurement Act, Section 12, paragraph (b), which would allow the Olde Barnstable Fairgrounds Golf Cart contract to be extended from three years to five years.

Date of Action: 12/05/2002 - POSTPONED

**2003-043 ORDER - ICE & SNOW
OVERDRAFT**

ORDERED that pursuant to Chapter 44, Section 31D MGL, which provides for the ability of the Town to incur liability and make expenditures for any fiscal year in excess of appropriation for snow and ice removal; the Town Council approves expenditures in excess of available appropriation for snow and ice removal for fiscal year 2003, subject to further approval action by the Town Manager

Date of Action: 12/05/2002 11 Yes

Final Action: APPROVED

**2003-046 ACCEPTANCE TRAFFIC
ENFORCEMENT GRANT-CLICK IT/TICKET**

RESOLVED: That the Town Council hereby accepts a Traffic Safety Grant award in the amount of \$9,600 from the Governor's Highway Safety Bureau.

Date of Action: 12/19/2002 6 Yes 5 No

Final Action: PASSED

**2003-047 ACCEPTANCE COM. POLICING
PROGRAM GRANT - \$95,000**

RESOLVED: that the Town Council hereby accepts a Community Police Program Grant award in the amount of \$95,000 from the Executive Office of Public Safety.

Date of Action: 12/19/2002 11 Yes

Final Action: PASSED

**2003-048 RESOLVE-GRANT AWARD
FROM CAPE COD CHAMBER**

RESOLVED: That the Town Council hereby accepts a Pride in Cape Cod grant, in the amount of \$500.00, from the Cape Cod Chamber of Commerce for the purchase of bulbs and planting supplies, to be used at the Conant Property, a Conservation Area located on Route 149 in West Barnstable.

Date of Action: 12/19/2002 11 Yes

Final Action: PASSED

BARNSTABLE HOUSING AUTHORITY

The Barnstable Housing Authority (BHA) continues to work with the Town of Barnstable to produce affordable housing opportunities for our residents. The Affordable Housing Plan, adopted by the Barnstable Town Council on January 31, 2001, continued to guide the housing preservation and production goals of the BHA in 2002.

Strides in affordable housing were made at the regional and local level. The County approved \$500,000 in affordable housing money which through a series of meetings and workshops resulted in three new revenue sources for the BHA and Town. The BHA received significant funding from the Town's Community Development Block Grant Program to increase both permanent and rental housing opportunities for Barnstable families. However, cutbacks by the Commonwealth have forced a freeze on two state rental assistance programs and an increase of \$60.00 per month for many recipients of these programs. Additionally the federal government has also reduced our budget reducing services to eligible families.

The BHA was pleased to receive \$299,040.00 from HUD funding the renewal of 35 Housing First Section 8 Housing Choice Vouchers. The BHA, and the Housing Assistance Corporation, has worked together to distribute this housing resource to individuals with HIV/AIDS.

Locally, 2002 saw increased communication with the various villages which worked hard to address their affordable housing goals. Osterville reached an agreement with the Town for 87 units on the Darby parcel. West Barnstable is ready to move forward with 20 units of family housing on land behind the YMCA.

The BHA completed renovation on Aunt Sarah's Harbor View Guest House on Pleasant Street, Hyannis, a twelve unit multi-family dwelling, which opened in March 2002. Renovations to the Oldest House in Hyannis, 89 Pleasant Street, were also completed and the building is now occupied. One Chapter 40B project was approved by the Zoning Board of Appeals, School House Pond Condominiums, and the BHA will be the owner of the two affordable units. The BHA also worked closely with the Town's Housing Committee and the Office of Community and Economic Development

to implement the Accessory Dwelling Unit Housing Ordinance and the Housing Plan.

Tragically, the BHA experienced a fire at 32 Sea Street Extension resulting in the loss of one life and the dislocation of several residents. The efforts of the Hyannis Fire Department prevented a greater tragedy and we are grateful also to the Red Cross and Barnstable Senior Services for their assistance to our residents during this event.

The BHA, despite rising rents and a reduced rental housing stock, has worked diligently to lease-up our Section 8 Housing Vouchers. At year's end this program had a 98.6% lease-up rate. Our conventional housing, units owned by the BHA, has operated at close to 100% throughout the year.

The BHA will continue to work with federal, state, county, and local officials to make 2003 a successful year for the Barnstable Housing Authority as we strive to provide to the participants in our programs safe, sanitary, and affordable housing. The Town Manager has committed significant resources to bring the town's affordable housing stock up to 10% and the BHA will continue to work with local officials and the Barnstable Housing Committee to meet local housing needs.

The Board meets in open public session every third Thursday at 4:00 PM. Public participation and comment is both welcome and encouraged. Our offices are located in the Colony House, 146 South Street, Hyannis.

Arthur Kimber, Chairman
Carl Johnson, Vice-chair
Dolores Rucker, Treasurer
Paula Schnepp, Assistant Treasurer
Richard A. Cross, Jr., Commissioner
Thomas K. Lynch, Executive Director

BARNSTABLE COUNTY HOME CONSORTIUM

The HOME Consortium was again allocated \$783,000 for FY 2002 by HUD. (July 1, 2001-June 30, 2002.) The following allocations for the 2002 Program Year were recommended to the County Commissioners by the HOME Consortium and approved:

Downpayment/closing cost assistance: \$180,000.
For this reporting period 31 low-income first time homebuyers in Barnstable County received an

average of approximately \$8,650 toward the purchase of a home. Incomes of buyers ranged from \$31,600 for a single person household to \$45,200 for a family of four. To date, over 280 households county-wide have received this assistance.

TOWN OF BARNSTABLE BENEFIT:

10 of 31 County total units assisted, 32%. The percentage of unit assisted in the Town of Barnstable remains almost the same as last year. However...County (and Town) totals lagged for the second successive year and were down approximately 40% this year, reflecting (1) the drastic shortage of homes affordable to first time homebuyers even with all available subsidies and the (2) the HOME Consortium's doubling of the ceiling award from \$5,000 to \$10,000.

Homeowner Repair Program: \$75,000. Sixteen (16) low income owner households received loans which, like the downpayment assistance program, increased from a ceiling of \$8,000 to a ceiling of \$10,000. Repairs included well installation, electrical upgrades, and roof replacement. Demand for this program remains high, and to date, more than 166 households have received this assistance.

TOWN OF BARNSTABLE BENEFIT:

6 of 16 County total units assisted, 37.5%

Housing Production: \$250,000. From the program's inception in the early 90s,, a total of \$1,720,000 has been committed to housing production.

TOWN OF BARNSTABLE BENEFIT:

Three projects received funding:

- (1) Barnstable Housing Authority created a unit of rental housing on Ashley Drive (\$15,000)
- (2)CHIPS received \$50,000 for four HOME assisted units at CHIPS II in Centerville
- (3) Barnstable Housing Authority completed the development of Aunt Sarah's on Pleasant Street in Hyannis with \$120,000 of combined HOME and Barnstable County rental funding. Total Barnstable allocation from HOME Housing Production funding = \$135,000 or 54% of the County allocation.

CHDO funds (up to 15% of the total award) can be awarded off the top of the County's allocation to officially-designated Community Housing

Development organizations, of which there are now four in the County: the Housing Assistance Corporation [HAC], Lower Cape Cod CDC [LCCCDC], Harwich Ecumenical Council [HECH], and the Housing Land Trust for Cape Cod [HLTCC]. HAC received funding for a 12-unit acquisition / rehab project in Orleans (HAC), and the LCCCDC was awarded additional funds for completion of 12 units of rental housing in Wellfleet from prior year program funds, but \$117,450 in currently available funding has yet to be applied for.

However, the Consortium continued its limited practice of awarding administrative (operating rather than development-related) funds to CHDOs with an award of \$20,000 to the Housing Land Trust for Cape Cod for staffing. This source is outside the 15% CHDO award, and has amounted to \$59,000 in vitally necessary assistance in the two years it has been made available.

The Future is bleak:

The County has not yet received notice of its allocation for the 2003 Program year, but expects a decrease based on the 2000 census. However, home prices continue to skyrocket. Last year's report indicated that as of October 2001 the median price of homes had gone up 20% to \$217,000. As of January 2003, the Registry of Deeds identifies the median home price as \$265,000, an increase of \$48,000 or 22% over the prior year. Facing economic realities, HUD has just increased the home price limit (ceiling home price payable by a HOME-assisted buyer) from \$209,000 to \$274,000, which could significantly help a very small number of potential homebuyers (those who can afford the higher prices) qualify for HOME assistance.

Respectfully submitted,

Judith Barnet
Town of Barnstable Representative

For comparison,
FY 1998-1999 - \$658,000,
FY 1999-2000 - \$706,000,
FY 2000-1 - \$783,000.
Median income currently \$56,500. To qualify for HOME programs, income must be 80% of median or below.

BARNSTABLE MUNICIPAL AIRPORT

The Airport operates as one of the largest enterprise accounts under the economic umbrella of the Town

of Barnstable. As an enterprise account, the airport is self-reliant and operates without any undue burden on the Town of Barnstable or its taxpayers.

Because of the economic downtrend in the aviation field caused by the unfortunate terrorists attacks of September 11, 2001, the airport has seen somewhat of a dramatic drop in passenger volume. Moderate increases in passenger travel may be realized over the next few months, but projections are difficult at best to predict, due to the economic downtrend, security concern, and susceptibility and convenience of other forms of public transportation. Despite the financial setbacks over the past fiscal year, the airport has managed to fund most of its capital improvement projects. Thanks in great part to some conservative management decisions, and stream-downed aircraft operations and services. How has such an achievement been possible, one might ask? Much can be attributed to the more than 34 tenants who operate a myriad of strong aviation related businesses at the airport. Equally important, are unsurpassed contributions and dedication by the airport's highly trained staff of operations and maintenance, and administrative personnel.

In May 2002, the airport underwent a rigorous Federal Aviation Administration Inspection (FAA), and notably for two consecutive years, received zero discrepancies. For an airport that handles more than 220,000 passengers per year, management of over 600 acres of land, amidst a host of ongoing renovations, capital improvements, and airfield projects, Barnstable Municipal Airport has continued to set an incredibly high benchmark above other airports within the state.

At the helm of the airport's operations, is Dr. Quincy "Doc" Mosby, a retired 28-year Air Force veteran to provide the leadership and management of facets of airport operations. A well-rounded 7-member Airport Commission provides the regulatory and general administrative oversight of airport operations. Airport Commission Chairman Michael A. Dunning, a local attorney from Mashpee, directs the duties and guides the efforts of this proactive body. The Airport Commission's duties vary in scope, and they must accomplish a great variety of tasks, based on input from the communities at large, the Federal Aviation Administration (FAA), and the Massachusetts Aeronautics Commission (MAC). The Commission's duties include, but are not limited to review and approval of airport leases, budget

management, and they serve as the conduit between the Barnstable Town Council, Massachusetts Aeronautics Commission (MAC), and the FAA. Within the past twelve months, the Airport Commission has taken a very proactive approach to handling noise complaints from local citizens, and taken steps to develop new noise mediation measures. One of the greatest additions to handle noise sensitive issues was acquisition of a state of the art aircraft flight tracking system--the first of its kind anywhere in the United States. Since the system is a virtual prototype, many modifications were required to insure reliability and system integrity. BMA is now the only airport in the country with an active system to track aircraft with Mode-C transponders.

September 11, 2001 posed new and significant challenges for the Airport. New FAA security regulations required armed Law Enforcement Officers at the airport. Federal screeners have also been employed at the airport to fulfill many of the duties augmented last year by the Army National Guard and some private contract companies. New passenger screening procedures have been implemented along with the addition of a myriad of hi-tech machines to screen baggage and passengers. Despite a long list of new security measures, aggressive steps were taken by airport management to maintain quality passenger service and minimize many of the perceived passenger inconveniences.

The environmental process to determine the location of the new airport terminal continues. Epsilon Associates, Inc., has made great strides in the collection of data to provide state and federal officials with decision alternatives for narrowing down the location of the new terminal. Great care and planning is being exercised to insure the Town of Barnstable and Cape Cod are provided a modern and first class airport to support passenger demand throughout the year 2015, and compensate for future plans in demographic and economic growth.

The airport is eagerly working with the Town Manager and the Barnstable Town Council to establish an inter-modal parking facility located East of the airport, and bordered by Route 28 and Willow Street. This proposed 1,200-slot parking facility would serve to reduce traffic and improve vehicular movement within downtown Barnstable and the waterfront.

One of the more major milestones completed in 2002 was the Runway 33 Safety Area Study. Etched in the minds of Barnstable residents was the past event of St. Patrick's Day 2000 when a Falcon 900 jet overshot the runway, went through the airport perimeter fence, and ended up in the TJ Maxx Plaza parking lot. Active engagement by the Airport Commission and the consulting firm of Edwards and Kelcey have resulted in a \$3.4 million federal and state appropriation to fund an aircraft restraint system to significantly minimize the potential for any future aircraft mishap. Work to begin installation of the Engineered Material Aircraft Arresting System (EMAS) is expected to commence in late fall of 2003. Efforts are also being considered and marketing analysis being studied to attract and improve new air carrier services for the Cape and Island residents. BMA is a great community airport, and we are working to improve overall passenger service for all of the surrounding communities.

Respectfully submitted,

Quincy "Doc" Mosby, Airport Manager
Frank Sanchez, Assistant Airport Manager
Cheryl Sundelin, Chief Administrative Assistant
Michael A. Dunning, Chairman, Airport
Commission Edwin A. Gourley, Commissioner
John A. Lemos, Commissioner
John T. Griffin Jr., Commissioner
Margarete Maillho, Commissioner
Larry F. Wheatley, Commissioner
Arthur Kimber, Commissioner

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL DISTRICT

Cape Cod Regional Technical High School's mission is to provide an opportunity to acquire high quality technical, academic, and social skills which will prepare our students for success in our changing world. On June 8, 2002 we had 110 seniors graduate and of these graduating seniors 52 are employed in their trade, 35 graduating seniors went on to further education, and 3 graduating seniors joined the armed services. Our graduates received scholarships and tool-ships totaling approximately \$75,000.

Governor Swift visited our school to see our collaboration with Mercury Corporation in our Marine Mechanics Mercury Training Program and

our collaboration with the Ellen Jones Dental Center. Cape Cod Regional Technical High School is one of only two high schools in the country that has a Mercury Corporation Training program whereby their technicians from all over the country are trained.

We formed the School Leadership Committee to oversee our three major initiatives of the New England Association of Schools and Colleges decennial evaluation, the High Schools That Work program, and our innovative Senior Project program. One of the important goals of the nationally recognized "High Schools That Work" program is to raise student performance. During the first year of this three year program, a technical site visit provided a detailed report and a subsequent staff development workshop. From this workshop we were able to set our goals and objectives for the next school year. The Senior Project will help to promote an integration of the academic and vocational curricula. The Senior Project was introduced into the Heath Technologies and Electrical Shops and has been enthusiastically received by the first students involved. Auto Collision Technology has completed the final process for NATEF (National Automobile Technology Education Foundation) certification. We successfully merged two existing programs, Hotel Restaurant Management and Business Technology. The Cape Cod Tech School District's policy manual as well as our technical program of studies were both revised.

In order to prepare our students for the MCAS (Massachusetts Comprehensive Assessment System) exam, we received grant funds to run the following programs: Academic Support program, the Summer Success program, the Class of 2003 Competitive Academic Support program, and the Class of 2003 Competitive Academic Support for Summer program.

Our Parent's School Council was responsible for obtaining a \$5,000 foundation grant for the purchase of musical instruments, introducing chorus as an after-school activity, and establishing an affiliation with the Orleans Academy of the Performing Arts to instruct students in chorus, band, and drama.

Twelve students from Cape Cod Tech won awards at the state level of the Vocational Industrial Clubs of America competition; three gold, five silver and four bronze medals. Four Cape Cod Tech students have received medals at the National Skills VICA (Vocational Industrial Clubs of America)

competition, one silver medal in the area of Dental Assisting and three bronze medals in the area of Tech Prep. The soccer team, the basketball team, and the Cape Cod Tech/Harwich football team were all Mayflower League Champs this year.

We have hosted the Soup Bowls for Hunger program here at Cape Cod Tech for 10 years and this year we received a Soup Bowls for Hunger award called the Leo Deihl award. We wish to thank you for your continued support of our school.

RESPECTFULLY SUBMITTED,
JOAN BENTINCK-SMITH
ANN WILLIAMS

CABLE ADVISORY COMMITTEE

The Town is now in the fourth year of a ten-year cable franchise agreement with AT&T Broadband. AT&T Broadband filed an application with the Town asking the Town's consent to a transfer of control from AT&T Broadband to a new company called AT&T Comcast Corporation. Our Committee reviewed the application and recommended to the Town Manager that he withhold his approval because the Town was not satisfied with the service provided by AT&T Broadband, and it was apparent that the same personnel would still be in charge and there was no real commitment to improve service. The Town Manager followed our recommendation.

Despite the Town's objections, the Massachusetts Cable Division (which is the State bureaucracy which has the final say in such matters) approved the transfer. Our instinct as a Committee in recommending disapproval of the transfer proved to be well founded. No sooner was the transfer completed when the cable operator promulgated an increase in rates and abruptly discontinued AT&T Broadband's popular, long-standing local news program which viewers were able to watch each day on Channel 3.

There was no advance notice to Town officials and no rational explanation offered by the cable operator other than the condescending assertion that it was AT&T Broadband's policy "to offer the best choice and variety to its viewers." Gobbledegook.

Such are the frustrations our Committee and the Town must face in dealing with an unregulated monopoly.

Respectfully submitted,

David B. Cole, Chairman
Robert P. Daniels, Jr. Joseph Garodnick
J. Douglas Murphy
Nancy Richard

COBB FUND TRUSTEE

This is my twenty-first report as Trustee and Agent of the Cobb trust.

The Cobb trust is a trust established by the will of Enoch T. Cobb, a Barnstable resident, who died in 1876. The purpose of the trust is to provide special benefits for the public school students of the Town of Barnstable. The trust income is expended by the Trustee on items or projects which the Trustee feels will enrich the educational experience of the students, particularly items or projects for which appropriated funds are not readily available in the School Department budget.

For the current school year, the Cobb trust has made the following commitments:

Classroom Enrichment Grants

The Cobb trust will provide up to \$35,000 for Cobb Fund Classroom Enrichment Grants to fund proposals submitted by individual teachers and recommended to me for funding by the School Department. Each grant will be for not more than \$5,000 unless a particular grant proposal is extraordinary or represents a collaboration between or among schools.

Third Grade Field Trips

The Cobb trust will provide up to \$6,500 to enable third graders to participate in tours of significant Cape Cod landmarks and/or to go on Whale Watch cruises.

Fourth Grade Field Trips

The Cobb trust will provide up to \$11,000 to enable fourth graders to visit the Museum of Science in Boston.

Fifth Grade Field Trips

The Cobb trust will provide up to \$1,500 to enable fifth graders to visit the Cape Cod National Seashore and the Wellfleet Audubon Sanctuary.

Fifth Grade "Read to Boston" Program

The Cobb trust will provide a grant of \$5,000 to the Horace Mann Charter School to implement the "Read to Boston Program" under which each fifth grade student will be expected to read an additional thirteen books with the reward of an all-school field trip to the State House in Boston to meet with our Senator and State Representatives.

PM School Field Trips and Awards Dinner

The Cobb trust will provide up to \$6,000 to enable those students enrolled in the PM School Program to participate in enrichment field trips and also to underwrite the costs of the PM School Awards Dinner.

Cape Symphony Orchestra

The Cobb trust will provide a grant of \$10,000 to the Cape Symphony towards the cost of its Education and Access Program in the Barnstable Public Schools which will include a performance at the Barnstable High School Arts Center to be attended by students in the elementary school grades three and four. Preceding the performance, various Symphony musicians will visit the schools, demonstrate their instruments and discuss the music to be performed. The Cobb trust will also provide \$1,000 to pay the cost of busing students to the performance.

High School Drama Club Performances

The Cobb trust will provide a grant of \$10,000 to cover the expense of transporting elementary school students to performances of "Hansel and Gretel" by the High School Drama Club and the expense of transporting elementary and middle school students to the Club's performance of "Peter Pan."

Foreign Language Program Musical Performances

The Cobb trust will underwrite the \$6,000 expense of instrumental workshops and performances for elementary and middle school students by the Alex Torres y Los Reyes Latinos Orchestra ("Alex Torres and the Latin Kings") in conjunction with the Barnstable Public Schools Foreign Language Program.

Math and Science Summer Academies

The Cobb trust will provide a grant of \$20,000 towards the expenses of the Barnstable Public Schools Enoch Cobb Math and Science Summer Academies for gifted students. These Academies are a component of the Extended-Year Learning Program. They will be open to qualified students meeting certain academic criteria.

Calculators for Middle Schools

The Cobb trust will make a grant of \$3,000 to each of the two Middle Schools for the purchase of Texas Instrument calculators.

Commemoration Flag

The Cobb trust will provide a grant of \$2,500 for a 9/11 Commemorative Flagpole for the Memorial Peace Garden at the Hyannis Middle School.

Renaissance Program

The Cobb trust provided a grant of \$1,000 to support the programs presented on December 6, 2002, by educator and author Marc Bledsoe, Founder and President of the Drew Bledsoe Foundation, in celebration of the Renaissance Program at both Middle Schools and his "Parenting with Dignity" presentation to parents.

Young Authors Program

The Cobb trust will provide a grant of \$500 to the Young Authors Program which recognizes and rewards talented writers in grades one through eight.

Art Posters

The Cobb trust has provided a gift of \$250 for the dry mounting and laminating of eleven art posters at the Middle School in Marstons Mills.

Celebration 2003 Barnstable High School

The Cobb trust will make a contribution of \$250 to Celebrate 2003 at Barnstable High School.

Barnstable High School Art Show

The Cobb trust will contribute \$250 towards the cost of refreshments for the Barnstable High School Art Show at the Guyer Barn.

I am delighted to report that, after all these years, a photograph of Enoch T. Cobb has finally been located. Judith Meredith of Redmond, Washington, a descendant of Mr. Cobb's second wife, was doing genealogical research about her family and came across the picture. Through the magic of the internet, she discovered that James Ellis of West Barnstable was at that very same time trying to locate someone who might have a picture. It is my hope to commission a bust of Enoch Cobb to be displayed in the lobby next to the Barnstable High School Arts Center Auditorium.

I am sad to report the passing of Judge John "Jack" Harvey of Cotuit. It was Judge Harvey who put the Cobb trust back on track, ending a fifty-year period of trust inactivity. In a series of court decrees back in the early 1980s, Judge Harvey breathed new life into this dormant trust by establishing a legal framework for the trust that has enabled it to enrich the educational experience of thousands and thousands of Barnstable public school students.

There is currently about \$4,000,000 of Cobb Trust money invested, and this Fund continues to be a vital resource to the school community.

I want to thank the School Committee, Dr. Russell Dever, the retiring Superintendent of Schools, the Assistant Superintendents, the school principals, and the parents, teachers, and students who have provided suggestions for the Cobb Fund expenditures during the past year.

Respectfully submitted,

David B. Cole
Trustee and Agent
Under the Will of Enoch T. Cobb

OFFICE OF COMMUNITY AND ECONOMIC DEVELOPMENT

The mission of the Office of Community and Economic Development is to:

- provide the leadership and professional expertise to enhance development; and
- implement a comprehensive affordable housing, human service and economic development program in the Town of Barnstable.

AFFORDABLE HOUSING

Accessory Affordable/Amnesty: During the past fiscal year the town has created and preserved a total of 49 units of affordable housing through the Accessory Affordable Housing Program.

Development of Town-Owned Land: With the use of Community Development Block Grant (CDBG) and Massachusetts Housing Partnership grants funds the town has completed site feasibility, engineering and environmental work on two town-owned properties. As a result, 87 units of affordable housing is being planned for the Darby site in Osterville and an additional 20 units on the town-owned site adjacent to the YMCA in West Barnstable.

First-Time Homebuyer Program: The town, through the Cape and Islands Community Development, Inc., using CDBG funds, has provided down payment and closing cost assistance to three low/moderate income homeowners. Mortgage financing has been provided by C&ICD, Inc., through the U.S.

Department of Agriculture and the Cape Cod Five Cent Savings Bank.

Rental Acquisition and Rehabilitation Program:

During the past fiscal year the town has provided CDBG funds to three non-profit organizations to purchase and renovate 44 units of affordable housing in eight properties. The Barnstable Housing Authority (BHA) acquired 11 units in the property at the corner of South and Pleasant Streets (Aunt Sarah's) in Hyannis, two (2) units in Colonial Court, one (1) unit in Sea Meadow Village. Champ House acquired two houses at 75 and 83 School Street in Hyannis for a total of 16 units. Nauset, Inc. acquired a four-unit residence in Centerville.

Residential Housing Rehabilitation Loan Program:

The town, through the BHA, funded four residential rehabilitation projects with CDBG funds. The *first*, located in Centerville, was to the Cape Head Injured Persons Housing and Education Group (CHIPS), a non-profit organization that assists persons suffering from the debilitating effects of head trauma.

The *second* was a residence in Hyannis to renovate an Amnesty unit to bring it up to building code. The *third* was a single family residence in West Barnstable to replace a failed well. The *fourth* property is at 71 Pleasant Street owned by the BHA.

Landlord Management Program: Using CDBG funds the BHA contracted with two (2) property owners to manage 14 units of rental affordable housing. All of these units are designated for section 8 tenants and received renovations and repairs under this program.

The town assisted Cape Cod Habitat for Humanity with CDBG funding for engineering and infrastructure costs for a 16 unit affordable homeownership development on Route 28 in Hyannis.

ECONOMIC DEVELOPMENT

Downtown Hyannis Revitalization: During the past year the existing Downtown Hyannis zoning ordinance has been amended. The amendments allow for residential use, increased building height and number of stories. With the use of grant funds from the Cape Cod Economic Development Council and MassDevelopment the Town has hired the consulting firm of RKG Associates, Inc. of Durham, New Hampshire to develop a market-based strategy and action plan for Downtown Hyannis. The plan

will be completed in the next fiscal year. The town has also designed the Walkway to the Sea. A grant application for \$1,000,000 has been prepared and submitted to the Massachusetts Department of Housing and Community Development.

Economic Development Incentive Program:

Through the EDIP the WIDAX Corporation, a high speed Internet company received a Special Tax Agreement with the town which enabled the company to purchase and rehabilitate a vacant building in the Industrial Park. As a result of the STA WIDAX will create 60 new full time jobs and invested \$1.6 million renovating the property.

Commercial Revitalization: Through the use of CDBG funds the town provided two commercial revitalization grants to owners of business properties on Main Street. In addition, the town funded the Clean Team, a group of homeless persons from the Noah Shelter who are employed by the Hyannis Main Street Business District to clean the streets, parking lots and sidewalks in the Downtown district.

COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM

The Town of Barnstable received an annual allocation in FY 02 of \$408,000 in Community Development Block Grant funds from the U.S. Department of Housing and Urban Development. Approximately 20% of the funds were allocated for the general administration and program staff. The remaining grant funds were distributed to various organizations for programs and projects meeting HUD requirements. The OC&ED has continued to develop effective strategies for the annual distribution of the town's CDBG program.

In addition to providing funding to organizations to create affordable housing, the town provided grants to several human service agencies. Cape Cod Alcohol & Drug Counseling provided counseling, referral and informational services to 75 clients. They also provided services to 35 clients under the Elder Outreach Program. Cape Cod Child Development served over 100 children and families at its Pearl Street location in Hyannis. The town also provided grant assistance to the Salvation Army for its Day Star Place Shelter in Hyannis. The Salvation Army Star Place Shelter averaged 76 clients per day.

HUMAN SERVICES

Through the town-funded Community Services Grant Program, financial assistance was provided to three non-profit agencies. The Community Action Committee of Cape Cod and Islands Hyannis Main Street Outreach worker provided information and resources to 35 homeless people in the downtown area. Big Brothers and Big Sisters of Cape Cod and the Islands served 244 Barnstable children in their case management, counseling, prevention workshops and program activities. The Barnstable County Sheriff's Youth Ranch provided after-school programs to 45 at risk youths ages 12-16.

The Multi-Cultural Festival of Cape Cod was held again this year at the Cape Cod Community College. An estimated 3,500 people attended the event this year. The "Together We Can" Prevention Team continued it's family nights every second Friday evening at the Cape Cod Mall.

Respectfully Submitted,

Kevin J. Shea, Director

Norma Holder-Hall, Community Services
Coordinator
Paulette Theresa-McAuliffe, Special Projects
Coordinator
Peter Bryanton, Community Development
Coordinator
Katarina Soldatov, Administrative Assistant

RECREATION DIVISION

THE RECREATION MISSION

The Barnstable Recreation Division is committed to providing leisure opportunities to improve the quality of life in our community through exceptional programs and services.

The Recreation Division is comprised of the following:

- Activity Program
- Aquatic Program
- Rink Program
- Revolving Program
- Golf Program

The Division provides a variety of opportunities for Barnstable Residents to achieve their human potential. An equal goal is to preserve the integrity of the natural environment, which will enhance the quality of life for families, individuals, and the community at large within the Town.

All of the Recreation Programs meet with their advisory committees on a monthly basis to discuss matters as they relate to the services and activities respective to that Program. We thank the members of the Recreation Commission and the Golf Committee for their efforts on behalf of our Programs and our Residents. The public is invited to visit our offices or attend public meetings of these boards to learn more about the Division.

RECREATION PROGRAMS

Once again, in the year 2002, our Programs saw a great deal of change, which include changes in staffing and activity development.

Our Staff:

**David Curley, Director*

**Patricia Machado, Assistant Director*

Christopher Beal, Program Coordinator

Guy Boucher, Program Coordinator

Michelle Davies, Program Coordinator

Samantha LeDuc, Principle Division Assistant

Patricia MacDonald, Program Coordinator

Marianne Morrissey, Division Assistant

Patricia Otto, Financial Coordinator

Our Commission:

*Clyde Takala, Chairman

*Joseph O'Brien, Vice Chairman

Jeffrey Avery

Robert Hoxie

Katherine Pina

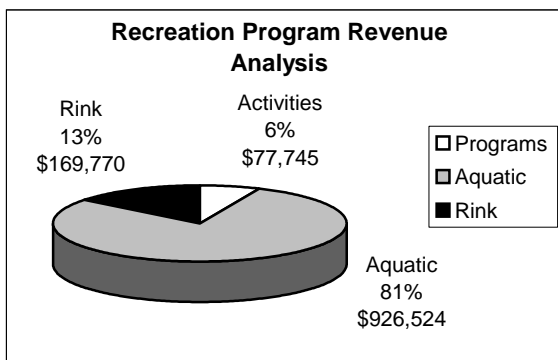
Kathleen Sylvester

We are confident that we have optimal staff on board in our Programs to serve the community. Our activities provide a safe, encouraging environment in which our youth and adult participants can thrive and grow while making optimum use of their leisure time. We continue to offer non-competitive activities, which allow everyone to participate at their own pace, emphasizing teamwork, responsibility, a healthy self regard, and respect for others.

Revenue

The Recreation Division generates revenue from three of its Program Areas, as follows:

The Activities Program, the Aquatics Program, and the Rink Program.



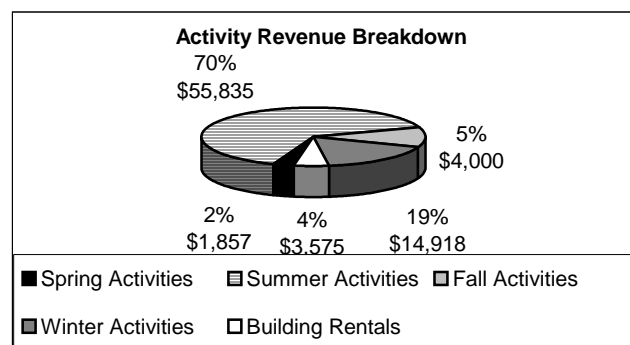
Again in 2002, in order to meet the obligation placed upon us by the Town Council's Recovery Policy, some fees have experienced a modest increase in the three Program Areas.

The Customer Satisfaction Rating Scale, developed by the Recreation Division, is a valuable tool, which requires participant feedback. The responses received from participants allow us to measure the success of activities and work towards the continual advancement of our endeavors. We thank everyone who takes the time to help with this project.

Revolving Fund

Recreation is able to offer a certain number of activities to its Residents using funds from the budget. Beyond that, we are able to provide Residents with new activities by using our Revolving Fund. Activity expansion is made possible through donations and registration fees. All activities run by Revolving Fund dollars must operate on a 100% cost recovery basis. Some examples of activities made possible through the Revolving Fund include Summer Leisure Programs, Pre and Post Season Operations at the Kennedy Skating Rink, Youth Baseball, Girl's Softball, Youth Center Activities, Vacation Leisure Programs, Field Maintenance, Adult Programs, and a number of Special Events. Additionally, these funds enable us to offer dances for Middle School Students throughout the year, to provide equipment for the Field Hockey Program, and uniforms for Basketball and Softball participants. The Skate Park remains a sound example of the ways in which the Revolving Fund can be used to provide additional, innovative activities for Barnstable Residents. As a result of the Town Council waiving the admission fees at the park in October of 1999, the Skate Park has seen a dramatic increase in participation. Our Skate Park is an incredible facility containing street ramps and bowls. The Park is open to in-line skaters, skateboard enthusiasts, and bicyclists. We remain safety-conscious and enforce our equipment policy, which states that participants must wear protective gear while using the facility. All required protective equipment is available for rent onsite.

Activities



During the year we run activities for preschool aged children up through adults. Our activities are run on an instructional basis, emphasizing teamwork, self-esteem, and respect. In order to best meet the needs During the year we run activities for preschool aged children up through adults. Our activities are run on an instructional basis, emphasizing teamwork, self-esteem, and respect. In order to best meet the needs

of Residents, activities may vary from year to year. Some activities offered under this category include Dance, Tennis, Bowling, Cross Country Running, Friday Night Social Program, Sunshine Program, Gymnastics, Volleyball, Softball, baseball, Creative Arts, Drama, Field Hockey, and Basketball. The “Introduction To” series, offered to younger children for Lacrosse, Field Hockey and Basketball, continues to flourish.

Also funded by the “Activity Program” are four community buildings, which fall under our management. Those buildings are:

The Centerville Recreation Building*
524 Main Street, Centerville
(Adjacent to the playground)

The Kennedy Rink Function Room
141 Bassett Lane, Hyannis
(Inside the Kennedy Memorial Rink)

The Osterville Community Building
First Avenue, Osterville
(Behind the Osterville Bay Elementary School)

The West Barnstable Community Building
Route 149 West Barnstable
(At the corner of Route 149 & Lombard Avenue)

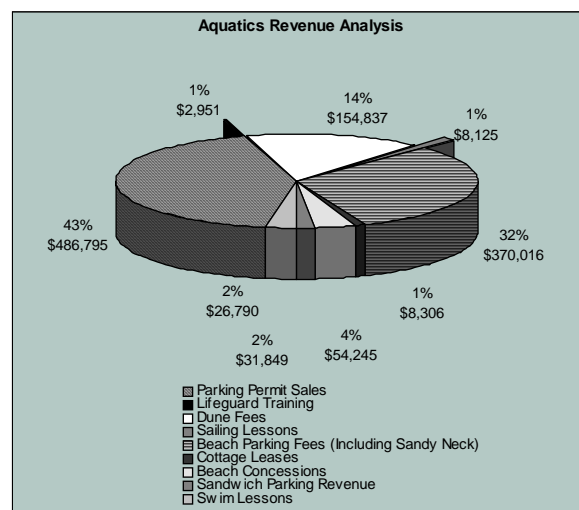
*Note: The Centerville Recreation Building is a multi-use facility, serving the needs of the community, and is also home to the Adult Social Day Care program run by the Barnstable Senior Services Division.

The need for recreational space in this Town is at an all-time high. Such space is at a premium, which includes building space, field space, and ice-time. Space is requested almost daily by our Residents, by other Town Offices, Private Groups, Civic Groups, 12-Step Recovery Groups, Self-Help and Support Groups, School Groups, and Senior and Youth Groups. We continue to see an increase in requests for space every year.

One group that has a dramatic need for space on the ice, in buildings, and on fields, is our own Recreation Division. It becomes more than challenging to meet the spatial requirements of our Residents and for our activities when we are displaced from our facilities to better accommodate other Town based programs. Additionally, other youth groups in Town run athletic programs and

require use of field space, rooms for registration, and board meetings. The Recreation Division has jurisdiction over a single gymnasium, which is too small to accommodate the number of youth that participate in our athletic activities. The necessity for a multi-purpose facility for exclusive use by the Recreation Division continues to increase as we continually try to meet the needs of our Residents.

Aquatics



The Aquatic area is a key element in our Division. This area includes the sale of Resident Recreation Parking Permits, Parking Revenue, and all Aquatic Summer Activities such as swimming, sailing, and

The Aquatic area is a key element in our Division. This area includes the sale of Resident Recreation Parking Permits, Parking Revenue, and all Aquatic Summer activities such as swimming, sailing, and lifeguard training. In the ongoing efforts to provide our Residents and Taxpayers with optimum service, we continue to offer the Mail-In Program by which you can obtain your Parking Permit. In the year 2002, over 3,900 parking permits were issued through the Mail-In Program; combined parking permit sales totaled over 23,000 for the year 2002.

It is our pleasure to recognize a special group of people at this time, which are the volunteers. Volunteers sell thousands of Parking Permits during the summer months, seven days per week (yes, weekends and holidays) between May and September. Without them we would not be able to provide the level or volume of service we currently offer our Residents. We thank each of our Volunteers for their dedication and generous efforts.

Thirteen of our beaches are staffed during the summer season. Staff includes Gate Attendants, Lifeguards, Swim Instructors, Superintendents, and Lifeguard/Beach Aides. Again, during the year 2002, there was a national shortage of water safety personnel. Feedback received in 2000 from prospective applicants indicated that the wages offered to Barnstable Lifeguards was inconsistent with Lifeguard wages in other towns and private organizations. In 2002 the Recreation Division worked to acquire new rates for water safety personnel and also worked hard recruiting, and provided water safety courses in order to attract qualified candidates

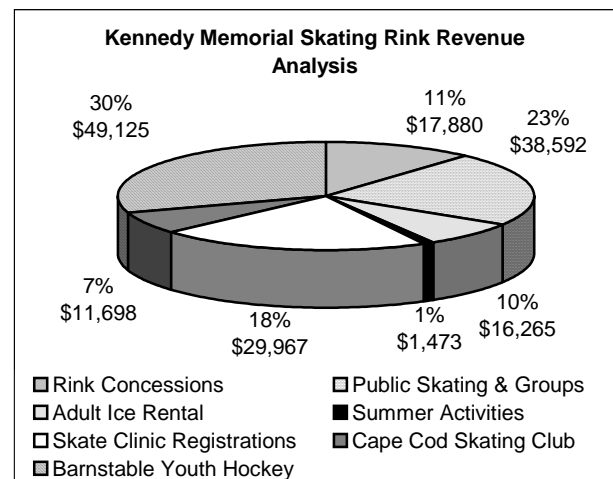
The Aquatic Staff in 2002 worked diligently to maintain a safe environment for our Residents and visitors. Through our Learn To Swim Program, participants are able to earn Red Cross Certifications upon the completion of each level. One thousand children worked their way through our Swim Lesson Activities to earn their certifications in 2002. A number of the Aquatic Staff on our payroll each season are former Recreation Activities participants, often having earned their Aquatic Certifications through our own Aquatic Activities Program. Participation in our activities makes a positive impact on them and this encourages them to work for us in later years.

We thank the J.F.K. Memorial Trust Fund Committee, which allows us to run our Youth Sailing Programs; over 100 participants enroll in our instructional sailing activity every summer. Also, another Youth Sailing Program has been implemented, an Extended Youth Program, to better accommodate the rising numbers of youth participants each year.

Bodfish Park, the parking area at Sandy Neck, continues to draw residents from Barnstable, Sandwich, and beyond. Barnstable and Sandwich Residents comprise roughly 60% of all visitors to the site, with visitors from other Cape and off-Cape towns represent the other 40%. The erosion control project at Bodfish Park continues to protect the existing parking area. The arrangement calls for Recreation Staff and the Department of Health, Safety & Environmental Services to work together towards the preservation of this unique property. Additionally, Recreation works closely with the Barnstable Department of Marine & Environmental Affairs pursuant to the operations at Sandy Neck.

Rink

The Lieutenant Joseph P. Memorial Skating Rink in Hyannis continues to provide high-quality activities throughout the year.



During the fall and winter, starting in October, ice is made and used by our Learn To Skate Clinic, Barnstable Youth Hockey, Barnstable High School, and the Cape Cod Skating Club; this is in addition to our daily public skating sessions. During the summer, a hardwood floor is installed which enables us to provide a Men's Basketball League, Roller Hockey Programs, and furnish our camps with a free roller-skating facility. Both the Learn To Skate Hockey and the Learn To Skate Figures Clinics continues to thrive and attract more children each session. In 2002, the Kennedy Rink has reached over 700 participants in our Learn to Figure Skate and Learn to Play Hockey Programs.

The roof at Kennedy Rink remains a great concern, as it continues to leak during severe weather. Leaks are not ideal under any circumstance, particularly since wooden beams support Kennedy's distinguishing green roof. At this time, user groups, Town Officials and the community are working together towards constructing the Hyannis Youth and Community Center. The Town Council has committed a sum of 9 million dollars to the Hyannis Youth and Community Center project, providing the private Youth Center fundraising group raised 4 million dollars.

The Recreation Commission has been a strong voice in the tenuous early stages of developing the Hyannis Youth and Community Center. Many factions within the community have shown interest and support of this project, including the Town Manager and the Town Council. The proposed new

facility would include two ice surfaces, proper gymnasiums, recreation and function rooms, and would theoretically be constructed at the site of the existing Kennedy Memorial Skating Rink. The construction of such a facility is appropriate to the number of Residents we serve and is necessary if we are to continue to grow with the community. We are optimistic and enthusiastic about this project and thank everyone who supports it.

Highlights

We have seen some dramatic staff changes this past year! Departing staff includes: Larry Evans. We wish him luck and happiness in his retirement and in his future endeavors!

In with the new! New Staff Additions include: Marianne Morrissey, Division Assistant.

We are enthusiastic about Marianne being part of our Division and feel confident that she will bring great things to our operation!

Exciting News

The Hagberg Property in Marstons Mills is now being developed. We thank Mr. Lindsey Counsell, the Recreation Commission and the Open Space Committee for their ongoing efforts to help us acquire additional space for the purpose of providing adequate programming for the Town.

The public is reminded that one seat on the Recreation Commission remains open. Any resident in the Town of Barnstable with an interest in serving on this Commission should contact the Town Manager's Office to apply for the vacancy. The Recreation Commission meets on the first Wednesday of every month at 5:30pm.

OLDE BARNSTABLE FAIRGROUNDS G.C.

Olde Barnstable Fairgrounds Staff:

Gary Philbrick, Pro/Manager
Michael Haberl, Assistant Pro/Manager
Bruce McIntyre, Superintendent
William Goff, Assistant Superintendent
Lisa Peterson
Don Peterson
Merry Holway
Christopher White
Greg Knight
Joseph Linnell
Peter Trombley

Barnstable Golf Committee

Terry Duenas, Chairman
Joseph Chilli
Mary Creighton

Cathleen Foley-Dupuy
Dr. Daniel Mahoney
Richard Aliberti
James McEvoy

Olde Barnstable Fairgrounds Golf Course

The Olde Barnstable Fairgrounds Golf Course has an 18 hole Championship Layout. The Course measures 6,479 yards from the Blue tees. Architect Mark Mungan designed the layout to provide deceptive approaches, tricky greens, and a variety of scenic settings. The Bent Grass greens and fairways offer the best playing conditions available.

The Driving Range offers 24 hitting stations, target greens, a practice bunker, and a large chipping area. Each year we purchase 1,200 dozen new range balls. This provides the users with the best feedback for improving their game and enjoyment. The oversized Putting Green, with its varied contour, is extremely popular amongst the players.

The fully stocked Pro Shop carries the latest equipment in the industry and logo clothing. We supply gift ideas, tournament prizes, and a selection for all your golfing needs. Gift certificates are also available.

Improvements:

Four new pieces of turf equipment were purchased. These mowers replaced our nine-year-old greens and fairway mowers, which were traded out. The greens mowers maintain 3 acres of turf daily while the fairway mower grooms over 30 acres of turf 3-5 times a week. Twenty-three bunkers were edged and reshaped. Regularly scheduled sampling and testing of groundwater from seven monitoring wells are scheduled this spring.

One of three vertical pumps failed causing the 25-hp electric motor that runs it to burn out. We have replaced this pump with a 500 gmp pump and a 40-hp. motor that runs on a variable frequency drive. This state of the art drive system automatically fluctuates electrical usage with the demand of the pump. This is a great energy saving device and will prolong the life of the pump and motor components.

Safety of our users was a big concern for us this year. With the number of residents and guest playing in the heat of the summer, while being at risk of heart conditions, it was important to purchase and train the golf course employees on the use of an

AED. Presently six employees have been trained and certified in first aid and AED

September a lightning prediction system was installed. This system detects electric energy within a 15-mile radius. If there is activity within this range a distinct long horn blast is sounded warning the golfers to seek shelter immediately. OBF is the first municipal golf course on the Cape to have this very important warning system.

A web sit was launched last year. You can keep up on activities, tournament results, and new programs by going to www.obf.com. It contains all the pertinent information about the golf course including rates, directions, and fees.

NGF Audit:

A complete operational audit was conducted last year. According to the National Golf Foundation who performed the audit stated, "The NGF consultants were very impressed with the Professionalism with which the Olde Barnstable Fairgrounds G.C. is being operated. The Town is making every effort to provide the residents and visitors with a good golf experience at reasonable rates." NGF consultants also stated, "the data the consultants were provided revealed that the golf course operation has achieved financial success since it was opened in 1992."

Tournaments:

Member events are a big reason many residents join the club. Club Championships, Member/Member, and Member/Guest tournaments are the most popular. The Staff's tournament organization skills are second to none and participants are impressed by the professionalism in which the events are run. The management schedules events keeping in mind balancing outside play, maintenance of the golf course, and impact on member play.

Over these past 10 years we have hosted many quality golf tournaments and events. None as prestigious as this year U.S. Open Qualifier. The top two golfing events directed by the U.S.G.A. is the U.S. Amateur and the U.S. Open. Olde Barnstable Fairgrounds Golf Course was the host the 2002 U.S. Open Qualifier. Hosting these events is a testament to the hard working Staff that conditions the Course, services the customers, and builds relationships with this prestigious Association. No other Cape Municipal Golf Course has achieved this high standard and it is a privilege to be recognized as a golf course worthy of these events.

Charitable Events:

This year we hosted 4 charitable tournaments, events held awarded over \$20,000 for scholarships to Town of Barnstable students, and we contributed \$5,000 to the Barnstable Recreation Summer Camp Scholarship Fund. Each year the greens fees generated on "Camp Day" are donated to the fund.

This fund enables needy children in the Town to participate in the eight weeklong summer camp program offered through the Barnstable Recreation Division. We also provide many organizations with rounds of golf for charitable fundraisers

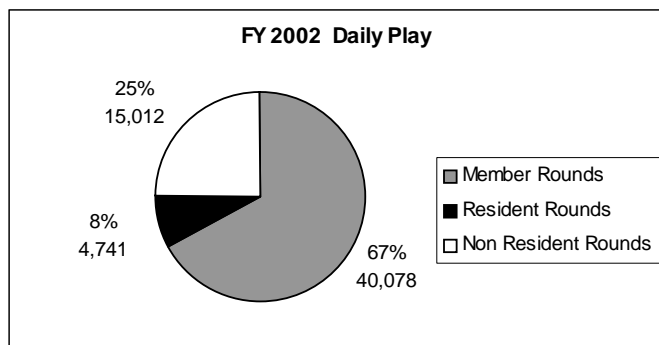
Olde Barnstable Fairgrounds Golf Course will continue to offer 6 dates to those who apply by the October Golf Committee meeting. Requests from Town of Barnstable charities/fund raisers will be considered first, and then consideration will be made to outside Organizations.

Junior Golf:

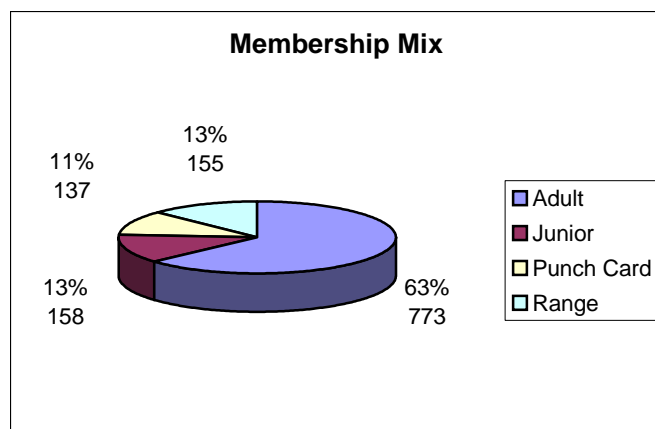
Olde Barnstable continues to value the importance our Junior Golf Program to the youth of Barnstable. Our Program is recognized as one of the best in New England. New junior members participate in a 5-session free golf clinic teaching them the rules, etiquette, and care of the golf course. A junior informational test is given to all juniors who have not reached their 14th birthday before they can play without adult supervision. The summer Junior Tour and scheduled club events round out the summer months.

Barnstable High School's girls and boys golf teams practice and play their matches at Olde Barnstable. The Golf Course is also made available to Cape Cod Academy and the Sturgis School's golf teams.

Daily Play:



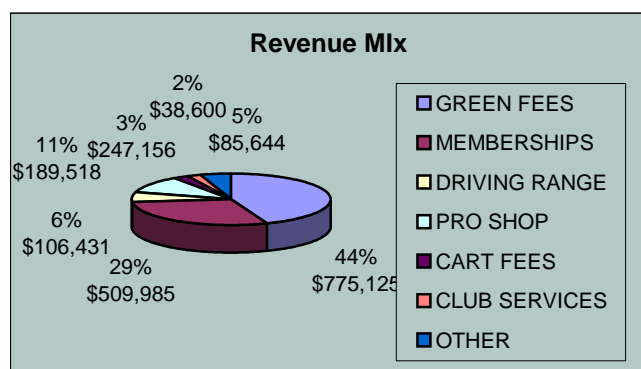
We recorded 59,832 rounds of golf. This was a 12% increase from 2001. Weather is always a major factor in rounds played and 2001-2 winter was exceptionally mild.



Cash Receipts:

Cash receipts in FY 2002 totaled \$1,952,458. This is a 5% increase over the prior year.

Since 1992 the Golf Enterprise Fund has paid down \$4,853,206 of debt service. The annual payment of the debt service will be increased to include a \$100,000 annual pay down of the cost of land.



The Staff deeply appreciates everyone's support; the Community, the Golf Advisory Committee, the

Membership Association, and especially David Curley, Director of Recreation, for their time and dedication.

In Conclusion:

Everyone here at Barnstable Recreation appreciate our fellow employees, our seasonal staff and our volunteers for their dedicated and caring efforts that produce quality and attractive recreational opportunities. Without those individuals, we would truly struggle to maintain the effectiveness and quality of our programs.

I also want to express my sincere appreciation to the full-time staff members for their faithful work ethic and sense of community spirit. The Recreation full-time staff goes that extra mile and genuinely cares about our participants, our activities and each other. We recognize the task of providing quality leisure opportunities to all. The teamwork and enthusiasm the Recreation staff demonstrates is something the Town and its Residents can and should be proud of. It is through their work and commitment to excellence that our Town and its Residents can be assured of receiving the very best possible activities and service.

Also, I want to thank the Barnstable Recreation Commission and Golf Committee for their assistance in delivering quality opportunities. The board members volunteer hundred of hours annually in overseeing and assisting with programs. The Board is able to bring to the table the community voice that is much needed with the decision making process. The Boards being so diverse allow for optimum discussion in producing attractive programming. I would also like to voice a special Thank You to former Chairman of the Recreation Commission, Steven Tenaglia, for years of outstanding service to the Town.

In closing, I want to be in partnership with all our Town residents and taxpayers. We are here to provide for you. The Recreation Division will provide positive experiences, which will enhance your quality of life here in the Town of Barnstable. My management style is: I want YOU to tell me what your recreational needs are, my door is always open, and I truly need to hear your suggestions, concerns, and constructive criticism so we may improve our delivery of service level to you and your family. To be the best, one needs to recognize there is always room for improvement and here at Barnstable Recreation we continue to make

programs more affordable, attractive, and accommodating. The Barnstable Recreation Division hopes you will take advantage of our offerings.

Respectfully Submitted,

David Curley, Director
Barnstable Recreation Division

SENIOR SERVICES DIVISION

The Senior Services Division, with a mission to improve the quality of life for those aging in our community could not do what it does without the ongoing support of the Town Council, Town Manager and Assistant Manager, and the good staff of every town department. We remain grateful for the expertise, assistance, and guidance provided to us by the compliment of town staff.

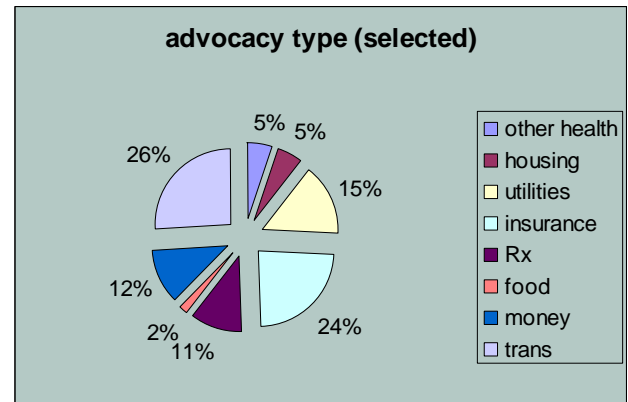
Through the concerted efforts of the Council on Aging, the Friends of the Barnstable Council on Aging, senior services staff and volunteers the Division has continued its forward motion, expanding opportunities for continued learning, health and wellness, and working harder than ever to insure that those elders struggling with health care coverage and the high cost of prescriptions are attended to in a timely and professional manner.

As the demographics reveal, the Town of Barnstable is home to the highest number of elders on Cape Cod, which as a region is home to some of the highest percentages of elders per capita in the country. What innovations we incorporate in Barnstable can serve as models for those around the state who will soon experience similar demographic shifts. Designing responses to the various array of issues, needs, and wishes of our elder population with limited resources demands the highest level of creativity and dedication on the part of the staff.

The Senior Center facility itself is more often at capacity than not, as an average of 400 elders a day seek out one or several of our services or activities. As we struggle to find room for all those that want to join us, we look forward to the planned expansion into the first floor as soon as is feasible.

Advocacy and Professional Services This past year has been particularly challenging for our advocacy professionals as the insurance and prescription drug

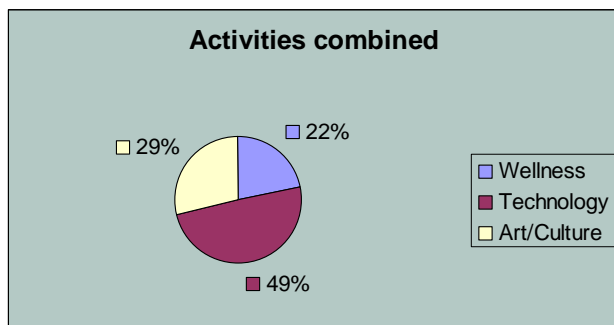
crisis deepened here on Cape Cod. With less than 2 full time staff we were able to provide case management services to 2,350 elders, saving them an incredible \$885,763 by accessing the right combination of benefit and insurance programs to meet their needs. These interventions have made the difference for many, many elders and their families and spared our community the costs serious crises would otherwise have wrought.



Our **Transportation Program** continues to provide accessible, escorted transportation services for medical appointments to elders throughout the town. We have maintained our anticipated service level, providing more then 500 elders with 5,500 rides this past year. Our program continues to meet this critical need in our community through the hard work of both paid and volunteer staff who, together, keep our vans on the road Monday through Friday from 8:00 am to 4:30 pm.

Our **Adult Social Day Program** is making positive and measurable contributions to those in our community caring for an aging loved one. Through this service elders recovering from illness or injury, or suffering from dementia receive the benefit of a structured day program whose activities are designed to strengthen their bodies, sharpen their minds, and lift their spirits. Those charged with their care at home receive much needed breaks from their care giving duties, rest, time to tend to their own needs, and benefit from our support and educational resources intended specifically for them. As statistics indicate those caring for an elder tend to pass away long before those they care for. Programs such as this are helping to turn that trend around, keeping families intact, safe, and at home for as long as possible. This past year our Adult Social Day Program provided 11,500 units of services to our community.

The Barnstable Senior Services Division has continued to expand upon the scope and number of **continued learning opportunities** at its facility on Route 28. Offering an average of 160 classes, lectures, and special events each semester, the Senior Center is a vibrant, busy, and extremely well-used resource.



Our **Wellness Activities**, which focus on health maintenance and disease management are recognized as an important key to successful aging. Activities in these areas include various fitness and specialized exercise programs, relaxation and strength training, health education, health screenings, and nutrition. **Cultural and educational** programs bring elders in to learn about a wide variety of topics through continued learning opportunities and numerous cultural events. Learning new skills, challenging one's mind, and interacting with others are key components of this aspect of our service delivery. Exploding in popularity, our **Technology/Computer** classes now represent nearly one half of the classes we offer. Through small group instruction elders are learning how to surf the web, take advantage of Internet email, master word programs, and much more. Our **Clubs and groups** offer opportunities for those with similar interests to gather at the Center for educational and social interaction. . Book groups, Ancient History and Current Events Discussion Groups, tennis, golf, computer, and travel clubs, walking groups, support groups, local elder advocacy groups such as AARP, and many others utilize the resources of the Center on a daily basis.

Our new on-site **Caregiver Respite Program** has found a large and receptive audience this year. Fully grant supported this important new program is successfully reaching elders and their families who had not yet identified a support system for themselves. Through this program caregivers are learning new skills and elders interacting with others

for short-term, facilitated periods of time. New sources of community funding have found their way to this program, insuring its continuation for the foreseeable future.

Under the Direction of Pat Murphy and Marston Daley, (past and current) President of the Council on Aging, in partnership with the Friends of the Barnstable Council on Aging under the leadership of David Ehart, and in conjunction with the Director of Senior Services, Jemma Lambert, work has continued this year to identify the funds necessary to complete the first floor of the Center. By reconvening the Building Committee, appropriate program space has been designed for the 8,500 square feet on the first floor of the facility, and an informational video on the Senior Center and its programs has been completed. The new space, as designed will offer several new and much need classrooms, a second large exercise space, a enhanced computer lab, a library/reading room, a health/exam room, and much more. As the Friends of the Barnstable Council on Aging move forward with the Capital Campaign to complete this exciting phase of the project, our community will be encouraged to join in on the effort.

Seeking ways to partner with our community to both share and gain knowledge, the Senior Services Division partnered with the High School again this year to both invite young people to assist at our Adult Social Day Program, and in supporting our computer lab. Working in partnership with our police and sheriffs departments, and under the leadership of Larry and Carol Sinclair, we have continued to work on projects to address the health and safety needs of elders in our community through TRIAD. Several staff persons at the center serve on numerous community boards and committees, insuring that Barnstable is well represented.

Staff at the Senior Services Division have worked diligently to discover ways to manage the continued growth in our programs and services. With an ever growing need and demand for information and services the Division has been challenged to discover ways to provide these services without a corresponding increase in staff. Heavy dependency on **volunteers** has helped make the difference for us, with some 12,750 hours of volunteer service with a dollar value of \$196, 222 being provided this past year alone. Without the help of these determined and dependable volunteers much of what we do would not be possible.

We remain grateful to the continued support of the Town Council, Town Management, and Town Departments for their unwavering support of our services and look forward to another productive year at the Senior Services Division.

MARINE AND ENVIRONMENTAL AFFAIRS DIVISION

The Marine and Environmental Affairs Division provides services intended to protect the safety of people and their vessels who use our waterways and waterside facilities, to provide for the protection, preservation, management, and enhancement of the Town's natural and wetland resources (including Sandy Neck); and to address animal control issues that threaten the health, welfare, and quality of life of our citizens.

As the Town continues to grow, limited funding and staffing make meeting the many divisional demands difficult. We do our best, however, through ongoing efforts with cross training, a capable staff, and working with various committees on a monthly basis discussing possible ways to improve the way we do business.

As noted in last year's report, changes were to happen, and they did - primarily related to the operations of Sandy Neck. The Division assumed the responsibility of managing all aspects of Sandy Neck - including the gatehouse and public beach (Bodfish Park) operations. A Park Manager was hired, whose responsibility is to oversee and coordinate all activities of this barrier beach. This has been a learning experience, with many challenges met and many to face. The transition process of this reorganization went fairly smoothly due to the hard work and cooperation of our and Recreation's clerical staff.

Reports of the individual programs areas are as follows:

HARBORMASTER PROGRAMS

It seems we hit all the weather extremes over the past year, and since writing my last annual report. The summer was hot and dry, leading to severe drought conditions. Then the rains came, and fortunately the damp weather lessened the conditions noted above. As winter approached, wind become abundant - with one storm after another. And as I write this report, (though in 2003) we are in the midst of a cold spell that is breaking all kinds of records.

While the number of boats around our harbors was high, there appeared to be less boating activity - despite the favorable summer conditions. Perhaps the economy? That being said, our marinas (both public and private) are at capacity, mooring areas are full, and the demand for mooring and dock space exceeds the supply. Our waiting lists have become quite large, causing us to close many of them. Presently there are 1,286 applicants on the mooring waiting lists, representing an increase of 310 names.

The fees for mooring permits were increased by a small amount (\$5.00 resident and \$10.00 non resident); and this in turn increased mooring revenue by \$17,715. Also approved in 2002, but to go in effect in 2003, is a fee to be placed (or remain) on a waiting list.

Listed below is a breakdown of mooring permits issued by general location:

<u>Location</u>	<u>No. Permits Issued</u>
Barnstable	273
Centerville River/East Bay	197
Cotuit	752
Hyannis	608
North Bay	268
Prince Cove	132
West Bay	197
Other	10
Total	2,437

This is an increase of 24 mooring permits being issued over the number issued in 2001.

Our pumpout boat, operating primarily in the 3 Bay area of Town, was launched on May 25th and hauled on October 13th. These dates reflect a season of 21 weeks. During this period, the pumpout boat performed 359 pumpouts, averaging 17 per week, and properly disposing of 5,455 gallons of waste.

Other items to note include: phase I of the Centerville River dredging project has been completed, a study has been authorized (and is near completion) to look at the shoaling problems in Hyannis Harbor, continuing work with the Three Bays Preservation Group concerning dredging needs in the area, and the recent (beginning of January, 2003) purchase of the Prince Cove Marina. Although the Town purchased the Marina, plans are to allow the present tenant of the marina to run it (at least through September 03).

Revenue collected in 2002 by the Harbormaster programs, according to divisional records and fee reports, was: \$104,835 from mooring permits; \$400,326 from marina operations and \$14,746 from ramp operations.

We want to thank the Waterways Committee for their continued help and guidance; the mooring designees, assistant harbormasters, the Police Department's Marine Patrol, concerned citizens, and the many volunteers who assist us. Also, a special thanks to Cy Nelson and Tom Hadley, for serving the Town well in their capacity as members of the Waterways Committee.

Lastly, it is with regret that I inform you of the passing of John Mitchell, our dockmaster of many years at Bismore Park. John was a valued employee and will be remembered for his big heart and sense of humor.

Respectfully submitted,

Daniel J. Horn
Director/Harbormaster

WATERWAYS COMMITTEE

2002 saw change in the makeup of the Waterways Committee with the resignations of co-chairman Cy Nelson and member Tom Hadley after years of dedicated service and valuable input to the many issues coming before this body.

We are fortunate to have Andy Castrenze, a Captain with Hy-line and Tom McKenzie, Manager of the marina for Massachusetts Maritime Academy join us with their years of experience in marine matters.

We note with sadness the passing of long time Hyannis Dockmaster John Mitchell. Mitch's devotion to his job and his management expertise at Bismore Park were legendary and will be difficult to replace.

The committee dealt with a number of projects this year with Centerville River dredging Phase I and the Prince Cove Marina purchase coming to fruition.

2002 saw a slight increase in mooring fees. The establishment of a \$5.00 mooring wait list fee was created.

All permits are in hand for the reconstruction of the Lewis Bay boat ramp and we continue to await a decision from the public access board as to how much funding they will provide for the project. It appears that the earliest work could begin in the Fall of 2004.

As always, we are thankful for the Harbormaster staff; Harbormaster Dan Horn, Mooring Officer Eric Shufelt and our secretary Jessica Stamaris for their guidance and assistance throughout the year.

Respectfully Submitted,

Dennis S. Sullivan, Chairman
Andrew J. Castrenze
Thomas P. McKenzie
Robert L. St. Peter
Carl F. Syriala

NATURAL RESOURCES

Town of Barnstable Shellfishery Annual Report: 2002

Total Recreational Permits

Resident	1329
Non-Resident	50
Senior Citizen	576
Duplicate	15
Senior Duplicate	7
Seasonal	13

Recreational Shellfishermen checked 1,684
Recreational Harvest
 Quahogs 166 bu.
 Soft Shell Clams 20 bu.
 Oysters 216 bu.
 Mussels 3 bu.
 (As checked by NRP officers, bushel = tote basket)

Total Commercial Licensed Individuals
 Master 50

Commercial Shellfishermen checked 200
Commercial Harvest
 Quahog 2,160 bu.
 Soft Shell Clam 303 bu.
 Scallop 75 bu.
 Mussels 588 bu.
 (94% response to catch reports, bushel = tote basket)

Shellfish Propagation

Quahog Seed Cultured by NRP

protected under nets:

<u>year class</u>	<u>amount</u>	<u>areas planted</u>
2002	333,000	West Bay

free planted:

<u>year class</u>	<u>amount</u>	<u>areas planted</u>
2001	245,000	Three Bay Area

Quahog Seed Cultured by Private Growers

protected under nets:

<u>year class</u>	<u>amount</u>	<u>areas planted</u>
2001	150,000	Barnstable Harbor

Quahogs Relayed

<u>Amount</u>	<u>Relay Area</u>
845 (50-70 lb.) bu.	West Bay Relay Area
451 (50-70 lb.) bu.	Cotuit Bay Relay Area
366 (50-70 lb.) bu.	Cordwood Landing Recreational Area

Oyster Seed Cultured by Public / Private Collaboration

free planted:

<u>year class</u>	<u>amount</u>	<u>area planted</u>
2002	>500,000 (est.)	Barnstable Harbor

Wetland Projects Reviewed / Surveyed 37/15

NATURAL RESOURCES PROGRAM

Natural Resources Officers were very busy at Sandy Neck in 2002. Piping Plovers were again the main focus from Mid-March through Mid-August. Approximately six and one half miles of symbolic fencing and rope were installed to protect Piping

Plover habitat. Natural Resource Officers trained the seasonal patrol staff at Sandy Neck on the proper way to monitor piping plovers, diamond back terrapins and perform general beach patrols. In late fall, Natural Resource Officers removed and stored all of the symbolic fencing that was installed in early Spring.

During 2002, Natural Resource Officers coordinated the reconstruction of benches and installed a roof over the handgun range. They aggressively patrolled the West Barnstable Conservation Area in four wheel drives and ATV's as dirt bikes are an ever increasing problem in the West Barnstable Conservation area and many other areas of town. Many staff hours are spent monitoring and enforcing current regulations relating to dirt bikes. The Massachusetts Environmental Police assists our staff often in an attempt to stop the recreational vehicle problems.

Again in 2002, a program established by Natural Resources Officers for raising Endangered Plymouth Red Bellied Turtles was a big hit. The program is promulgated in conjunction with the Massachusetts Fish & Wildlife office in Westboro, MA. The Officers gave several presentations and lectures to school children in Town and interacted with various groups and students from Barnstable High School and Boston College. Hopefully the program will continue with more and more students getting involved and benefiting from this program.

During 2002 consultants and Town staff were completing field work on a management plan for the Town Shooting range in compliance with new guidelines from the Massachusetts Department of Environmental Protection. The new Management Plan along with Department of Environmental Protection compliance should go a long way towards keeping the shooting range open for many years..

Most of the Town's herring runs were not opened during 2002 due to very low water conditions. The Marstons Mills run was open for a short period and some herring did get up. All herring runs were brushed and cleaned in case weather patterns changed. Two grants have been obtained to replace and improve the Marstons Mills Herring run near Middle Pond. Different environmental friendly options and materials are being considered to replace the current rotten wood.

Respectfully submitted,

Douglas M. Kalweit,
Supervisor Natural Resources

SHELLFISH PROGRAM

The Natural Resources Program (NRP) continues to involve federal, state and local agencies, the private and public sectors, educational institutions and concerned citizens to address issues related to shellfish and natural resource management, shellfish aquaculture, public health, and the protection and enhancement of the Town's coastal marine resources.

The NRP continues to institute educational field opportunities for high school and college students, interns, and volunteers to gain experience in coastal resource management and shellfish aquaculture. The NRP also continues to perform educational presentations pertaining to these topics at various schools and seminars. Also during 2002, the NRP continued to offer educational shellfishing expeditions for limited amounts of recreational shellfishermen in order to introduce and inform novices about shellfish resources and rudimentary harvesting techniques for selected species.

Barnstable County's "Americorps Cape Cod" has become an indispensable work force that is insuring the implementation of many community oriented shellfish propagation, natural resources, and environmental projects throughout Cape Cod. The NRP acquired the valuable participation of "Americorps Cape Cod" members during 2002. From November 2001 to August 2002, Americorps dedicated member Katie Kent assisted NRP staff with various shellfish propagation and environmentally related projects. We appreciate Katie and all Americorps members for their outstanding contribution to NRP services.

For a fifth year, the NRP and Aquacultural Research Corporation (ARC) of Dennis, MA, with assistance from the Town of Eastham's Natural Resources Department, Americorps Cape Cod and the Barnstable Association for Recreational Shellfishing (BARS) successfully completed a public / private collaborative shellfish propagation project, as they continued to create oyster populations in Barnstable Harbor using shellfish aquaculture techniques. Ecosystems are challenging to work with, and that fact was evident during 2002. The long drought of June and July was conducive to the proliferation of predatory oyster drills and their subsequent

onslaught on oyster populations in the harbor. This was a major cause of a diminished harvest of oysters during the Fall and Winter of 2002. 2002 oyster seed was planted in lower salinity areas instead of established high salinity subtidal oyster beds in order to counter certain predation. NRP plans to continue cultivating and planting significant amounts of oysters at various suitable oyster habitats in Barnstable Harbor during 2003 depending on the availability of funding and labor. The NRP and local recreational shellfishermen are indebted to ARC for their continued long term contribution to NRP oyster propagation projects and welcomes BARS to assist with the oyster nursery segment of future projects. The Southeast Massachusetts Aquaculture Center experimented with remote setting techniques at their hatchery facility and at Barnstable Harbor, and contributed their "oyster set" to the Town of Barnstable. The Town of Barnstable appreciates their efforts and is monitoring the set, which has been free planted in selected habitats, for long term survival.

Shellfish surveys, harvests and relays within the proposed site of the Centerville River Navigational Channel Maintenance Dredging Project were performed over an approximate 246 hour period between May 7, 2002 to June 28, 2002 and between September 20, 2002 and October 5, 2002 by Natural Resources staff and contracted hydraulic escalator harvester operators. Concerned volunteers even came out to gather up quahogs that were deposited, along with dredge materials, on Long Beach as pipeline dredging of the navigational channel occurred during late October 2002. An estimated 1,551 50-70 pound bushels of contaminated quahogs were harvested from portions of the project site. Barnstable County and the Massachusetts Division of Marine Fisheries funded the harvest and relay of approximately 111 50-70 pound bushels of quahogs from marginal vicinities and areas adjacent to the project site for a total yield of 1,662 50-70 pound bushels of quahogs from the river. These operations resulted in a total estimated harvest and relay of more than 1,070,000 quahogs from the river to Cotuit Bay and West Bay.

The Three Bays Preservation Group (TBPG) and the NRP continued to research and develop the culture of seed quahogs using an apparatus known as a *floating upweller system*. During the summer/fall of 2002 the Town of Barnstable received approx. 1,000,000 one mm quahog seed through a funded municipal shellfish enhancement program

administered by the Division of Marine Fisheries and Barnstable County. The quahog seed experienced an unexplained recurring mortality event during early July (These late spring / early summer seed mortality incidents are being researched by experts in the field to determine a cause). The surviving quahog seed was planted in selected bay bottom and covered with predator exclusion netting in order to continue the long term culturing process. Next summer/fall the seed will be harvested and broadcast throughout suitable quahog habitats located in the Three Bay Area for public shellfish resource enhancement purposes. Approximately 250,000 quahog seed from a 2001 year class was harvested and free planted at suitable quahog habitats located in the Three Bay Area during 2002. TBPG and NR seek to continue and expand the project next season. The NRP also procured 150,000 quahog seed from private suppliers during May of 2002 and planted them under predator exclusion netting at the Scudder Lane Recreational Shellfishing Area for long term growout.

The NRP along with the Massachusetts Division of Marine Fisheries (DMF) and the Army Corps of Engineers (ACOE) monitors and regulates private shellfish aquaculture operations of 51 licensees on 160 acres of allocated coastal marine environment within the Town. The NRP and the Geographical Information Systems Unit maintain databases of licensees and aquaculture sites. Endeavors in private shellfish aquaculture production are producing significant amounts of shellfish product, which are increasingly supplying the market demand for shellfish while alleviating the harvesting intensity on the public shellfish resource. 14 of the current 50 public resource commercial shellfishing permit holders also have a shellfish aquaculture license and culturing site.

Scallop harvests were sporadic in Lewis Bay, Hyannis Harbor, and the Town's Southside waters. Soft shell clams have not been as plentiful in Barnstable Harbor in traditional setting areas and the commercial and recreational yields are correspondingly low. A bountiful set of mussels occurred in various areas of Barnstable Harbor during 2001. The largest set of mussels in several years, set on Mussel Point and in the deep channels near the entrance of the Harbor. The mussels grew so quickly that commercial and recreational harvests ensued during 2002.

Again during 2002, pollution, overdevelopment, and loss of habitat consistently remain the most critical issues affecting the shellfishery. The equivalent of mainland sprawl has expanded to the waters of the Town. Over the last several years, the proliferation of private piers, dredging projects, moorings and associated development have arguably compromised the integrity and quality of the shellfish resource and habitats, particularly in the southside embayments of the Town. Increased point and non-point pollution and nutrient sources continue to increase the chance of further shellfish closures.

The NRP is grateful for the support and assistance of all those who have an interest in preserving, protecting and enhancing the Town's shellfishery and the quality of its marine resources. The NRP wishes to thank the Aquacultural Research Corporation, Town of Barnstable agencies, Three Bays Preservation Group, the Barnstable Association for Recreational Shellfishing, Americorps Cape Cod, the Shellfish Committee, the Southeast Massachusetts Aquaculture Center, Barnstable County Agencies, the Massachusetts Division of Marine Fisheries, Barnstable High School, the Upper Cape Technical Regional School, the Greater New Bedford Marine Farms, Robert Ashworth, Christopher Wood, Scott Laurie, Katie Kent, Stephanie Signs, John Hayes, Karen Hill, Andre Sampou, Jon Gorecki, Paul Wasilewski, Wayne Jaedtke, Jason Pratt, Bill Kohegan and all those agencies, volunteers and assistants, if not mentioned but appreciated, who contributed their efforts to undertake projects to preserve, enhance and progress the health and viability of the Town's shellfishery. The NRP wishes to express a special thanks the Barnstable County Sheriff's Office work-release program for the valuable labor, creative energy and extraordinary effort necessary to complete projects and expand NRP services.

Respectfully submitted,
Thomas A. Marcotti, Shellfish Biologist

Respectfully submitted,
Douglas M. Kalweit Supervisor, Natural Resources
SHELLFISH COMMITTEE

The Barnstable Shellfish Committee meets on the third Wednesday of every month at the Natural Resource Division building on Phinney's Lane. During the last year the Committee continued to work directly with the Natural Resource Division, as well as commercial and residential shellfish persons along with aquaculture license holders to help

enhance the shellfish resource for the entire Town. The Town continues to experience a reduction in sustainable shellfish habitat especially on the South-side and more particularly in and within the Three Bays. The lost habitat is evidenced by the closure of previously open shellfishing areas due to water quality and the actual loss of productive ocean bottom. The reduction appears to be the result of increased human encroachment in the form of docks and the associated scouring of productive ocean bottom by prop dredging, and failing septic systems. The Committee has been working with the NRD, and has sought input from commercial and family shellfish persons, and aquaculturists, to develop new ways to increase the propagation efforts throughout the Town. The Committee is concerned that, notwithstanding its efforts to enhance the shellfishery through propagation, the expected goals will not come to fruition due to habitat loss and degradation.

The Committee continues to be concerned with the loss of Town “ways to water” which are necessary to access Town’s waters whether for sailing, swimming, or shellfishing. The Committee is encouraged by the Town’s efforts to document, as best as possible, those “ways” but it is both time consuming and costly and the Committee would encourage Town residents to volunteer to assist the Town in those efforts. The Committee meetings are open to the public and the public is invited to attend and participate in the process.

Respectfully submitted,

Barbara Enos
Les Hemmila
Daniel Looney
Jacques Morin
Andre P. Sampou
Michael Trovato
Stuart W. Rapp, Chairman

SANDY NECK

The Natural Resources Staff and new Park Manager were very busy at Sandy Neck during 2002. Piping Plovers were again the main focus from Mid-March through Mid-August. Approximately six and one half miles of symbolic fencing and rope were installed to protect Piping Plover habitat. During 2002 there were 26 Piping Plover nests that required staff to install wire exclosures for the protection of

their nests and eggs from predation. The new connector trail installed on Sandy Neck between trails five and six (to relieve vehicle pressure on the front beach during tern and piping plover nesting times) was a useful and successful addition. The new trail is used by Beach Point cottage owners and users to access their cottages; the trail allows access by using the marsh trail to access the new trail eliminating front beach driving and escorts.

The department skipped the deer hunt this year; we can probably expect a lottery for the 2003 season.

Again the students of Barnstable High (Dr Auger’s class) assisted in collecting, marking, and gathering of biological information involving the distribution of Diamond Back Terrapins on Sandy Neck. The high school is also involved in a head start program for the juvenile Terrapins, some of which can be seen at MEA.

The long awaited management plan for Sandy Neck is scheduled for completion in January of 2003, along with new Orders of Conditions from the Conservation Commission regarding Off Road Vehicle use.

Overall it was a good recreational season, with ORV sticker sales and revenues up slightly from 2001.

This winter did see its share of dead marine mammals, mostly seals, which have been recorded in conjunction with the Marine Mammal Stranding Network.

Symbolic Fencing

Over six (6⁺) miles installed
1500 (+/-) posts (2x4) dug in
44,000 ft hemp rope
24 wire exclosures installed

Piping Plover Activity

Total Nests..... 26
Total pairs..... 26
Number of Eggs..... 93
Eggs Hatched 59
Chicks Fledged..... 57

Diamondback Terrapin Activity

42 nests located
26 adult females encountered (20 recaptured, 6 new)
overall nest predation 37 out of 42,
hatchlings recovered for head start 60

Deer Hunt

No hunt conducted this year.

Citations

Citations issued..... 29
Verbal and/or written warnings..... 113+

Pheasants Released

Estimated @ 204

Off Road Vehicle Permits

Barnstable Resident..... 726
Sandwich Resident..... 392
Non Resident..... 824
Number of camping nights..... 3349
Number of day trips..... 6700

Escorts (on and & off)

June..... 61
July..... 127
August 12
Two special (one time use) trail permits issued (early
morn. or late night travel)
Missed Escorts 3

Respectfully submitted,

Kenneth Alfieri,
Sandy Neck Park Manager

ANIMAL CONTROL PROGRAM

Animal Control Officers (ACOs) provide a number of different and varied services to the citizens and visitors of Barnstable. In addition to calls regarding domestic animals (dogs, cats, horses and other type pets) we were called upon to respond to wildlife issues as wildlife concerns / complaints continue to grow. We are constantly asked about the population of coyotes and their living habits. This year, Animal Control Officers (in conjunction with the Board of Health) received the duties and responsibilities of

Animal Inspectors. Animal Control handles all quarantines of biting animals and submit samples to the State Lab for rabies testing when and as necessary while the Health Dept. handles all barn related inspections and animal counts.

Short staffed this year, Animal Control was on duty an average of 40 hours per week as compared to last year's high of 96 hours. However, in December, we were able to hire Brian Everett as our part-time Animal Control Officer to allow for coverage on the weekends and during holidays.

On a personal note, I continued to have the honor of serving on the Board of Directors of the New England Animal Control Officers Academy as their Secretary. The academy is dedicated to the training of Animal Control and Humane Officers. The weeklong academy program is co-sponsored and held on the campus of UNH in New Hampshire.

Service calls	3482
this includes 348 wildlife calls	
Dogs impounded / claimed	137
Dogs impounded & not claimed	38
Dog adoptions	5
Cats impounded	2
Dog bites reported	62
Cat bites reported	8
Other animal bites	8
Rabies incidents / test requests	9
Dogs / Cats quarantined due to bites / scratching humans or other animals	70
Dogs / Cats quarantined due to wounds of unknown origin	8
Verbal Warnings issued	348

Animal impound fees	\$4,720.00
Citations issued / 101	\$5,115.00
Total	\$9,835.00

Respectfully submitted,

Charles Lewis,
Senior Animal Control Officer

LOCAL CULTURAL COUNCIL OF BARNSTABLE - A DIVISION OF THE MASS CULTURAL COUNCIL

The Local Cultural Council of Barnstable (LCC) is comprised of community members appointed by the Town Council, and is responsible directly to the Mass Cultural Council (MCC). The LCC's primary function is to "regrant" and distribute Barnstable's share of the state revenues that have been assigned by the state legislature to further the Arts and Humanities of Massachusetts's communities at the grass roots level. Each year Barnstable receives from the state its designated portion of the MCC's budget, the specific amount of which is based on population. The LCC then "regrants" Barnstable's portion of the state funds through smaller awards to individuals and organizations that have submitted grant requests which the council has reviewed, assessed, and determined meet the state mandated necessary requirements and in some way benefit the cultural life of greater Barnstable and Cape Cod.

This year, because of the severity of state wide budget cuts, Barnstable's portion of state funds designated for the Arts/Humanities is only \$3670 as opposed to \$9920 last year. The Barnstable LCC received 25 grant requests from individuals and organizations encompassing a range of project categories including fine art, sculpture, music, opera, theater, and writing among others. The council also received 1 "Pass Grant" request from an area school. The Barnstable LCC awarded 12 individual/organization requests in a variety of categories, and did not grant the "Pass Grant" request, thus completely distributing the state's funding allotment through regranteeing.

The active members of the 2002/2003 Barnstable Cultural Council are: Patricia Austin, Chairperson; Alice Owen Williams, Secretary; Patricia Andres, Treasurer; Shirley Flynn, Patricia Kelly, Gordon Jones, and Joline Diehl, with Margaret Lambert as a non-voting member. The town appointed council is all volunteer.

Beyond our primary regranteeing function, the duties of the LCC can include the creation of programs and festivals that enhance and support the Arts and Humanities in Barnstable and the greater Cape communities, including fund raisers, education programs, public art exhibitions and experiences, theater programs, etc. We have published a brochure detailing our function and processes to aid

people interested in submitting grant requests. The brochure is available in Town Hall, most Barnstable libraries, and the Guyer Barn Gallery

Two years ago, the LCC of Barnstable submitted its own grant request to the MCC on behalf of the Guyer Barn Gallery and Arts Center in Hyannis which the Town of Barnstable has placed under the LCC's umbrella. We requested that \$7000 dollars of our funds which had accumulated over past years be used for the purpose of building a studio addition to the existing historic barn structure. Our request was supported by the Barnstable Historic Commission/Hyannis Historic Waterfront Commission, the Town Manager's office, a host of local artists, artisans, and community members, and was approved by the MCC. The project also received matching funds from other sources. Pat Curcio, Director of the Guyer Barn Gallery, coordinated and oversaw all work on the project. The basic structure of the addition has been built, and is already a vital part of the Guyer Barn's programs.

GUYER BARN GALLERY & ARTS CENTER

Pat Curcio, Director

Year 2002 report: Summer Schedule – the season opened on April 7 with the Dedication ceremony of the new Studio/Workshop addition officiated by Town Council Member, Roy Richardson. The studio/workshop addition to the Barn is now complete and has been paid for entirely by grants and donations. The season of weekly art shows officially closed on December 21st. The Gift Shop is bringing in further revenue. This year, new heating was installed in the studio addition, the driveway was paved, and new outside steps were constructed coordinated by Tom Mullen, Director of Barnstable's DPW, prior to his retirement. The Gallery also donated the Barnstable High School Senior Art Show and Nauset Workshop Artists Show.

FINANCE

PROPERTY MANAGEMENT DIVISION

The Property Management Division is broken up into two distinct sections. While each section has a set of distinct functions, a number of projects this year have required the combination of skills from both sections.

PROCUREMENT

The Procurement section of the Property Management Division continues to support all Town Departments and Divisions as well as the School Department and enterprise operations. By offering support in bids, contract generation, sourcing information, and access to State Contracts, this section ensures that funds are spent in the most cost effective means possible. This office also ensures Town compliance with the Purchasing laws of the Commonwealth of Massachusetts.

Over the past year, the responsibilities of the procurement personnel have continued to evolve into a multidimensional approach to municipal purchasing. Cost effective purchasing and contracting has resulted in departments and divisions gaining a greater reliance on the expertise offered by this division, and the increasing involvement with the schools and the enterprise accounts has been well worth the effort. The results have been an improved and efficient bid process, a positive relationship with State entities such the Inspector General's office, and numerous occasions where the upfront work on bids and RFP's has resulted in savings of both time and money to other departments.

In addition, the ability to source products and solutions to problems coupled with the wide variety of departments and divisions served, has allowed this section to become a valuable source of information. Recommendations on office equipment, involvement with the Green Team, and also direct involvement in major projects such as the Wequaquet Sewer design RFP has further developed the breadth of this sections involvement in every day Town and School activities.

ASSET MANAGEMENT

The Asset Management section of the Property Management Division has a number of diverse yet related responsibilities with the common component being Town owned property and equipment.

Whether leasing property, maintaining an accurate inventory, selling and buying property, or making sure that Town owned assets are properly insured, the focus continues to be Real Property transactions. While the most visible function of this section over the past year has been our involvement in the difficult renegotiation of leases for certain Town properties include the Sandy Neck Cottages and at

the Lombard Trust, it has been a primary focus of this section to actively pursue property issues and to support other divisions in this regard.

It has also been the objective of this section to maintain the listing and recording of all Town owned properties for the purposes of proper management. Included in the accomplishments of this section has been an effort to continue to assist the public in answers to Town Property questions. These include questions on ways to water, Town memorials, other Town leases, and determination of abutter and ownership questions on Town owned parcels. Finally, section activities include providing open space support and effectively working with other Town and State land ownership entities such as Barnstable Land Trust, the West Barnstable Civic Association, and the Department of Environmental Protection, to name a few.

An important aspect of the Asset Management section includes the responsibility for managing the Insurance casualty and liability coverage's for Town workers and Assets. The responsibilities under this heading include specialty insurance for airport and Police, General liability insurance for Town/School and Workers Compensation Reinsurance, as well as property casualty coverage's.

Of specific note, the renewal process this past year was especially difficult due to the destabilization of the insurance market due to a number of factors including the terrorist attacks, numerous failed insurance companies, a poorly performing stock market and an increase in product liability settlements involving, amongst other things, asbestos claims and household mold. The sudden and unexpected failure of the underwriting insurance company used by over 150 different Massachusetts municipalities in April, made the competition for an underwriter to insure the Town for 2002-2003 that much more difficult.

Respectfully Submitted,

David W. Anthony, Chief Procurement Officer

TREASURY DIVISION

Treasurer's Cash

1 July 2001	\$80,215,397.53
Cash Receipts	160,626,113.21
Earnings on Investments	1,113,519.36
Cash Disbursed	(154,984,923.41)
30 June 2002	\$86,970,106.69

Note: This report includes all cash in all funds. The Town of Barnstable practices a cash management concept that pools most cash from most funds to maximize earnings and reduce account maintenance. The general ledger of the town, therefore, is the controlling document in determining various fund balances. At monthly intervals, treasurer's cash is reconciled to the general ledger. Due to "start of year" and "end of year" timing issues, there are reconciling differences (audited) between treasurer's cash and cash as reflected in the Town's financial statements.

In addition to managing the cash assets of the town, the treasurer's office is also tasked with producing the weekly town payroll and consolidating the school payroll for funding and tax reporting purposes. Additionally, the office issues and services debt and collects unpaid, lien, real estate taxes (\$1,073,769 in FY02). We also provide support for the Barnstable Elderly and Disabled Taxation Aid Committee and the Trust Fund Advisory Committee. Our able and attentive staff remains sensitive to the importance of providing first rate service to our customers who include the general public as well as the various town departments and their employees. By remaining attentive to sound investment opportunities, aggressively pursuing delinquent taxes, and refinancing debt when market opportunities exist, the treasurer's office aims to contribute positively to the Town's financial position.

Respectfully submitted,

Jeffrey A. Cannon
Treasurer

ASSESSING DIVISION

The staff has spent the past year performing its normal functions with the specter of next year's recertification looming on the horizon. Following the last certification in FY 2001, the Department of Revenue instructed us to make a change to our method of assigning land valuation neighborhoods. The previous method, although producing acceptable assessment values, was not conducive to a thorough mass appraisal analysis. This resulted in the DOR having to spend more time than necessary reviewing our proposed values before it could certify them as being acceptable. These changes will require extensive data entry to our existing database. We must change the neighborhood designation on every one of our over 29,000 real estate parcels! Although this project has been extremely time consuming and labor intensive, the changes, once completed, will allow us to produce assessments which will be fairer and more equitable than in the past.

On the subject of the Recertification process, history has shown that there are extensive changes in assessed values during every Recertification year. This time should prove no exception. The FY 2004 values will be based on sales that took place in 2002. The FY 2003 values are still based on the sales that occurred in 1999. It is common knowledge that there was a significant surge in the value of real estate from 2000 to 2002. In fact, according to the Banker & Tradesman, a periodical which tracks real estate sales, the average sale price in 2002 for real estate in Barnstable is over 12 percent higher than 2001 sales. Similar increases occurred from 2000 to 2001 and from 1999 to 2000. State law mandates that the Board of Assessors must assess all property at 100 percent of its full and fair cash value on an annual basis. The past policy has been to make changes to the assessments only during a recertification year, unless there were changes to a property due to construction. Starting next year, our goal is to analyze sales and make changes to our assessments on an annual basis. This would eliminate the "sticker shock" the taxpayer gets when a value is only changed once every three years and keep our assessments more current.

On October 21, 2002, the FY 2003 tax bills were issued. These bills consisted of 29,076 real estate tax bills with a total levy of \$68,822,612 and 6,814 personal property tax bills with a total levy of \$1,768,278. New construction for the year resulted

in an increase in the value of the Residential Class by \$113,000,000 and to the Commercial Class by \$16,375,000. Total new taxes added to the levy limit as a result of this new growth were \$1,472,823. The Division also issued 55,852 motor vehicle excise tax bills with a total tax levy of \$5,485,439. Although these are large amounts, they represent a four percent decrease in the number of bills and a one percent decrease in the overall excise tax levy from last year.

Our cyclical inspection program put in place to ensure that each property is being accurately described and thus accurately assessed, continued throughout the year with the Department conducting 3,624 inspections. In addition, we also conducted 1,534 inspections of properties for which building permits had been issued.

Jeremy Gilmore was again reappointed to the Board of Assessors. Ms. Carol Horgan was elected Chairperson, and William Garreffi was elected Secretary to the Board. Janice Semprini was again appointed Clerk to the Board.

On a personal note, I would like to express my pleasure at having been appointed to the Director's position this past June. I consider it an honor to have been chosen for what I consider the most demanding and most satisfying Assessing position in Massachusetts. Since my arrival, I have instituted a number of policy changes and procedures to the staff. In many instances, these changes were based on my personal preference, not on an operational necessity. I would like to offer my sincere gratitude to the Board and particularly to the members of the staff for their friendly welcome and the spirit of cooperation they have exhibited.

Respectfully submitted,
Paul A. Matheson, III, Director of Assessing

Board of Assessors
Carol Horgan, Chairperson
William T. Garreffi, Secretary
Jeremy F. Gilmore, Board Member

FINANCE DIRECTOR

Fiscal year 2002 was one of the most challenging years for the Finance Department. The Governmental Accounting Standards Board (GASB) issued new requirements that materially changed the way state and local governments must report their financial information. This pronouncement included a significant change in financial statement presentation and the requirement to inventory all fixed assets at historical cost and applying depreciation to those assets in a manner similar to the private business sector. Barnstable was one of only 20 communities in the State that had to comply with these new requirements in fiscal year 2002.

These requirements necessitated the need to create an additional set of financial records that the town must keep in addition to the format required by the Massachusetts Department of Revenue. Major differences exist between the two so the Town must maintain a financial record keeping system that allows both accounting methods to be followed. The financial statements included on the following pages represent the formats required by the Commonwealth of Massachusetts and not GASB Statement number 34.

For the first time in the history of Town the Finance Department has prepared a Comprehensive Annual Financial Report (CAFR) for the fiscal year ended June 30, 2002. This report will be published as a separate document and is not included as part of this annual report. The CAFR has been audited by a firm of independent certified public accountants and is scheduled to be released in January 2003. This report includes all of the new accounting and financial reporting requirements of GASB Statement number 34.

In fiscal year 2002 the Town received the "Distinguished Budget Presentation Award" from the Government Finance Officer's Association (GFOA). The GFOA is an organization made up of over 14,000 finance professionals from the United States and Canada. This was the first such award for the Town. The GFOA also has an awards program for the CAFR. The Town will be submitting its fiscal year 2002 CAFR to the GFOA for this award.

The following pages include the financial statements for the Town of Barnstable on June 30, 2002 and for the year then ended. Selected highlights regarding

the Town's financial operations include the following:

- Total assets increased from \$460 million to \$486 million. The increase is mainly attributable to an increase in fixed assets and cash balances.
- Total liabilities increased from \$140 million to \$143 million mainly attributable to the issuance of new debt.
- Total fund equity increased from \$320 million to \$343 million. Again, this is mainly attributable to the Town's increased investment in fixed assets.
- All funds, except for the General Fund experienced growth in fund balance for the year. The general fund reduction was a result of \$3 million being transferred into the Town's Capital Trust Fund.
- All appropriated funds including the General Fund and various Enterprise Funds experienced a favorable variance from actual operations compared to budgeted amounts. Although the General Fund had a revenue deficit the amount of unexpended appropriations exceeded the deficit resulting in a positive variance.
- The Town received a total of \$23 million in federal and state grant revenue.
- The Town issued \$24 million in new debt. \$15 million was for land bank acquisitions that will be paid back with surtaxes on real estate and not funds that can be used for other municipal purposes.
- \$15 million of existing debt was refinanced at lower interest rates resulting in \$850,000 of savings over the next several years.
- The Town had 157 special revenue and 134 capital project funds proceeding in fiscal year 2002.

In summary I would like to thank the entire staff of the Finance Department for meeting the additional challenges placed on them this past year. Their continued efforts have allowed the Town to achieve a new level of financial accountability.

Respectfully submitted,

Mark A. Milne, C.P.A.
Finance Director

TOWN OF BARNSTABLE, MASSACHUSETTS
Combined Balance Sheet - All Funds and Account Groups
On June 30, 2002
(Unaudited)

	Governmental Fund Types			Proprietary	Fiduciary	Account Groups		Total
	General	Special	Capital	Fund Types	Fund Types	General	General	(Memorandum
<u>ASSETS</u>		Revenue	Project	Enterprise	Trust and	Long-term	Fixed Assets	Only)
					Agency	Obligations		
Cash and investments	\$ 20,421,433	\$ 9,116,048	\$ 11,173,016	\$ 24,384,463	\$ 26,048,903			\$ 91,143,863
Receivables:								
Property taxes	2,574,254	74,958	-	-	-			2,649,212
Tax liens and foreclosures	2,222,463	-	-	-	-			2,222,463
Excises	924,002	-	-	-	-			924,002
Utility charges	-	-	-	514,457	-			514,457
Special assessments	-	1,046,105	-	1,383,498	-			2,429,603
Departmental	44,145	-	-	72,802	254,075			371,022
Other receivables	1,667	-	18,528	-	-			20,195
Due from other funds	1,366,665	-	-	-	-			1,366,665
Due from other governments	279,743	-	-	1,076,709	-			1,356,452
Notes receivable	-	-	-	-	15,522			15,522
Inventory	-	-	-	116,402	-			116,402
Fixed assets, net of accumulated depreciation	-	-	-	68,112,120	-		211,385,889	279,498,009
Amounts to be provided - payment of bonds	-	15,139,007	-	-	-	88,579,764		103,718,771
Total Assets	<u>\$ 27,834,372</u>	<u>\$ 25,376,119</u>	<u>\$ 11,191,544</u>	<u>\$ 95,660,450</u>	<u>\$ 26,318,500</u>	<u>\$ 88,579,764</u>	<u>\$ 211,385,889</u>	<u>\$ 486,346,637</u>
<u>LIABILITIES AND FUND EQUITY</u>								
Liabilities:								
Deferred revenue	\$ 5,692,191	\$ 1,121,063	\$ -	\$ 2,278,943	\$ -			\$ 9,092,198
Tax refunds payable	1,395,193	-	-	-	-			1,395,193
Accounts payable	530,016	74,663	25,736	35,210	-			665,626
Accrued payroll and withholdings	4,025,730	159,202	4,968	74,061	23,640			4,287,600
Due to other funds	-	-	-	1,366,665	-			1,366,665
Other liabilities	43,970	-	-	1,750,635	477,556			2,272,161
Notes payable	475,009	-	-	-	-			475,009
Bonds payable	-	15,139,007	-	20,004,225	-	88,579,764		123,722,996
Vacation and sick leave liability	223,213	-	-	-	-			223,213
Total Liabilities	<u>12,385,323</u>	<u>16,493,936</u>	<u>30,704</u>	<u>25,509,739</u>	<u>501,196</u>	<u>88,579,764</u>	<u>-</u>	<u>143,500,662</u>
Fund Equity:								
Reserved for encumbrances	2,295,224	724,258	4,641,378	3,148,160	24,353			10,833,373
Reserved for expenditures	3,420,192	-	-	943,093	-			4,363,285
Reserved for continuing appropriations	-	-	-	2,380,484	-			2,380,484
Reserved for appropriation deficit	(76,458)	-	-	-	-			(76,458)
Reserved for endowments	-	-	-	-	9,967,266			9,967,266
Unreserved, undesignated	9,652,474	8,157,925	6,519,462	-	15,825,685			40,155,546
Contributed capital	-	-	-	38,554,770	-			38,554,770
Unreserved retained earnings	-	-	-	25,124,204	-			25,124,204
Investment in general fixed assets	-	-	-	-	-		211,385,889	211,385,889
Reserved for over/under assessments	157,616	-	-	-	-			157,616
Total Fund Equity	<u>15,449,049</u>	<u>8,882,183</u>	<u>11,160,840</u>	<u>70,150,711</u>	<u>25,817,304</u>	<u>-</u>	<u>211,385,889</u>	<u>342,845,975</u>
Total Liabilities and Fund Equity	<u>\$ 27,834,372</u>	<u>\$ 25,376,119</u>	<u>\$ 11,191,544</u>	<u>\$ 95,660,450</u>	<u>\$ 26,318,500</u>	<u>\$ 88,579,764</u>	<u>\$ 211,385,889</u>	<u>\$ 486,346,637</u>

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Balance Sheet - All Special Revenue Funds
On June 30, 2002
(Unaudited)

	Town Revolving Funds	School Revolving Funds	Town Grants	School Grants	Other Restricted	Total
<u>ASSETS</u>						
Cash and investments	\$ 643,912	\$ 514,046	\$ 1,163,867	\$ 663,905	\$ 6,130,319	\$ 9,116,048
Receivables:						
Property surtax					74,958	74,958
Special assessments			315,036		731,069	1,046,105
Amounts to be provided - payment of bonds					15,139,007	15,139,007
Total Assets	\$ 643,912	\$ 514,046	\$ 1,478,902	\$ 663,905	\$ 22,075,354	\$ 25,376,119
<u>LIABILITIES AND FUND EQUITY</u>						
Liabilities:						
Deferred revenue			\$ 315,036		\$ 806,028	\$ 1,121,063
Accounts payable	\$ 17	\$ 3,294	15,069	\$ 56,284		74,663
Accrued payroll and withholdings	19,566	15,209	5,380	119,047		159,202
Bonds payable					15,139,007	15,139,007
Total Liabilities	19,583	18,503	335,484	175,331	15,945,035	16,493,936
Fund Equity:						
Reserved for encumbrances	37,659	58,752	460,979	138,430	28,439	724,258
Unreserved, undesignated	586,670	436,791	682,439	350,144	6,101,880	8,157,925
Total Fund Equity	624,329	495,543	1,143,418	488,574	6,130,319	8,882,183
Total Liabilities and Fund Equity	\$ 643,912	\$ 514,046	\$ 1,478,902	\$ 663,905	\$ 22,075,354	\$ 25,376,119

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Balance Sheet - Enterprise Funds
On June 30, 2002
(Unaudited)

	<u>ASSETS</u>				
	Airport	Golf	Solid Waste	Water Pollution Control	Total
Cash and investments	\$ 5,442,402	\$ 1,146,975	\$ 7,449,042	\$ 10,346,044	\$ 24,384,463
Receivables:					
Utility charges	-	-	-	514,457	514,457
Special assessments	-	-	-	1,383,498	1,383,498
Departmental	72,802	-	-	-	72,802
Due from other governments	1,076,709	-	-	-	1,076,709
Inventory	18,480	97,922	-	-	116,402
Fixed assets, net of accumulated depreciation	30,482,101	5,923,021	4,393,135	27,313,863	68,112,120
Total Assets	<u>\$ 37,092,494</u>	<u>\$ 7,167,918</u>	<u>\$ 11,842,177</u>	<u>\$ 39,557,861</u>	<u>\$ 95,660,450</u>
 <u>LIABILITIES AND FUND EQUITY</u>					
Liabilities:					
Deferred revenue	\$ -	\$ 380,989	\$ -	\$ 1,897,955	\$ 2,278,943
Accounts payable	-	3,914	31,296	-	35,210
Accrued payroll and withholdings	29,754	19,284	9,347	15,676	74,061
Due to other funds	-	1,366,665	-	-	1,366,665
Other liabilities	-	-	1,750,000	635	1,750,635
Bonds payable	-	1,842,050	6,092,733	12,069,442	20,004,225
Total Liabilities	<u>29,754</u>	<u>3,612,902</u>	<u>7,883,375</u>	<u>13,983,708</u>	<u>25,509,739</u>
Fund Equity:					
Reserved for encumbrances	1,168,570	50,906	124,817	1,803,867	3,148,160
Reserved for expenditures	620,000	-	323,093	-	943,093
Reserved for continuing appropriations	1,258,283	-	-	1,122,201	2,380,484
Contributed capital	21,494,674	1,133,335	2,567,450	13,359,311	38,554,770
Unreserved retained earnings	12,521,212	2,370,775	943,441	9,288,775	25,124,204
Total Fund Equity	<u>37,062,739</u>	<u>3,555,016</u>	<u>3,958,801</u>	<u>25,574,154</u>	<u>70,150,711</u>
Total Liabilities and Fund Equity	<u>\$ 37,092,494</u>	<u>\$ 7,167,918</u>	<u>\$ 11,842,177</u>	<u>\$ 39,557,861</u>	<u>\$ 95,660,450</u>

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Statement of Revenues, Expenditures and Changes in Fund Balance
All Governmental Funds and Similar Trust Funds
For the Fiscal Year Ended June 30, 2002
(Unaudited)

	General Fund	Special Revenue Fund	Capital Projects Fund	Fiduciary Fund Type Expendable Trust	Total (Memorandum Only)
Revenues:					
Real estate and personal property taxes	\$ 67,574,085	\$ 2,009,794			\$ 69,583,879
Motor vehicle boat and other excise	5,544,328	-			5,544,328
Hotel/motel tax	1,640,225	-			1,640,225
Charges for services	1,296,654	-			1,296,654
Penalties and interest on taxes	794,796	-			794,796
Fees and rentals	1,257,338	4,033,490			5,290,828
Intergovernmental	15,451,359	7,034,164	\$ 501,958		22,987,481
Licenses and permits	1,313,835	-			1,313,835
Investment income	1,120,047	-		\$ 636,714	1,756,761
Departmental and other revenue	520,704	631,340	50,944	5,597	1,208,586
Gifts and contributions	-	462,107	1,000	19,704	482,811
Total Revenues	<u>96,513,373</u>	<u>14,170,895</u>	<u>553,902</u>	<u>662,015</u>	<u>111,900,185</u>
Expenditures:					
General government	5,492,768	378,896	414,635	68,680	6,354,979
Public safety	8,370,006	855,750	11,407	6,881	9,244,043
Education	50,085,756	8,098,592	905,931		59,090,280
Public works	6,521,051	77,678	3,973,494		10,572,223
Regulatory Services	1,754,477	11,344,698	223,041		13,322,216
Community services	2,421,146	1,061,791	37,503	7,457	3,527,897
Debt service	12,814,855	-			12,814,855
Grants	1,313,628	-			1,313,628
State and county assessments	2,517,882	-			2,517,882
Fixed costs	4,940,628	-			4,940,628
Total Expenditures	<u>96,232,197</u>	<u>21,817,405</u>	<u>5,566,010</u>	<u>83,018</u>	<u>123,698,631</u>
Excess (deficiency) of revenues over expenditures	<u>281,176</u>	<u>(7,646,510)</u>	<u>(5,012,108)</u>	<u>578,997</u>	<u>(11,798,446)</u>
Other Financing Sources (Uses):					
Proceeds from bonds	-	15,103,007	9,126,000		24,229,007
Operating transfers in	6,054,577	18,066	2,487,000	7,617,480	16,177,123
Operating transfers (out)	(7,413,066)	(444,154)	(32,523)	(7,354,294)	(15,244,038)
Total Other Financing Sources (Uses)	<u>(1,358,490)</u>	<u>14,676,919</u>	<u>11,580,477</u>	<u>263,186</u>	<u>25,162,092</u>
Excess of revenues and other sources over expenditures and other uses	<u>(1,077,314)</u>	<u>7,030,408</u>	<u>6,568,368</u>	<u>842,183</u>	<u>13,363,647</u>
Fund Balance, July 1, 2001	<u>16,526,363</u>	<u>1,851,774</u>	<u>4,592,471</u>	<u>14,983,501</u>	<u>37,954,109</u>
Fund Balance, June 30, 2002	<u>\$ 15,449,049</u>	<u>\$ 8,882,183</u>	<u>\$ 11,160,840</u>	<u>\$ 15,825,684</u>	<u>\$ 51,317,756</u>

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Statement of Revenues, Expenses and Changes in Fund Equity
Proprietary and Nonexpendable Trust Funds
For the Fiscal Year Ended June 30, 2002
(Unaudited)

	Proprietary Fund	Fiduciary Fund	
	Enterprise	Nonexpendable Trust Fund	Total
Operating revenues:			
Charges for services	\$ 11,720,603		\$ 11,720,603
Intergovernmental	821,861		821,861
Departmental and other revenue	-	\$ 175,708	175,708
Total Revenues	<u>12,542,464</u>	<u>175,708</u>	<u>12,718,172</u>
Operating expenses:			
Salaries, wages and fringe benefits	2,780,728		2,780,728
Materials	1,946,775		1,946,775
Utilities	547,840		547,840
Depreciation	1,366,162		1,366,162
Repairs and maintenance	1,090,143		1,090,143
Transfer station operation	332,498		332,498
Other	639,795	188,137	827,932
Total Expenditures	<u>8,703,941</u>	<u>188,137</u>	<u>8,892,078</u>
Operating income (loss)	<u>3,838,523</u>	<u>(12,429)</u>	<u>3,826,094</u>
Nonoperating revenue (expense):			
Investment income	525,278	(32,197)	493,081
Interest expense	(337,366)		(337,366)
Gain on sale of equipment	-		-
Total nonoperating revenue (expense)	<u>187,912</u>	<u>(32,197)</u>	<u>155,715</u>
Income before operating transfers	4,026,435	(44,626)	3,981,809
Operating transfers (net)	<u>(933,085)</u>	<u>-</u>	<u>(933,085)</u>
Net income (loss)	3,093,350	(44,626)	3,048,724
Fund Equity, July 1, 2001	67,310,001	10,036,245	77,346,246
Adjustment to opening fund balance for refunded debt	<u>(252,640)</u>	<u>-</u>	<u>(252,640)</u>
Fund Equity, June 30, 2002	<u>\$ 70,150,711</u>	<u>\$ 9,991,619</u>	<u>\$ 80,142,330</u>

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Statement of Revenues, Expenses and Changes in Fund Equity
All Enterprise Funds
For the Fiscal Year Ended June 30, 2002
(Unaudited)

	Airport	Golf	Solid Waste	Water Pollution Control	Total
Operating revenues:					
Charges for services	\$ 4,381,469	\$ 1,886,610	\$ 1,780,491	\$ 3,672,034	\$ 11,720,603
Intergovernmental	548,668	-	49,832	223,361	821,861
Total Revenues	<u>4,930,137</u>	<u>1,886,610</u>	<u>1,830,322</u>	<u>3,895,395</u>	<u>12,542,464</u>
Operating expenses:					
Salaries, wages and fringe benefits	1,104,141	670,832	391,199	614,556	2,780,728
Materials	1,399,015	390,876	46,804	110,080	1,946,775
Utilities	200,063	36,306	17,724	293,747	547,840
Depreciation	539,315	110,428	199,290	517,129	1,366,162
Repairs and maintenance	93,970	57,167	217,265	721,741	1,090,143
Transfer station operation	-	-	332,498	-	332,498
Other	281,123	139,510	177,025	42,137	639,795
Total Expenditures	<u>3,617,626</u>	<u>1,405,119</u>	<u>1,381,806</u>	<u>2,299,389</u>	<u>8,703,941</u>
Operating income (loss)	<u>1,312,511</u>	<u>481,491</u>	<u>448,516</u>	<u>1,596,005</u>	<u>3,838,523</u>
Nonoperating revenue (expense):					
Investment income	134,988	21,632	144,999	223,659	525,278
Interest expense	(11,141)	(56,429)	(65,620)	(204,176)	(337,366)
Total nonoperating revenue (expense)	<u>123,847</u>	<u>(34,797)</u>	<u>79,379</u>	<u>19,483</u>	<u>187,912</u>
Income before operating transfers	1,436,358	446,694	527,895	1,615,488	4,026,435
Operating transfers (net)	<u>(323,795)</u>	<u>(50,000)</u>	<u>(204,775)</u>	<u>(354,515)</u>	<u>(933,085)</u>
Net income (loss)	1,112,563	396,694	323,120	1,260,973	3,093,350
Fund Equity, July 1, 2001	35,950,176	3,200,373	3,635,681	24,523,771	67,310,001
Adjustment to opening fund balance for refunded debt	<u>-</u>	<u>(42,050)</u>	<u>-</u>	<u>(210,590)</u>	<u>(252,640)</u>
Fund Equity, June 30, 2002	<u>\$ 37,062,739</u>	<u>\$ 3,555,016</u>	<u>\$ 3,958,801</u>	<u>\$ 25,574,154</u>	<u>\$ 70,150,711</u>

TOWN OF BARNSTABLE, MASSACHUSETTS
Statement of Revenues and Expenditures - General Fund - Budgetary Basis
For the Year Ended June 30, 2002
(Unaudited)

	Budget	Actual	Variance Favorable (Unfavorable)
Revenues:			
Real estate and personal property taxes	\$ 68,030,229	\$ 67,574,085	\$ (456,144)
Motor vehicle boat and other excise	5,100,368	5,544,328	443,960
Hotel/motel tax	1,515,954	1,640,225	124,271
Charges for services	1,194,048	1,296,654	102,606
Penalties and interest on taxes	876,400	794,796	(81,604)
Fees and rentals	1,070,000	1,257,338	187,338
Intergovernmental	16,348,860	15,451,359	(897,501)
Licenses and permits	1,334,149	1,313,835	(20,314)
Investment income	1,223,905	1,120,047	(103,858)
Departmental and other revenue	389,100	520,704	131,604
Total Revenues	<u>97,083,013</u>	<u>96,513,373</u>	<u>(569,640)</u>
Expenditures:			
General government	5,657,549	5,452,528	205,021
Public safety	9,106,159	8,405,203	700,956
Education	50,883,833	50,671,740	212,093
Public works	6,840,915	6,804,093	36,822 *
Regulatory Services	1,843,320	1,773,074	70,246
Community services	2,448,123	2,328,440	119,683
Debt service	13,607,704	12,885,057	722,647
Grants	1,350,628	1,350,590	38
State and county assessments	2,553,229	2,634,517	(81,288) *
Fixed costs	4,921,798	4,891,399	30,399
Total Expenditures	<u>99,213,258</u>	<u>97,196,641</u>	<u>2,016,617</u>
Excess (deficiency) of revenues over expenditures	(2,130,245)	(683,268)	1,446,977
Other Financing Sources (Uses):			
Operating transfers in	6,031,293	6,054,577	23,284
Operating transfers (out)	<u>(7,413,066)</u>	<u>(7,413,066)</u>	<u>-</u>
Total Other Financing Sources (Uses)	<u>(1,381,773)</u>	<u>(1,358,490)</u>	<u>23,284</u>
Excess (deficiency) of revenues and other sources over expenditures and other uses	(3,512,018)	<u>\$ (2,041,757)</u>	<u>\$ 1,470,261</u>
Other budget items:			
Prior year deficits raised	(368,522)		
Free cash appropriations	<u>3,880,540</u>		
Net	<u>\$ -</u>		

* Public Works includes \$74,080 snow and ice deficit to be raised on FY03 recap.

* State and county deficit appear as underestimates on the FY03 Cherry Sheet and must be raised on FY03 recap.

TOWN OF BARNSTABLE, MASSACHUSETTS
Statement of Revenues and Expenditures - Budgetary Basis
Barnstable Municipal Airport Operations
For the Year Ended June 30, 2002
Unaudited

	Budget	Actual	Variance Favorable (Unfavorable)
Operating revenues:			
Charges for services	\$ 3,490,276	\$ 4,380,668	\$ 890,392
Intergovernmental	-	165,544	165,544
Investment Income	200,000	134,988	(65,012)
Total Revenues	<u>3,690,276</u>	<u>4,681,200</u>	<u>990,924</u>
Operating expenses:			
Personnel	1,253,751	1,154,141	99,610
Operating expenses	2,372,730	2,152,545	220,185
Capital outlay	65,000	57,974	7,026
Debt service:			
Principal			-
Interest		11,141	(11,141)
Total Expenses	<u>3,691,481</u>	<u>3,375,801</u>	<u>315,680</u>
Operating income (loss)	(1,205)	1,305,399	1,306,604
Operating transfers (net)	<u>(1,308,795)</u>	<u>(1,308,795)</u>	<u>-</u>
Net income (loss)	(1,310,000)	<u>\$ (3,396)</u>	<u>\$ 1,306,604</u>
Other budget items:			
Surplus funds appropriations	<u>1,310,000</u>		
Net	<u>\$ -</u>		

TOWN OF BARNSTABLE, MASSACHUSETTS
Statement of Revenues and Expenditures - Budgetary Basis
Olde Barnstable Fairgrounds Operations
For the Year Ended June 30, 2002
Unaudited

	Budget	Actual	Variance Favorable (Unfavorable)
Operating revenues:			
Charges for services	1,829,788	1,914,581	84,793
Investment Income	30,000	21,632	(8,368)
Total Revenues	<u>1,859,788</u>	<u>1,936,213</u>	<u>76,425</u>
Operating expenses:			
Personnel	701,173	670,832	30,341
Operating expenses	563,990	605,392	(41,402)
Capital outlay	77,500	77,040	460
Debt service:			
Principal	350,000	350,000	-
Interest	117,125	56,429	60,696
Total Expenses	<u>1,809,788</u>	<u>1,759,693</u>	<u>50,095</u>
Operating income (loss)	50,000	176,520	126,520
Operating transfers (net)	<u>(50,000)</u>	<u>(50,000)</u>	<u>-</u>
Net income (loss)	<u>\$ -</u>	<u>\$ 126,520</u>	<u>\$ 126,520</u>

TOWN OF BARNSTABLE, MASSACHUSETTS
Statement of Revenues and Expenditures - Budgetary Basis
Solid Waste Operations
For the Year Ended June 30, 2002
Unaudited

	Budget	Actual	Variance Favorable (Unfavorable)
Operating revenues:			
Charges for services	\$ 3,900,910	\$ 1,780,491	\$ (2,120,419)
Investment Income	350,000	144,999	(205,001)
Total Revenues	<u>4,250,910</u>	<u>1,925,490</u>	<u>(2,325,420)</u>
Operating expenses:			
Personnel	426,725	391,199	35,526
Operating expenses	3,585,289	494,958	3,090,331
Capital outlay	195,000	35,883	159,117
Debt service:			
Principal	295,114	247,647	47,467
Interest	91,134	65,620	25,514
Total Expenses	<u>4,593,262</u>	<u>1,235,307</u>	<u>3,357,955</u>
Operating income (loss)	(342,352)	690,183	1,032,535
Operating transfers (net)	<u>(204,415)</u>	<u>(204,775)</u>	<u>(360)</u>
Net income (loss)	(546,767)	<u>\$ 485,408</u>	<u>\$ 1,032,175</u>
Other budget items:			
Surplus funds appropriations	<u>546,767</u>		
Net	<u>\$ -</u>		

TOWN OF BARNSTABLE, MASSACHUSETTS
Statement of Revenues and Expenditures - Budgetary Basis
Sewer Fund Operations
For the Year Ended June 30, 2002
Unaudited

	Budget	Actual	Variance Favorable (Unfavorable)
Operating revenues:			
Charges for services	\$ 3,245,445	\$ 3,751,417	\$ 505,972
Investment Income	450,000	223,659	(226,341)
Total Revenues	<u>3,695,445</u>	<u>3,975,076</u>	<u>279,631</u>
Operating expenses:			
Personnel	854,647	614,556	240,091
Operating expenses	1,215,162	1,228,969	(13,807)
Capital outlay	125,000	115,798	9,202
Debt service:			
Principal	753,796	753,720	76
Interest	467,325	204,176	263,149
Total Expenses	<u>3,415,930</u>	<u>2,917,219</u>	<u>498,711</u>
Operating income (loss)	279,515	1,057,857	778,342
Operating transfers (net)	<u>(664,515)</u>	<u>(664,515)</u>	<u>-</u>
Net income (loss)	(385,000)	<u>\$ 393,342</u>	<u>\$ 778,342</u>
Other budget items:			
Surplus funds appropriations	<u>385,000</u>		
Net	<u>\$ -</u>		

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Statement of Revenues, Expenditures and Changes in Fund Equity - All Special Revenue Funds
For the Fiscal Year Ended June 30, 2002

	Balance July 1	Revenues	Expenditures	Excess (Deficiency)	Net Transfers	Balance June 30
<i>FEDERAL GRANTS:</i>						
Universal Hiring Program	\$ (24,079)	\$ -	\$ (125,000)	\$ (125,000)	\$ -	\$ (149,079)
Bullet proof vest	(24,418)	-	(38,247)	(38,247)	-	(62,665)
Cops in school	(10,417)	41,667	(41,667)	-	-	(10,417)
Environmental	8,577	-	-	-	-	8,577
Law enforcement block grant	246,009	-	(227,763)	(227,763)	-	18,246
Clean vessel act	18,195	7,382	(2,500)	4,882	-	23,077
Law enforcement block grant	201,179	-	(133,550)	(133,550)	-	67,629
Law enforcement block grant	-	162,595	-	162,595	18,066	180,661
Subtotal Public Safety	415,046	211,644	(568,727)	(357,083)	18,066	76,029
Sped Early Childhood allocation	-	44,724	(46,020)	(1,296)	-	(1,296)
MA Parent Involvement	855	-	(855)	(855)	-	(0)
Tomorrow's Teacher Club	87	-	(87)	(87)	-	(0)
Project Idea	(134,076)	136,236	(2,160)	134,076	-	-
Early childhood	(32,996)	33,169	(173)	32,996	-	-
Title IV - Safe & Drug Free Schools	756	20,947	(21,703)	(756)	-	-
Community Service Learning PM	5,342	-	(5,342)	(5,342)	-	-
MA Parent Involvement	973	-	(973)	(973)	-	-
Emergency Immigration	-	25,000	(25,000)	-	-	-
Class Size Reduction / Horace Mann	-	4,881	(4,881)	-	-	-
Tech Lit Challenge - Project Meet	3,112	-	(3,112)	(3,112)	-	0
Educator Quality Grant	905	-	(905)	(905)	-	0
Eisenhower Prof Dev	547	-	(547)	(547)	-	0
Emergency Immigration	6,265	-	(6,265)	(6,265)	-	0
Tech Lit Challenge 6	1,399	-	(1,399)	(1,399)	-	0
Title I	131,538	-	(131,538)	(131,538)	-	0
Palms	0	-	-	-	-	0
Project Success	-	98,098	(97,978)	120	-	120
SPED Electronic Portfolio	-	1,500	(1,361)	139	-	139
Project Playgroup	-	10,000	(9,632)	368	-	368
Tech Lit - Lighthouse & Mentoring	-	30,000	(29,541)	459	-	459

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Statement of Revenues, Expenditures and Changes in Fund Equity - All Special Revenue Funds
For the Fiscal Year Ended June 30, 2002

	Balance July 1	Revenues	Expenditures	Excess (Deficiency)	Net Transfers	Balance June 30
Tech Lit Challenge 1	14,913	-	(14,324)	(14,324)	-	588
Tomorrow's Teacher Club	-	1,200	(216)	984	-	984
Title VI	-	39,161	(38,011)	1,150	-	1,150
Tech Lit - Challenge Fund	-	30,000	(28,377)	1,623	-	1,623
Perkins Voc & Tech	-	20,000	(18,331)	1,669	-	1,669
MCKinny Homeless (Project Debut)	-	33,000	(29,080)	3,920	-	3,920
Tech Lit - Challenge	-	30,000	(25,375)	4,625	-	4,625
Safe and Drug Free Schools	-	26,322	(21,209)	5,113	-	5,113
DD Eisenhower Prof. Dev.	-	37,113	(22,232)	14,881	-	14,881
Class Size Reduction	-	166,089	(147,282)	18,807	-	18,807
JTEC Grant	-	131,818	(102,422)	29,396	-	29,396
Teaching State Standards	-	40,000	-	40,000	-	40,000
SPED Professional Development	-	64,702	(11,761)	52,941	-	52,941
Title I	-	1,087,999	(1,000,016)	87,983	-	87,983
Project Idea	-	839,114	(702,461)	136,653	-	136,653
Subtotal Education	(380)	2,951,073	(2,550,570)	400,503	-	400,123
Community Development Block Grant	(208,490)	464,270	(420,105)	44,164	-	(164,325)
Subtotal CDBG	(208,490)	464,270	(420,105)	44,164	-	(164,325)
TOTAL FEDERAL GRANTS	206,176	3,626,987	(3,539,402)	87,584	18,066	311,826
STATE GRANTS:						
Regional transit	6,521	-	-	-	-	6,521
Subtotal General Government	6,521	-	-	-	-	6,521
Child passenger Safety Grant	(2,495)	-	-	-	-	(2,495)
4Stroke Motor Grant	-	4,050	(4,790)	(740)	-	(740)
Law Enforcement Ed Partnership	10,000	-	(10,000)	(10,000)	-	-
Cops in Shops	5,000	-	(5,000)	(5,000)	-	-
Item pricing grant	15,045	-	(15,045)	(15,045)	-	-
Gov. Highway Safety	3,000	-	(3,000)	(3,000)	-	-
Community policing	36,223	-	(36,223)	(36,223)	-	-
Police DARE	14,850	-	(14,850)	(14,850)	-	-
Law Enforcement Underage Drinking	-	11,612	(11,612)	-	-	-

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Statement of Revenues, Expenditures and Changes in Fund Equity - All Special Revenue Funds
For the Fiscal Year Ended June 30, 2002

	Balance July 1	Revenues	Expenditures	Excess (Deficiency)	Net Transfers	Balance June 30
Shellfish Enhancement Grant	5,200	-	(5,200)	(5,200)	-	-
Endangered Species Grant	5,944	5,000	(5,711)	(711)	-	5,233
Law Enforcement Ed Partnership	14,820	7,623	(14,820)	(7,197)	-	7,623
Police DARE	-	15,000	(916)	14,084	-	14,084
FY02 Item Pricing Grant	-	45,000	(21,751)	23,249	-	23,249
Community policing	-	100,000	(44,094)	55,906	-	55,906
Subtotal Public Safety	107,588	188,285	(193,013)	(4,728)	-	102,860
Class Size Reduction	-	91,662	(123,296)	(31,634)	-	(31,634)
CS2 Grant	8,902	47,550	(74,630)	(27,080)	-	(18,178)
Academic Support GD 3-7 MCAS	-	-	(18,175)	(18,175)	-	(18,175)
After School Programs	-	9,296	(11,101)	(1,805)	-	(1,805)
Academic Support HS MCAS	-	-	(507)	(507)	-	(507)
Early Childhood Comm Partnership	10,066	-	(10,066)	(10,066)	-	(0)
Early Childhood - Comm Partnership	113,117	-	(113,117)	(113,117)	-	(0)
Academic Support Services	48,287	154,012	(202,299)	(48,287)	-	(0)
Up With Health	1,622	-	(1,622)	(1,622)	-	(0)
Transitional Planning - Full Day K	2,004	-	(2,004)	(2,004)	-	(0)
SPED - Professional Development	17,672	21,493	(39,165)	(17,672)	-	(0)
Enhanced School Health Services	27,018	-	(27,018)	(27,018)	-	(0)
MA Service Alliance	11,717	-	(11,717)	(11,717)	-	(0)
Full-Day Kindergarten	47,439	-	(47,439)	(47,439)	-	-
Teacher Training	12,702	-	(12,702)	(12,702)	-	-
Project Debut	5,223	-	(5,223)	(5,223)	-	-
After School Program	4,986	-	(4,986)	(4,986)	-	-
Class Size Reduction	(5,293)	5,293	-	5,293	-	-
Early Childhood/MA Family	-	150,000	(150,000)	-	-	-
Gifted and talented	-	10,000	(10,000)	-	-	-
Up With Health	540	-	(540)	(540)	-	0
Mass Family Network	15,774	-	(15,774)	(15,774)	-	0
Educational technology	1	-	-	-	-	1
Comp School Reform	23,988	-	(21,831)	(21,831)	-	2,157
Advanced Placement	-	10,467	(6,730)	3,737	-	3,737
MA Service Alliance	-	16,142	(10,856)	5,286	-	5,286
Health Protection/Smoking Cessation	-	133,564	(128,199)	5,365	-	5,365

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Statement of Revenues, Expenditures and Changes in Fund Equity - All Special Revenue Funds
For the Fiscal Year Ended June 30, 2002

	Balance July 1	Revenues	Expenditures	Excess (Deficiency)	Net Transfers	Balance June 30
Transitional Planning - Full Day K	23,925	-	(15,215)	(15,215)	-	8,709
Enhanced School Health Services	-	138,444	(126,097)	12,347	-	12,347
Early Childhood - Comm Partnership	-	742,574	(709,816)	32,758	-	32,758
Full-Day Kindergarten	93,337	-	(43,464)	(43,464)	-	49,873
Subtotal Education	463,026	1,530,497	(1,943,591)	(413,094)	-	49,932
Keyes Beach Accessibility Grant	-	-	(1,233)	(1,233)	-	(1,233)
Arts grants	9,179	10,070	(9,801)	269	-	9,448
Subtotal Culture & Recreation	9,179	10,070	(11,034)	(964)	-	8,215
Title IIIIE Caregiver Grant	-	2,520	(3,291)	(771)	-	(771)
COA Formula grant	22,811	52,540	(56,326)	(3,786)	-	19,025
Subtotal Council on Aging	22,811	55,060	(59,617)	(4,557)	-	18,254
State aid to libraries	648	55,369	(55,369)	-	-	648
Subtotal Library Grants	648	55,369	(55,369)	-	-	648
Coastal Access Grant	-	4,500	(4,500)	-	-	-
Tobacco Control Services	9,146	61,046	(55,962)	5,084	-	14,230
Subtotal Other State Grants	9,146	65,546	(60,462)	5,084	-	14,230
TOTAL STATE GRANTS	618,920	1,904,826	(2,323,086)	(418,260)	-	200,660
RECEIPTS RESERVED FOR APPROPRIATION:						
Parking meter receipts	193,268	30,072	-	30,072	(36,139)	187,201
Sale of Cemetery Lots	58,700	20,438	(51,545)	(31,108)	-	27,593
BDC Handicap	60,738	18,438	(4,860)	13,578	(20,000)	54,316
Sale of old police station	615	-	(615)	(615)	-	(0)
Wetland Protection Fund	85,925	36,898	-	36,898	(20,000)	102,822
Flynn Tower Mitigation	408,130	-	-	-	-	408,130
TOTAL RECEIPTS RESERVED FOR APPROPRIATION	807,377	105,845	(57,020)	48,825	(76,139)	780,062

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Statement of Revenues, Expenditures and Changes in Fund Equity - All Special Revenue Funds
For the Fiscal Year Ended June 30, 2002

	Balance July 1	Revenues	Expenditures	Excess (Deficiency)	Net Transfers	Balance June 30
<i>REVOLVING FUNDS:</i>						
School lunch	140,584	2,139,257	(2,460,670)	(321,413)	-	(180,829)
Reading Recovery	-	-	-	-	-	-
J-Tech	593	-	(593)	(593)	-	0
Wed. Afternoon	-	5,740	(5,586)	154	-	154
Instrumental Music	-	25,400	-	25,400	-	25,400
EYL	65,647	37,018	(75,368)	(38,349)	-	27,298
Early childhood	51,076	105,321	(114,268)	(8,947)	-	42,129
School Building Rental	49,198	159,345	(161,279)	(1,934)	-	47,264
Extended Day	-	47,725	(250)	47,475	-	47,475
After school	66,791	294,109	(242,455)	51,654	-	118,445
Special Ed	-	135,536	(7,339)	128,197	-	128,197
Transportation	-	209,745	(850)	208,895	-	208,895
Subtotal Education	373,890	3,159,196	(3,068,658)	90,538	-	464,428
 School athletics	 10	 136,964	 (105,859)	 31,105	 -	 31,115
Subtotal school athletics	10	136,964	(105,859)	31,105	-	31,115
 GIS	 20,542	 9,672	 (6,670)	 3,002	 -	 23,544
Adult Social Day	151,124	97,369	(57,723)	39,646	(135,535)	55,236
Senior Programs	38,850	38,806	(50,402)	(11,596)	(10,000)	17,255
Weight & measures	54,289	95,063	(58,626)	36,437	-	90,726
Building permits	81,488	76,167	(68,657)	7,510	-	88,998
Shellfish	54,150	69,237	(71,783)	(2,546)	-	51,604
Parks and recreation	289,429	357,493	(351,258)	6,235	-	295,664
Police Training	5,353	6,000	(10,050)	(4,050)	-	1,303
Subtotal Ch44 53E1/2	695,226	749,805	(675,167)	74,638	(145,535)	624,329
 Ins. recovery - Hamblins Bathhouse	 8,963	 -	 (5,974)	 (5,974)	 -	 2,989
Insurance recovery	80,113	-	(7,675)	(7,675)	-	72,438
Subtotal Other Revolving	89,077	-	(13,649)	(13,649)	-	75,427
 <i>TOTAL REVOLVING FUNDS</i>	 1,158,202	 4,045,965	 (3,863,333)	 182,632	 (145,535)	 1,195,299

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Statement of Revenues, Expenditures and Changes in Fund Equity - All Special Revenue Funds
For the Fiscal Year Ended June 30, 2002

	Balance July 1	Revenues	Expenditures	Excess (Deficiency)	Net Transfers	Balance June 30
<i>OTHER SPECIAL REVENUE:</i>						
Insurance recovery	1,992	40,169	(39,479)	690	-	2,682
Kidsnet	218	-	(218)	(218)	-	0
Barnstable Cultural Council	(89)	1,600	(1,511)	89	-	(0)
CC Economic Dev Council	2,364	-	(1,268)	(1,268)	-	1,096
Kidsnet	11,986	12,000	(18,997)	(6,997)	-	4,989
CC Economic Dev Council	-	15,000	(10,089)	4,911	-	4,911
CC Economic Dev Council	-	5,982	(4,588)	1,394	-	1,394
BC/BS Grant	-	5,000	(1,555)	3,445	-	3,445
Genesis Fund	-	7,500	(7,500)	-	-	-
Verizon	-	33,500	(29,820)	3,680	-	3,680
School Volunteers	1,276	-	-	-	-	1,276
Teen Enrichment	150	-	-	-	-	150
Music Program Gifts	-	265,525	(250,629)	14,896	-	14,896
FY01 Barnstable county Surplus	-	64,259	(64,259)	-	-	-
Subtotal Education	17,898	450,535	(429,914)	20,621	-	38,519
Land Bank	(1,976,549)	18,028,405	(10,978,376)	7,050,030	-	5,073,480
Subtotal Open Space	(1,976,549)	18,028,405	(10,978,376)	7,050,030	-	5,073,480
Title V Loan	44,888	150,805	(111,710)	39,095	-	83,983
Subtotal Title V Loan	44,888	150,805	(111,710)	39,095	-	83,983
Historical Committee	13,868	12,857	(10,491)	2,365	-	16,233
Iyanough Memorial	1,850	-	-	-	-	1,850
Arts & Humanities	7,201	14,457	(19,303)	(4,846)	-	2,355
Environmental	1,000	-	-	-	-	1,000
Housing Inspection	11,753	-	-	-	-	11,753
Beautification	513	-	-	-	-	513
Disability Committee	927	1,000	-	1,000	-	1,927
Village Green Improvement	6,706	-	-	-	-	6,706
Old Selectmen's Building	21,853	8,978	(1,353)	7,625	-	29,478
Sandy Neck	4,120	-	-	-	-	4,120
Planning	436	-	-	-	-	436
Craigville Beach rocks	50	-	-	-	-	50

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Statement of Revenues, Expenditures and Changes in Fund Equity - All Special Revenue Funds
For the Fiscal Year Ended June 30, 2002

	Balance July 1	Revenues	Expenditures	Excess (Deficiency)	Net Transfers	Balance June 30
Community Services	175	-	-	-	-	175
4th of July	2,255	5,868	-	5,868	-	8,123
Centerville Monument Gifts	-	5,300	-	5,300	-	5,300
Indep. Drive Guardrail Gift	-	15,000	(15,000)	-	-	-
Long Beach Details	1,000	-	-	-	-	1,000
Subtotal Gifts	73,706	63,460	(46,147)	17,313	-	91,019
County surplus funds	-	-	(30,072)	(30,072)	-	(30,072)
Police boat	32,100	106,858	(138,958)	(32,100)	-	(0)
Transportation Coordinator	10,880	-	(10,880)	(10,880)	-	-
Comm Fishery Projects	6,000	-	(6,000)	(6,000)	-	-
Road assessments	-	222,480	-	222,480	(222,480)	-
Tree replacement	2,700	2,500	(5,159)	(2,659)	-	41
Turn off the violence	230	-	(72)	(72)	-	158
COA - Capecod 5 Grant	1,678	-	(372)	(372)	-	1,306
Capecod Economic Dev Council	6,177	-	(3,825)	(3,825)	-	2,352
RAD Program	1,788	770	-	770	-	2,558
Human Services	2,736	10,060	(8,058)	2,002	-	4,737
Undesignated	7,102	-	-	-	-	7,102
RT 6A Vegt. Mgt. plan	7,197	3,460	-	3,460	-	10,657
County surplus funds	(4,750)	94,232	(76,810)	17,422	-	12,672
EDC Revitalize Hyannis	-	17,000	-	17,000	-	17,000
School Audit	54,984	-	(33,000)	(33,000)	-	21,984
Media One Capital	772,336	439,714	(155,212)	284,502	-	1,056,839
Subtotal Other Special Revenue	901,157	897,075	(468,417)	428,657	(222,480)	1,107,334
TOTAL OTHER SPECIAL REVENUE	(938,900)	19,590,279	(12,034,564)	7,555,715	(222,480)	6,394,335
TOTAL ALL SPECIAL REVENUE FUNDS	\$ 1,851,774	\$ 29,273,902	\$ (21,817,405)	\$ 7,456,497	\$ (426,088)	\$ 8,882,183

Note: All deficit balances are a result of timing issues only. Subsequent receipt of grant revenues in fiscal year 2003 will eliminate all deficit balances.

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Statement of Revenues, Expenditures and Changes in Fund Equity - All Town Capital Project Funds
For the Fiscal Year Ended June 30, 2002

Project Name	Balance July 1,	Revenue Total	Expenditure Total	Net Transfers	Balance June 30,
Handicap Accessibility	\$ -	\$ -	\$ -	\$ 100,000	\$ 100,000
Asbestos Tile Abatement	-	-	-	200,000	200,000
Playground Equipment	-	-	67,411	67,411	-
Grade 5 Brick Design	-	-	-	32,589	32,589
Engineering Study - Elementary Schools	-	-	-	150,000	150,000
School Facility Repairs		160	-	-	160
Asbestos Tile Abatement	(56,856)	150,000	84,133	-	9,011
School Replacement Roof	183,062	-	182,887	-	174
School Replacement Roof	11,000	-	9,579	-	1,421
Grade 5 Ballfields	15,000	-	14,994	(6)	(0)
High School Relocatables	(0)	-	-	-	(0)
High School Construction	245,312	-	362,140	-	(116,828)
Middle School Construction	194,942	-	193,432	-	1,510
Grade 5 Upgrade	-	-	-	-	-
Fuel Tank & Asbestos Removal	26,916	-	-	-	26,916
Exterior Trim Painting	122,758	-	-	-	122,758
Window Replacement	186,089	-	6,350	-	179,739
Light Fixtures	6,244	-	-	-	6,244
Total Schools	934,465	150,160	920,925	549,994	713,694
Kennedy Rink Roof Repairs	13,476	-	-	-	13,476
Hinckley Building Revonvation	-	-	140,000	140,000	-
Old Town Hall Improvements	-	18,528	-	40,000	58,528
Facility Maintenance	-	-	61,900	65,000	3,100
Town Hall Rehabilitation	-	250,000	10,773	-	239,227
Kennedy Rink Improvements	(40,824)	-	32,980	-	(73,804)
Hinckley Building Revonvation	(23,171)	400,000	376,829	-	-
Hinckley Building Revonvation	40,000	-	40,000	-	-
Hinckley Building Revonvation	39,160	-	50,192	11,032	-
Plans for Police Station	35,000	-	11,407	-	23,594
Town Hall Air Quality Improvements	60,800	32,256	81,583	-	11,473
Osterville Community Center	43,254	-	4,242	-	39,011
Highway Equip Storage Shed	23,806	-	22,148	-	1,658
Town Bldg Repairs Guyer & S&G	50,676	-	8,474	-	42,202
Old Jail Roof Replacement	8,175	-	4,000	-	4,175
Old Town Hall Repairs	45,378	-	27,640	-	17,738
Police Facility Repairs	1,451	-	-	-	1,451
New Town Hall Renovations	15,153	-	6,351	-	8,802
SAB Repairs	1,708	-	-	-	1,708
S&G Building Repairs	37,246	-	-	-	37,246
Police Station Renovation	(0)	-	-	-	(0)
Beach Building Renovations	2,742	-	10,124	10,600	3,218
Senior Center Rt. 28	47,945	-	10,298	100,000	137,647
Town Hall Repairs	1,668	-	1,420	-	248
Community Center Repairs	40,000	-	15,010	-	24,990
Highway Office Renovation	82,923	-	-	-	82,923
Total Municipal Buildings	526,564	700,784	915,372	366,632	678,609

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Statement of Revenues, Expenditures and Changes in Fund Equity - All Town Capital Project Funds
For the Fiscal Year Ended June 30, 2002

Project Name	Balance July 1,	Revenue Total	Expenditure Total	Net Transfers	Balance June 30,
Ch. 90 Santuit/Newtown Rd.	131,851	-	-	-	131,851
Ch. 90 Camp Opechee	23,673	-	-	-	23,673
Ch. 90 Bearse Way	27,276	-	15,306	-	11,970
Ch. 90 Barnstable Rd.	20,791	-	17,349	-	3,443
Ch. 90 Old Stage Rd.	14,845	-	-	-	14,845
Ch. 90 Ocean/South St.	227,399	-	31,320	-	196,079
Ch. 90 Barnstable Village 6A	157,772	-	-	-	157,772
Ch. 90 Rt.149 Falmouth/Flint Rd.	75,824	-	-	-	75,824
Ch. 90 Upgrade 5 Intersections	(123,986)	-	409	-	(124,395)
Ch. 90 Main St. Osterville	78,213	-	-	-	78,213
Ch. 90 Center St.	(26,610)	30,443	3,832	-	(0)
Ch. 90 Rt. 149 Old Fal. to Rt. 28	(23,815)	-	-	-	(23,815)
Ch. 90 Yarmouth Road	12,048	1,628	4,098	-	9,578
Ch. 90 Strawberry Hill Traffic Signal	(1,430)	-	4,185	-	(5,615)
Ch. 90 Old Stage Rd. Rt.28 to Oak	-	-	507,853	-	(507,853)
Ch. 90 Meetinghouse Rt.149	-	10,052	24,754	-	(14,702)
Ch. 90 Corporation St.	(1,776)	-	49,213	-	(50,989)
Ch. 90 Phinneys Lane/Hyannis rd.	56,135	-	156,145	-	(100,010)
Ch. 90 Chip Sealing	-	285,415	285,415	-	-
Total Chapter 90	648,209	327,537	1,099,878	-	(124,132)
Handicap Fishing Pier Dowses	31,718	1,000	7,544	20,000	45,174
Drain Improvements 181 So. Main	8,355	-	8,355	-	-
Dredge Main Channel - 3 Bay	1,930	-	-	-	1,930
Red Lilly Pond	(41,533)	-	155,957	-	(197,489)
Land Purchase - Senior Center	2,384	-	-	(2,384)	-
Land Purchase - 459 Old Mill Rd.	-	136,000	131,468	-	4,532
Upgrade Traffic Signals	469,307	-	452,953	-	16,354
Sandy Neck Mgt. Plan	33,900	-	27,205	-	6,695
Barnstable Water Co.	95,671	-	-	-	95,671
Waterfront Property analysis	75,000	-	13,600	-	61,400
GIS Aerial Mapping & Flyover - PH II	-	-	63,812	100,000	36,188
Private Road Layout & Acceptance	-	-	1,239	500,000	498,761
Bearse Pond Remediation	-	-	1,760	12,000	10,240
Pavement Management	-	-	364,154	500,000	135,846
Coastal Discharge Mitigation	-	-	14,666	200,000	185,334
Storm Water Discharge	-	-	19,875	100,000	80,125
Road Drainage Improvements	-	-	79,839	100,000	20,161
Main St Hyannis Streetscape	-	-	33,418	-	(33,418)
Sewer Collection System Expansion	-	1,200,000	1,073	-	1,198,927
Nitrogen Management	-	-	5,455	-	(5,455)
Reconstruction of Park Square	-	710,000	7,026	-	702,974
Sidewalk Construction	-	260,000	43	-	259,957
Parking Lot Improvements	-	435,000	-	-	435,000
Dredge Centerville River	-	1,500,000	1,408	-	1,498,592
Walkway to the Sea	-	385,000	-	-	385,000
Prince Cove Marina	-	-	9,855	-	(9,855)
Long Pond Centerville Hydrilla Control	-	-	14,825	60,000	45,175

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Statement of Revenues, Expenditures and Changes in Fund Equity - All Town Capital Project Funds
For the Fiscal Year Ended June 30, 2002

Project Name	Balance July 1,	Revenue Total	Expenditure Total	Net Transfers	Balance June 30,
Pavement Management	377,795	-	159,929	-	217,866
Trayser Museum	32,255	-	1,023	(31,232)	-
Rushy Marsh Pond	20,000	-	20,000	-	-
GIS Aerial Mapping & Flyover	(17,025)	100,000	75,166	-	7,809
Acceptance & Layout of Pr. Rd.	(18,482)	400,000	62,367	-	319,150
Hinckley Furniture	160,000	-	160,000	-	-
Permit Tracking Software Development	66,000	-	-	-	66,000
Acceptance & Layout of Pr. Rd.	372,679	-	66,519	-	306,160
Kennedy Memorial Renovation	8,902	-	2,095	-	6,807
Demolition of Former Senior Ctr.	6,043	-	-	(6,043)	-
Bearses Pond Remediation	25,579	-	25,196	-	383
Vault Shelving	1,523	-	1,340	(183)	0
Email & Schedule Software	1,382	-	-	-	1,382
New PC's	65,000	-	-	-	65,000
Race Lane Farm Repairs	9,576	-	223	-	9,353
Historical Projects	2,826	-	-	-	2,826
Attuck's Lane Extension	(43,297)	-	-	-	(43,297)
Aselton Park Project	318	-	318	-	0
Red Lilly Pond	20,353	-	4,100	-	16,253
Town Hall Generator	9,612	-	7,605	-	2,007
Traffic Signal Race Lane	3,503	-	1,960	(1,543)	0
West Bay Bridge	6,366	-	-	-	6,366
Road Intersection Realignment	177,977	-	15,875	-	162,102
Traffic Signal Upgrade	32,404	-	-	-	32,404
Sidewalk Construction	3,170	-	610	(2,560)	(0)
Coastal Discharge Mitigation	20,829	-	20,189	(640)	0
Hyannis Waterfront	4,330	-	-	(4,330)	-
Community Garden Repairs	5,560	-	5,560	-	-
Hamblin Pond Study	31,893	-	1,259	-	30,634
Traffic Signal Upgrades	1,410	-	-	(1,410)	-
GIS	488	-	-	-	488
Water Quality Monitoring	1,052	-	-	-	1,052
Centerville River Dock	(4,751)	-	-	4,751	-
Sandy Neck Trail Repairs	3,151	-	-	(3,151)	-
Pavement Management	179,315	-	123,702	-	55,612
Rt. 132 Double Barrell	(90,585)	200,000	25,642	-	83,773
Bumps River Bridge Repair	8,530	-	3,105	(5,425)	-
Computer Equipment	20,458	-	3,958	-	16,500
Red Lilly Project	180,050	144,720	51	-	324,719
Ropes Beach/Coastal Discharge	2,781	9,270	12,051	-	(0)
Land Aquisition - Baxter	4,711	-	306	-	4,404
Unified Trans. & Park. Facility	(467,402)	2,500,000	109,768	-	1,922,830
Land Aquisition - Walkway to Sea	16,077	-	-	-	16,077
Prince Cove Dock	100,471	-	1,000	-	99,471
West Bay Bridge Maintenance	52,985	-	25,711	-	27,274
Town Dredging	105,765	520,430	167,751	-	458,444

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Statement of Revenues, Expenditures and Changes in Fund Equity - All Town Capital Project Funds
For the Fiscal Year Ended June 30, 2002

Project Name	Balance July 1,	Revenue Total	Expenditure Total	Net Transfers	Balance June 30,
Open Space Land Acquisition	(385)	-	-	-	(385)
Highway Bldg Fire & Fuel	71,055	-	-	-	71,055
Beach Replenishment	30,475	-	-	-	30,475
Nitrogen Management	91,503	-	50,788	-	40,715
Cotuit Tennis Courts	18,518	-	-	-	18,518
East Beach Reclamation	10,508	-	6,000	-	4,508
Bulkhead Improvements	83,251	-	-	-	83,251
Barnstable Road	-	-	53,137	-	(53,137)
Total Other	2,483,232	8,501,420	2,629,835	1,537,851	9,892,668
Grant Total - Capital Projects	\$ 4,592,471	\$ 9,679,902	\$ 5,566,010	\$ 2,454,477	\$ 11,160,840

Note: All deficit balances are a result of timing issues only. Subsequent receipt of grant revenues in fiscal year 2003 will eliminate all deficit balances. This is the case for the Chapter 90 program projects as well as some others. Proceeds from temporary borrowings are not reflected in above revenues and therefore they don't eliminate deficits. The issuance of long-term debt financing in fiscal year 2003 to replace the temporary borrowings will eliminate any deficit balances as these receipts are included in revenues.

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Statement of Revenue, Expenditures and Changes in Fund Equity
All Trust Funds
For the Year Ended June 30, 2002

	Non-expendable Trust Funds					Expendable Trust Funds						Grand
	Cemetery	Education	Conservation	Other	Total	Stabilization	Pension	Conservation	Insurance	Other	Total	Total
Revenues:												
Investment income	\$ 173,182	\$ 11,481	\$ 2,207	\$ 10,939	\$ 197,808	\$ 398,045	\$ 215,230	\$ 71,259	\$ 126,830	\$ 3,488	\$ 814,853	\$ 1,012,661
Realized and unrealized gain (loss)	(221,601)	2,448	962	(11,814)	(230,005)	54,067	(222,604)	(35,974)	26,341	32	(178,139)	(408,144)
Department and other revenue	59,438	78,007	-	38,263	175,708					5,597	5,597	181,305
Gifts and contributions					-					19,704	19,704	19,704
Total revenues	11,018	91,936	3,169	37,388	143,511	452,112	(7,374)	35,285	153,170	28,821	662,015	805,527
Expenditures												
General government	33,183		415	1,762	35,360	23,322	26,616	4,212	5,641	8,890	68,680	104,040
Public safety					-					6,881	6,881	6,881
Education		85,586			85,586							85,586
Public works	25,535			3,380	28,915						-	28,915
Community services	5,000			33,277	38,277					7,457	7,457	45,734
Total expenditures	63,717	85,586	415	38,420	188,137	23,322	26,616	4,212	5,641	23,228	83,018	271,155
Excess (deficiency) of revenues over expenditures	(52,699)	6,351	2,754	(1,032)	(44,626)	428,790	(33,990)	31,074	147,529	5,594	578,997	534,371
Other financing sources (uses):												
Transfers in	-			763	763	7,617,480					7,617,480	7,618,243
Transfers out	-	(763)			(763)	(6,345,711)	(508,583)		(500,000)		(7,354,294)	(7,355,057)
Total other financing sources (uses)	-	(763)	-	763	-	1,271,769	(508,583)	-	(500,000)	-	263,186	263,186
Excess (deficiency) of revenues and other financing sources over expenditures and other financing uses	(52,699)	5,588	2,754	(269)	(44,626)	1,700,560	(542,573)	31,074	(352,471)	5,594	842,183	797,557
Fund equity, beginning of year	5,185,549	4,448,285	52,581	349,831	10,036,245	6,556,793	5,681,268	495,448	2,100,881	149,112	14,983,501	25,019,746
Fund equity, end of year	\$ 5,132,849	\$ 4,453,873	\$ 55,335	\$ 349,562	\$ 9,991,619	\$ 8,257,353	\$ 5,138,695	\$ 526,521	\$ 1,748,410	\$ 154,706	\$ 15,825,685	\$ 25,817,304

TOWN OF BARNSTABLE, MASSACHUSETTS
Schedule of Long-Term Debt
On June 30, 2002

	June 30, 2001	+	-	MWPAT Writedown	-	June 30, 2002
Description		Issued	Refunded		Redeemed	
General Obligation Bonds:						
Land acquisitions	\$ 1,444,293				\$ 1,444,293	\$ -
Old Jail Lane	\$ 880,000				\$ 440,000	\$ 440,000
Burgess property	\$ 660,000		\$ 550,000		\$ 110,000	\$ -
Burgess property - Refunded	\$ -	\$ 563,750				\$ 563,750
West Barnstable Land Acquisition	\$ 200,000				\$ 50,000	\$ 150,000
Land acquisitions - BUTAPS		\$ 2,500,000				\$ 2,500,000
Total Land Acquisition	\$ 3,184,293	\$ 3,063,750	\$ 550,000	\$ -	\$ 2,044,293	\$ 3,653,750
MMElementary#1	\$ 565,000				\$ 285,000	\$ 280,000
MMElementary#2	\$ 1,070,000		\$ 935,000		\$ 135,000	\$ -
MMElementary#2-Refunded		\$ 958,650				\$ 958,650
MMMiddleSchool	\$ 11,060,000		\$ 7,715,000		\$ 840,000	\$ 2,505,000
MMMiddleSchool-Refunded		\$ 8,344,960				\$ 8,344,960
HighSchoolAddition&Renovation	\$ 42,640,000				\$ 1,645,000	\$ 40,995,000
SchoolFuelTank&AsbestosRemoval	\$ 210,000				\$ 70,000	\$ 140,000
SchoolTrimPainting	\$ 120,000				\$ 40,000	\$ 80,000
Hy-WestRoofTrussRepairs	\$ 189,000				\$ 63,000	\$ 126,000
SHN-Relocatables	\$ 65,000				\$ 65,000	\$ -
HyannisMiddleSchool	\$ 15,870,000				\$ 840,000	\$ 15,030,000
SchoolWindows	\$ 170,000				\$ 45,000	\$ 125,000
SHN-3/1/97	\$ 85,000				\$ 85,000	\$ -
School Asbestos Removal		\$ 150,000				\$ 150,000
Total School	\$ 72,044,000	\$ 9,453,610	\$ 8,650,000	\$ -	\$ 4,113,000	\$ 68,734,610
Public Way	\$ 50,000				\$ 50,000	\$ -
Public Way-Sidewalks	\$ 60,000				\$ 60,000	\$ -
Public Way-Bridge	\$ 65,000				\$ 65,000	\$ -
Public Way-Signals	\$ 235,000				\$ 40,000	\$ 195,000
Public Way	\$ 1,100,000				\$ 100,000	\$ 1,000,000
Public Ways-Sidewalks	\$ 120,000				\$ 40,000	\$ 80,000
Public Way-Paving	\$ 2,220,000				\$ 890,000	\$ 1,330,000
Public Ways-Bridge Repairs	\$ 630,000				\$ 70,000	\$ 560,000
Public Ways-Paving	\$ 630,000				\$ 70,000	\$ 560,000
Public Ways-Paving	\$ 800,000				\$ 200,000	\$ 600,000
Public Ways	\$ 150,000				\$ 40,000	\$ 110,000
Rt. 132 Design		\$ 200,000				\$ 200,000
Public Way - Park Square		\$ 500,000				\$ 500,000
Public Way - Park Square		\$ 210,000				\$ 210,000
Public Way - Parking Lots		\$ 435,000				\$ 435,000
Public Way - Walkway to the Sea		\$ 385,000				\$ 385,000
Public Way-Sidewalks		\$ 260,000				\$ 260,000
Acceptance/Layout-Private Roads		\$ 400,000				\$ 400,000
Subtotal Roads	\$ 6,060,000	\$ 2,390,000	\$ -	\$ -	\$ 1,625,000	\$ 6,825,000
Public Wharves-Town Pier	\$ 425,000				\$ 55,000	\$ 370,000
Public Wharves-Town Pier	\$ 160,000				\$ 40,000	\$ 120,000
Public Wharves-Town Pier	\$ 200,000				\$ 50,000	\$ 150,000
Subtotal Pier	\$ 785,000	\$ -	\$ -	\$ -	\$ 145,000	\$ 640,000
Title V	\$ 200,000			\$ 2,597		\$ 197,403
Title V	\$ 100,000					\$ 100,000
Title V		\$ 100,000				\$ 100,000
Subtotal Title V	\$ 300,000	\$ 100,000	\$ -	\$ 2,597	\$ -	\$ 397,403

TOWN OF BARNSTABLE, MASSACHUSETTS
Schedule of Long-Term Debt
On June 30, 2002

Description	June 30, 2001	+		-		June 30, 2002
		Issued	Refunded	MWPAT Writedown	Redeemed	
Building-DPW	\$ 1,035,000				\$ 95,000	\$ 940,000
Recreation-Aselton Park	\$ 275,000				\$ 40,000	\$ 235,000
Building -Senior Center	\$ 1,340,000				\$ 80,000	\$ 1,260,000
Building Remodeling-Hinckley	\$ 90,000				\$ 30,000	\$ 60,000
Building Remodeling-Town Hall	\$ 160,000				\$ 55,000	\$ 105,000
Building Remodeling-Hinckley		\$ 400,000				\$ 400,000
Building Remodeling-Town Hall		\$ 250,000				\$ 250,000
Subtotal Public Buildings	\$ 2,900,000	\$ 650,000	\$ -	\$ -	\$ 300,000	\$ 3,250,000
Public Wharves-Dredging	\$ 141,000				\$ 47,000	\$ 94,000
Public Wharves-Dredging	\$ 465,000				\$ 35,000	\$ 430,000
Dredging - Centerville River		\$ 1,500,000				\$ 1,500,000
Public Wharves-Dredging		\$ 500,000				\$ 500,000
Subtotal Dredging	\$ 606,000	\$ 2,000,000	\$ -	\$ -	\$ 82,000	\$ 2,524,000
Drainage	\$ 180,000				\$ 30,000	\$ 150,000
Drainage	\$ 550,000				\$ 50,000	\$ 500,000
Drainage	\$ 240,000				\$ 30,000	\$ 210,000
Drainage	\$ 430,000				\$ 35,000	\$ 395,000
Subtotal Drainage	\$ 1,400,000	\$ -	\$ -	\$ -	\$ 145,000	\$ 1,255,000
Arial Mapping	\$ -	\$ 100,000				\$ 100,000
Subtotal Arial Mapping	\$ -	\$ 100,000	\$ -	\$ -	\$ -	\$ 100,000
Sewer Planning and Design		\$ 1,200,000				\$ 1,200,000
Subtotal Sewer Planning	\$ -	\$ 1,200,000	\$ -	\$ -	\$ -	\$ 1,200,000
Landbank Acquisitions		\$ 15,139,007				\$ 15,139,007
Subtotal Landbank	\$ -	\$ 15,139,007	\$ -	\$ -	\$ -	\$ 15,139,007
Total General Obligation Bonds:	\$ 87,279,293	\$ 34,096,367	\$ 9,200,000	\$ 2,597	\$ 8,454,293	\$ 103,718,770

TOWN OF BARNSTABLE, MASSACHUSETTS
Schedule of Long-Term Debt
On June 30, 2002

Description	June 30,	+		-	MWPAT	-	June 30,
	2001	Issued	Refunded		Writedown	Redeemed	2002
Enterprise Funds:							
Golf Course:							
Golf Course (refunded 8/15/01)	\$ 1,890,000		\$ 1,680,000		\$ 210,000	\$ -	
31.32% of 8/15/01 refunding bonds	\$ -	\$ 1,722,050			\$ -	\$ 1,722,050	
Golf Course	\$ 160,000				\$ 40,000	\$ 120,000	
Subtotal Construction	\$ 2,050,000	\$ 1,722,050	\$ 1,680,000	\$ -	\$ 250,000	\$ 1,842,050	
Land Acquisition-Golf Course	\$ 155,707				\$ 155,707	\$ -	
Subtotal Land Acquisition	\$ 155,707	\$ -	\$ -	\$ -	\$ 155,707	\$ -	
Total Golf Course	\$ 2,205,707	\$ 1,722,050	\$ 1,680,000	\$ -	\$ 405,707	\$ 1,842,050	
Water Pollution Control:							
Sewer (Refunded on 8/15/2001)	\$ 935,000		\$ 850,000		\$ 85,000	\$ -	
Sewer (Refunded on 8/15/2001)	\$ 1,485,000		\$ 1,350,000		\$ 135,000	\$ -	
Refund bond 41.01% of \$5,500,000	\$ -	\$ 2,255,550				\$ 2,255,550	
Sewer (Refunded on 8/15/2001)	\$ 2,660,000		\$ 1,900,000		\$ 190,000	\$ 570,000	
Refund bond 19.76% of 10,400,000	\$ -	\$ 2,055,040				\$ 2,055,040	
Sewer 98-42	\$ 260,943				\$ 10,850	\$ 250,093	
Sewer 98-27	\$ 453,836			\$ 54,530	\$ 18,862	\$ 380,444	
Sewer 98-49	\$ 728,868			\$ 698,185	\$ 30,683	\$ -	
Sewer 98-44	\$ 919,037			\$ 750,029	\$ 38,917	\$ 130,091	
Subtotal Sewer Repairs	\$ 7,442,684	\$ 4,310,590	\$ 4,100,000	\$ 1,502,744	\$ 509,312	\$ 5,641,218	
Sewer 91-38	\$ 1,850,018				\$ 136,089	\$ 1,713,929	
Sewer 91-39 Rewrite	\$ 833,125				\$ 48,489	\$ 784,636	
Sewer 91-39A	\$ 948,689				\$ 48,078	\$ 900,611	
Sewer 96-28 Rewrite	\$ 1,484,449				\$ 75,231	\$ 1,409,218	
Sewer 98-46	\$ 1,691,313				\$ 71,482	\$ 1,619,831	
Subtotal Sewer Facility Projects	\$ 6,807,594	\$ -	\$ -	\$ -	\$ 379,369	\$ 6,428,225	
Total Water Pollution Control	\$ 14,250,278	\$ 4,310,590	\$ 4,100,000	\$ 1,502,744	\$ 888,681	\$ 12,069,443	
Solid Waste:							
Solid Waste Landfill Closure	\$ 6,390,212				\$ 297,479	\$ 6,092,733	
Total Solid Waste	\$ 6,390,212	\$ -	\$ -	\$ -	\$ 297,479	\$ 6,092,733	
Grand Total	\$ 110,125,490	\$ 40,129,007	\$ 14,980,000	\$ 1,505,341	\$ 10,046,160	\$ 123,722,996	

OPEN SPACE COMMITTEE

Open space acquisitions under the Land Bank Act continued this year with the single largest purchase by the town to date. The 297-acre Santuit Pond property was purchased jointly in cooperation with the Town of Mashpee and the Commonwealth of Massachusetts. This purchase represents the single largest contiguous purchase of land under the Land Bank Act. Of the total site, 199 acres are in the Town of Mashpee, so in effect the land area of Barnstable grew by that amount as the property is held in joint ownership with our neighbor to the west. The Commonwealth for its participation purchased a Conservation Restriction on the entire parcel.

Two other significant purchases of land at the intersection of Routes 6 and 132 were also completed this year. This land sits at the entrance to the village of Hyannis and is viewed as the “gateway to Hyannis”. To acquire this land forever removes it from the potential of development and preserves much needed green space in a highly urbanized area.

This year represented our largest year of acquisitions. In order that our records correspond to the Financial Statements of the town, from now on the reporting of land purchased and funds expended will be on a Fiscal Year basis. In keeping with that change, a total of 441.52 acres was purchased in FY 2002 for a total cost of \$10,874,481. To date we have purchased 674.67 acres with a total expenditure of \$20,441,147.

Another significant event was the reorganization of the Open Space Committee by the Town Council. This realignment brought the number currently serving on the committee to nine members. The following members chose to not be reappointed to the committee: Ralph Dagwan, Richard Egan, Christopher Murphy, Peter Olotka, and Tom Russett. During the past year, William Gareffi chose to resign his position on the committee. All members who completed their service to the town did so with distinction and each brought their own insights and expertise that was invaluable to the workings of the group.

Lastly, we wish to thank our out going Administrative Assistant, Marjorie McCarthy, who retired this year after many years of service to the town. Marge was an effective administrator who handled the day-to-day business of the committee

with ease and efficiency. It was a privilege having her to assist our efforts and her knowledge of the geography of the town and its many landowners was a valuable asset. Good luck to Marge in her retirement.

Lindsey B. Counsell, Chair

HUMAN RESOURCES

The mission of Human Resources is to serve as a strategic partner to the administrative and legislative segments of Town government, while providing effective and efficient Human Resources Management to both our internal and external customers. The purpose of the Human Resources Department is to assist Town government in meeting the objectives of the Strategic Plan while also assisting employees in developing to their full potential. In fulfilling this role, Human Resources provides a number of services and functions.

RECRUITMENT:

The Town of Barnstable is committed to attracting, maintaining and retaining a diverse, knowledgeable and effective workforce. In 2002, Human Resources processed approximately 1,441 applications to fill 134 positions, including 75 permanent full-time; 5 permanent part-time; 12 temporary part-time; 1 extended temporary; 4 contract; 4 grant-funded; and 33 seasonal positions. This represents a 25% increase in applications over 2001. This does not include 600+ seasonal positions in the Recreation Department.

CLASSIFICATION:

Job Analysis, Job Evaluation and Pay Practice Analyses

During 2002, Human Resources reviewed job descriptions for vacant positions making appropriate changes that accurately reflected the job duties prior to a position being advertised and filled. Human Resources created 7 new and 24 revised job descriptions, which were then classified based on the application of a uniform point factor comparison methodology of job evaluation.

TRAINING:

The Human Resources Department continued its ongoing commitment to training.

In January, Barnstable County sponsored a wellness fair for all Town employees. The daylong event featured several health screenings including: cholesterol, blood pressure, and glucose screenings.

During the months of January and February, Human Resources sponsored educational seminars explaining the state's conflict of interest laws. Maxene Armour, Educational Specialist for the Massachusetts State Ethics Commission, conducted the seminars.

In February, Human Resources conducted training for all Town Commercial Drivers concerning changes to the Department of Transportation guidelines. Supervisors also received drug and alcohol reasonable suspicion training.

Also In February, representatives of the Town's Deferred Compensation Providers conducted a workshop in the Town Hall Hearing Room for existing plan participants and employees who were considering joining a plan.

In April, there was an Employee Health Fair where various vendors presented information to employees concerning insurance and wellness programs. Employees could also participate in free health screenings.

In May, EAP Network conducted a series of trainings on the topic of illegal harassment. EAP also conducted performance appraisal training during the month of June.

LABOR/EMPLOYEE RELATIONS:

The Director participated in mediation and conflict resolution, union contract interpretation, grievance processing and hostile work environment issues. Additionally, the Department mediated numerous employee/management issues and represented the Town at several hearings, mediation sessions and arbitration cases during 2002.

Human Resources continued to work closely with the Town Manager's Office and other Departments to develop innovative ways to reward the Town's employees.

In August, the Town sponsored an ice cream social at the Senior Center for all employees. This well-attended event was a tremendous success.

October witnessed 18 Town and 2 School employees take advantage of an early retirement program. These employees were honored at a ceremony held on November 1st.

Also in November was an employee appreciation luncheon that featured the culture and cuisine of Brazil. Over 150 employees participated in the luncheon.

In December, employees were recognized for their years of service with the Town. Also those employees that retired during the year received special recognition.

WORKERS COMPENSATION:

Human Resources received and processed 141 reports of work-related injuries for all departments including the School Department, 19 of which resulted in lost time. There was a slight increase (7%) in the number of reports filed, while the number of lost time events remained constant.

Human Resources' goal is to create a safer workplace leading to a decrease in absenteeism, loss of productivity, and increased employee morale. The department has taken pro-active steps to educate employees and managers in injury reduction and prevention by conducting training sessions for both supervisors and employees regarding workers compensation and safety, as well as training provided through Meditrol, Inc., the Town's third party administrator for Workers Comp.

UNEMPLOYMENT CLAIMS:

During 2002, the department processed and paid 108 unemployment claims which cost the town \$239,632.94. This amount represents a \$40,700.68 (20%) increase over 2001. The increase can be attributed to a 33% rise in the number of unemployment claims filed during 2002.

CONTRACT COMPLIANCE:

The Town administered 9 Department of Public Works construction contracts during 2002 totaling \$6,828,906.05. Of that amount, \$1,020,600.91 represents the compliance portion of the Massachusetts laws relating to Minorities in Business and the Women in Business Enterprises (MBE/WBE) projects and prevailing wage requirements.

Projects included the reconstruction of Barnstable Road, Park Square, and Old Stage Road; Installation

of Vacuum Sewer on Bearses Way; ChipSealing of various Town roads; dredging of the Centerville River; replacement of windows at Town Hall; and the upgrade of North Street traffic signals.

The Barnstable Municipal Airport contracts totaled \$883,000 of which \$51,540 represents the compliance participation of the Disadvantage Business Enterprise (DBE). The Horace Mann Charter School Re-roofing contract totaled \$182,700 of which \$18,720 represents the compliance participation.

2002 witnessed major personnel changes to the Human Resources Department. Benefits Administrator Deanna Desroches left the department in July and Director Nancymarie Schwinn retired in October. The department welcomed Tammy Cunningham as the Town's new Benefits Administrator in November.

I would like to thank the members of the Human Resources Department: Ruthanne Baker, Irene Carrington, Tammy Cunningham, and Laura Scroggins for all of their hard work in 2002.

Respectfully submitted,
William E. Cole
Interim Director, Human Resources

PERSONNEL ADVISORY BOARD

The Personnel Advisory Board is a voluntary board appointed by the Town Council. A major part of the Board's activity is devoted to reviewing job classifications and making its recommendations to the Town Manager.

The Board met 8 times during 2002 and reviewed and made recommendations to classify 18 new or existing positions.

Chairman Thomas L. Barrette resigned in April after 13 years of exemplary service on the Board. The remaining members wish to thank Tom for his exceptional leadership and commitment to the employees and citizens of the Town of Barnstable. His knowledge and experience will certainly be missed.

During 2002 Richard Egan, Jr. joined the Board. He has been a welcome addition to the Board.

Respectfully submitted,
Robert O'Brien, Chair

Teresa Patterson, Clerk
Richard Egan, Jr., Member
Vincent Kaseta, Member
Mary Pat Messmer, Member

DISABILITY COMMISSION

The Commission was formed to research local problems of people with disabilities; advise and assist municipal officials and employees in ensuring compliance with the Americans with Disabilities Act (ADA) as enforced by the United States Department of Justice and the Massachusetts Office on Disability. The Commission is to coordinate or carry out programs designed to meet the problems of people with disabilities, review and make recommendations about policies, procedures, service, activities and facilities in the Town as they affect people with disabilities. The Commission may draft rules and regulations concerning disabled persons' needs and issues, for adoption by the Town Manager and Town Council.

The Commission may receive gifts of property, both real and personal, in the name of the Town, subject to approval of the Town Manager, such gifts to be managed and controlled by the Commission. The Disability Commission is an advisory committee of the Town.

The Handicapped Parking Patrol continues to be a great success. In conjunction with the Barnstable Police Department, we have helped to establish similar patrols in other towns throughout the Commonwealth. The Town recently raised the fee for Handicapped Parking violations to \$50.00. The fees are used to fund projects pertaining to handicapped accessibility within the town, such as the proposed recreation deck at Dowses Beach and upgrades at Town parks, beaches and surf chairs.

The commission with the help of committee volunteers completed ADA surveys of all the schools, beaches and town buildings and facilities in the Town. The results will improve access to these very important areas. The school department will be using the results of the survey to address compliance with the ADA, which is very important for the Town to be able to qualify for state and federal funding. The Barnstable Disability Commission has made a commitment to make all our beaches accessible to the disabled and all Barnstable citizens. With the help of the Recreation Department and DPW /Structures & Grounds Dept. we will be addressing these projects during the spring of 2003. As a result of our beach survey we have selected six beach locations for upgrading to ADA standards and they

should be completed by the opening of the summer season. They are Covells, Hamblin, Loop, Sea Street, Sandy Neck and Dowses. Barnstable Disability Commission Chairman, Al Melcher and Structures and Grounds Division Supervisor, Joseph Slominski researched mobile units for these locations that could save the Town approximately \$600,000.00 in construction costs for typical structures needed for these locations and save on the cost of vandalism and maintenance.

The Recreation Deck for Dowses Beach has received approval and is now moving through the application process and could be ready for the up coming season. The Barnstable Disability Commission has committed \$20,000 for this project from the Handicapped Parking Patrol Fund. The Barnstable Disability Commission is seeking matching grant funds to complete this project in 2003. The completion of the recreation deck is estimated to be \$60,000 dollars. The commission is committed to this project and is seeking matching funds of \$30,000 for completion. The project should begin in March with funds available from the Handicapped Parking Patrol fund. We wish to thank the volunteers for their hard work, which has contributed to making this "fund" a viable source of revenue that has been used over the years to upgrade accessibility for the disabled.

The Commission has also completed ADA surveys for the Town schools and upgrades at the Cape Cod Mall. We expect they will result in improved accessibility. And we will be monitoring the progress in 2003. The Commission is also going to be upgrading some of the surf chairs at the beaches that will have extra accessible features – This program has been very successful.

The Commission has requested additional resources and facilities to enable us to better serve the Town in its efforts for compliance with ADA rules and regulations, and to better serve not only our disabled population but also that of our seasonal visitors. A temporary office is now located in the School Administration Building on the fourth floor. The phone number is 508-862-4912.

If you wish to become a volunteer, the Commission is always in need of volunteers who wish to help in the advocacy for the disabled. Please contact the Barnstable Disability Commission at 508-862-4912.

Al Melcher, Chairman
Paul Nevosh, Vice Chairman
Paul Sullivan, Treasurer
Jean Boyle

Robert Fauteaux
Raffaele Kaddy

INFORMATION SYSTEMS

The Information Systems Department once again experienced a very busy year. It was also a very sad year for the Information Systems Department. Kevin Heap, a long time Programmer/Developer for the Town, passed away after suffering a heart attack while at work. Kevin Heap's expertise and thorough knowledge of the Town's many systems is sorely missed. Kevin was a character and we will miss him from the Information Systems "family". We all hope the fish are always running where he is now.

Over the past year Information Systems has completed 1,645 work orders. We utilize a work order system in order for us to be able to better track what it is we do. Virtually every thing we do is tracked via a work order. If someone calls the help desk with a request for services, it is logged in and a work order is created. The work order is assigned to an Information Systems Department employee along with a completion time and a description of the request. The requesting party is then notified of the status.

Work orders help us determine trends and allow us to be proactive instead of reactive. By reviewing work orders we can establish patterns, as in certain pieces of equipment failing which indicates the item should be removed from service and replaced. It also allows us to see patterns in requests for help desk services which indicate areas where we need to train better. Overall it genuinely helps us provide better service to the employee and the citizens of the Town.

The Information Systems Department maintains a large network of computers and related systems. Over the years the network has been upgraded to allow for better security and greater performance. Far reaching remote locations in the Town were securely made part of the network through Virtual Private Networking (VPN). This allows sites to go through the internet back to Town Hall as if they were directly attached to the internal network. Areas such as the Sandy Neck Gatehouse and Mosswood Cemetery benefited greatly from this technology.

The town relies greatly on electronic mail in the course of business. Our email system was completely redone and moved to a Microsoft Exchange 2000 server significantly enhancing the email and scheduling capabilities of the Town.

As it does year after year, the volume of information that is stored on the Town's servers increased dramatically requiring Information Systems to implement new backup hardware and software to safely and securely store all the information. Backup tapes are moved daily to an offsite storage vault to ensure safekeeping and are stored indefinitely.

The Town's core business application, Munis, handles all the financial, tax billings and collection, payroll etc. This system was moved to a graphical user interface (GUI) based system requiring all computers to be updated. The GUI interface enables users to use their mouse much like other Windows based programs making use of the system easier and more intuitive.

Information Systems in the Geographical Information Systems (GIS) area made significant progress on Phase II of the aerial flyover and mapping project. We are being very innovative by having software and hardware in house to interpret the digital aerial photos and turn them into maps or layers of information that can be added to the maps we produce. In the past, we have had a third party perform this function. By doing this in-house we are producing much more accurate information and saving the Town approximately \$100,000 in costs.

GIS also completed what is called the meta-database, which is detailed documentation on the sources and accuracy of Town's data layers. Also completed was the production of town-wide digital ortho photos from the 2001 flyover (Ortho photos are digital images of aerial photographs that have been processed to remove distortions and have been oriented and corrected so that they are "map-accurate").

GIS completed the migration of GIS data from old MGE based database to a new GeoMedia database resulting in improved efficiency and better performance. A long-term GIS data maintenance plan was completed as well.

Information Systems upgraded the public access channel software, CH18 on AT&T, to provide easier

and more pleasant reading screens. CH18 is used to inform the public on a variety of Town related items. CH 18 is used to broadcast live and pre-recorded meetings. We make every effort to tape and air all pertinent public meetings. Over the year we have put together a portable recording studio in order to enhance our video recording capabilities for offsite meetings. Equipment for recording and airing meetings in the Town Hall meeting room has been updated to provide a more professional look when aired. In some cases we still have some issues with the audio quality and we will be working in the coming year to overcome them.

Our web site continues to grow and grow. We believe it is one of the best municipal web sites in the state. The web site received more than 5,000 visitors a month. We offer as much information as we can get our hands on. The more departments send us, the more we can post to the site. Popular items include the Assessing property values, maps and aerial photos. Also popular are the Town Council agenda's and minutes (as well as all other board and commissions), video rebroadcast schedules and the current CH18 "slideshow" which is now also available on the web site.

The combination of the public access channel, CH18, and the web site allow a powerful combination of mediums to make information available to the public. We are always interested in feedback and suggestions. Please contact Information Systems at 508-862-4624 or isd@town.barnstable.ma.us with ANY ideas or suggestions you might have.

On a final note, I would like to extend a heartfelt thanks to Ken Byrne who retired this past year from the Information Systems Department. Ken was our Senior Developer/Programmer Analyst for many years. Ken's expertise, vast system knowledge and sound methodical business mind were just some of the outstanding qualities Ken brought to this department. We all wish Ken and his wife Jean the very best in his retirement. Ken, we know your phone number so you are not completely free!

I would also like to welcome on board our new developer, Keith Phelan. Keith brings to the team a wealth of new development and programming disciplines. We have some exciting and innovative projects in the upcoming year in which we will rely heavily on Keith's expertise to help us successfully complete.

In closing, the Department is proud of the tasks accomplished during this busy year. The projects went well and were completed within the promised times. I would like to thank our Town Manager and Assistant Town Manager for continuing to recognize the benefits of technology and automation. I also extend that thanks to all the Departments throughout the town. I believe the town is very fortunate to have such dedicated and professional people.

I take this opportunity to thank the entire staff, Benjamin Anderson, Barbara Bennett, Jim Benoit, Dennis Bouvier, Ken Byrne, Kevin DeCollibus, Kevin Foster, Ron Ghatti, Nancy Johansen, Steve Pacheco, Lawrie Peirson, Keith Phelan and Dan St.Pierre for their loyalty and dedication to this Department and the Town. It is their collective talents that enable us to be very proud and successful at what we do.

Respectfully Submitted,

Daniel J. Wood
Information Systems Manager

JOHN F. KENNEDY MEMORIAL TRUST FUND COMMITTEE

In 2002, the John F. Kennedy Memorial Trust Fund Committee met on several occasions to consider activities and expenses during the year.

The Trust Fund balance on 7/1/01 was \$45,040.47. Over the course of the fiscal year ending June 30, 2002, income from all sources, including donations at the Wishing Pool, receipts from the sale of JFK Memorial hats and earnings on investments totaled \$19,067. On the expense side, \$15,259.18 was expended for the acquisition of JFK Memorial hats, the JFK Memorial Scholarship, the JFK Memorial Sailing Program and expenses for maintenance at the Memorial, and \$375.93 was expended for investment services, leaving a balance in the Fund as of 6/30/02 of \$48,848.

In addition, based on unaudited figures for the period 7/1/02 to 1/15/03, \$12,934 was received from donations at the Wishing Pool, proceeds from the sale of Memorial hats and dividends and interest on investments.

The balance on hand as of 1/15/03 was \$61,782.

Attendance at the Memorial once again hit record levels, with an average of 22 buses per day arriving at the Memorial during August and September.

The Committee commends the Department of Public Works for its diligent and effective efforts in connection with upkeep and maintenance at the Memorial. Thomas J. Mullen, Superintendent of the Department of Public Works who retired during the year, Joe Slominski, the Supervisor of Structures and Grounds, and their able staff have consistently worked to maintain and enhance the Memorial in its beautiful, tranquil state.

Each year the Committee endeavors to assess needs at the Memorial and to defray the cost to the Town for maintenance of the facility. However, in 2002, no material disbursements were required for this purpose; thus enabling the Fund to grow for the future.

It is important to note that the tens of thousands of dollars which have been tossed into the Wishing Pool over the years have made possible scholarship assistance, financing the Children's Sailing Program at the Veterans Memorial Park, physical improvements and maintenance at the Memorial, and other programs of benefit to the Community. All this has been made possible through the diligent assistance of Abel Correia, the Memorial attendant, and the judicious investment of those funds by the Town Treasurer and the Town Trust Fund Committee.

It is heartwarming to realize that now, over thirty-nine years since the death of President Kennedy, people from all over the globe continue to journey to the Memorial and through their donations into the Wishing Pool and acquisition of "Memorial" hats enable the Committee to foster programs for deserving youngsters of the Town.

In April of 2002, the Scholarship Committee awarded \$1,025 Scholarship to Edward John McLeavey-Fisher, a 2002 graduate of Barnstable High School. This scholarship is awarded by the Committee annually, based on availability of funds, to a Barnstable High School graduate who evidences citizenship, scholarship, character, leadership, cooperation, seriousness of purpose, financial need and a promise of success in his or her future scholastic endeavors.

Once again the John F. Kennedy Memorial Sailing Program was ably supervised by Lawrence Evans

and his staff, consisting of Head Instructor Courtney Kelley and instructors Julie Kelley, Rob Carey, Justin Hudick, Bob Ostrowski and Tim Moynihan. As in the past, the modest stipend for the Program is kept as low as possible so as to permit all youngsters of the town an opportunity to avail themselves of this Program. The Program accommodates children age 8 through 14 and scholarships are available for youngsters whose parents find the modest fee unaffordable. During the 2002 season, 118 children were involved in the six-week program. In addition, the 14-18 component of the Sailing Program ran for six weeks on Thursday evenings and was at capacity with 12 students.

David Curley, Director of the Barnstable Recreation and Human Services Department, prepared an analysis of the 2002 Program to the Committee with a request to the Committee to commit \$1,900 for the coming 2003 Program. The Program is in need of some new sailboats. This year, the Town Counsel will be asked to consider the purchase of three new boats. While the Fund does have a surplus, it is the sense of the Committee that the surplus should be used to subsidize the Program for those who could not otherwise afford it.

On Memorial Day, May 27, 2002, a memorial service was held at the Memorial in memory of our late President, John F. Kennedy. At the Memorial ceremony, the John F. Kennedy Memorial Trust Fund Scholarship Award for 2002 went to Edward John McLeavey-Fisher. A flag flown over the Capitol of the United States was raised at the Memorial during the celebration and the Dennis F. Thomas Post Honor Guard again volunteered to present the Colors. Sergeant Al Madden bugled "the Colors" and a contingent of Boy Scouts and Girl Scouts assisted in the ceremony.

Subsequently, a Flag Day celebration was held at the Marstons Mills East Elementary School. The flag which had flown over the Capitol was flown at the school. The children at the school, under the able direction of Ed Deusser, the school Principal, and their teachers, offered a program involving songs, poetry and other patriotic elements. The Committee sincerely appreciates the efforts of the school administration, teachers and students in fostering citizenship and making this program such a wonderful success.

Each year, we look forward to Flag Day with a great deal of anticipation. The presentation of the flag offers the youngsters an opportunity to recognize

both the meaning and importance of patriotism and to creatively express their own thoughts and ideas with regard to our Country and what it means to each of them. I am positive our late President is very proud of our youngsters and pleased with this program.

I offer thanks to Committee Members, Ruth Rusher Town Manager John Klimm, Lynne Poyant and to new Member Robert Jones, for their valuable contributions in time and advice. In 2002, Ms. Poyant chaired the Flag Day event and Mr. Jones and Ms. Poyant co-chaired the Memorial Day event. Additionally, the Committee would like to extend its thanks to Abel Correia for his long dedicated service to the Memorial and that for which it stands. Mr. Correia faithfully collects the proceeds from the Wishing Pool and assists the Committee in the sale of JFK hats. He is our goodwill ambassador, constantly available during May through mid-October, furnishing advice and assistance to visitors at the Memorial. Thank you Abel.

I wish also to acknowledge with thanks the incredibly thoughtful manner that Thomas Mullen, the recently retired Superintendent of the Department of Public Works of Barnstable, managed our wonderful Memorial facility and the dedication of Larry Evans, who developed the youth Sailing Program into one of the Town's best youth programs.

Lastly, the Committee urges all of our residents to take a moment during the year to spend some time at this tranquil Memorial. It is a wonderful place to sit and collect one's thoughts while looking over the expanse of Hyannis outer-harbor and its environs. This tranquil place is a superb location to reflect upon how fortunate we are to live in this wonderful Country and to consider the many ways that we may each, through our own efforts, make our Community a better place for those less fortunate.

Respectfully submitted,

Henry L. Murphy, Jr., Chairman
John Klimm, Town Manager
Robert Jones
Lynne Poyant
Ruth M. Rusher

LIBRARIES

BARNSTABLE, STURGIS LIBRARY

Sturgis Library had one of its busiest and most successful years ever this past year. The Library joined all of the other libraries in CLAMS, the automated network of libraries on the Cape and Islands, as we successfully migrated to the new Millennium system on September 4, 2002. The Staff received formal training on using some of the powerful features of the new system right up until the "Go Live" date, and we continue to offer training to the public in using the new online public catalog.

Library Director Chris Lindquist was closely involved as a member of the selection committee responsible for bringing the new system to the Cape and Islands. Director Lindquist was also a member of the CLAMS committee that was successful in garnering a \$25,000 commitment from the Barnstable County Commissioners and Assembly of Delegates towards the new CLAMS system.

The Sturgis Library also made significant improvements to its internal accounting infrastructure, including the design of new, more informative managements reports, more detailed monthly and quarterly operating statements, a refined balance sheet and a more complete investment fund report. These improvements led to increased oversight and awareness of the Library's current and long-term financial outlook.

The Library successfully implemented an electrical energy audit and light bulb replacement project, as part of the Cape Light Compact program, helping us to reduce our electrical energy needs by nearly a third, and become more energy-efficient. A new phone system was also installed.

The Library sponsored a number of notable speakers in the past year, including well-known composer Ron Perera, (the George Armstrong Kelley Distinguished Speaker for 2002), historians Michael Tougias (author of *King Philip's War: The History and Legacy of America's Forgotten Conflict*) and William Quinn, Cape authors Jim Coogan, Jack Sheedy, Mark Jasper and others. The Friends of the Library also presented a full series of interesting and informative speakers. Attendance continued to be very strong at all programs.

The Library's Web site (www.sturgislibrary.org) generated over 25,000 hits during FY2002 and has

generated over 70,000 visits since it was first established in January 1997. The website gives patrons access to the CLAMS network 24 hours a day, seven days a week, in addition to regional electronic databases, full-text magazine articles, weekly updates about what's new at the Library, a calendar of upcoming events and programs, descriptive finding aid information detailing the Library's substantial archival holdings, book reviews and recommended research links to other web sites selected by professional Library staff. Phyllis Foley began duties as the Library's part-time Technical Services Librarian in February.

Youth Services Librarian Natalie Smith-Jacobs, who joined the Library in March, began writing and editing a new monthly column in *The Barnstable Patriot* called Book Bytes. The column features programs and events taking place at each of the seven village libraries in Barnstable.

The summer reading program, co-sponsored with the Whelden Library, kicked-off "A Star Spangled Summer" in June. Events and programs centered on an appropriately patriotic reading theme were held throughout the summer, keeping kids (and parents!) happily reading throughout those lazy, hazy days of summer.

The second annual Children's CARNIVAL was held on July 18, 2002. The event featured games and contests, prizes, pony rides, a dunk tank, Clifford the Big Red Dog and Miss Frizzle, good food and plenty of entertainment. A bake sale and book sale was also held. A number of local parents were involved in making the Carnival another great community event for young and old alike! Proceeds benefited both children's and adult services.

The Library held a number of other very successful fundraising events during the year. A Silent Auction and Gala, co-chaired by Marilyn Fuller and Barbara Brack, was held on September 9, 2001 at the home of Herb and Dorothy Carver of Barnstable Village. Local residents donated over 100 items, including crafts, antiques and original artwork. Approximately \$15,000 was raised by the Auction. On July 21, 2002 the "Flowers For Barnstable Garden Tour," featuring six local gardens, was held. The support Sturgis Library received this past year was especially important, due to decreased or level-funding from state and local sources.

As in past years, the Library participated in the annual Heritage Cape Cod events held throughout the Cape in June. "Family Stories, Family Sagas," a traveling exhibit produced by the Vermont Folklife Center, was brought to the Library during June and July, highlighting the lives of six New England families, including the Peters family, Wampanoag Indians from Mashpee.

Two monthly adult discussion groups were initiated, based on community interest: The Sturgis Library Book Discussion Group, and the Sturgis Library Film Series, a new discussion group that includes screenings of popular movie adaptations of some of the books being discussed that month. Response to both programs has been very enthusiastic.

We salute our many friends, volunteers and supporters, for it is their continuing support that allows us to deliver the consistently high quality programs and services our residents and visitors have come to expect from the Sturgis Library.

CENTERVILLE PUBLIC LIBRARY

The Centerville Public Library is to many Centerville residents the very heart of the village. The atmosphere is warm and welcoming, and the staff is friendly and knowledgeable.

This past year was one of transition for us. Our director of sixteen years, Janice Laporte, passed away in March after a long and valiant struggle with cancer. Her death was a great loss to the staff and patrons who loved her warm and caring nature.

We completed work on the new Benjamin and Clara Edwards Children's Room in February of 2002. Construction was funded entirely through private donations and fund-raising events. The room is a wonderful and inviting space for all the children of Barnstable. Our Children's Program has quadrupled in the past several years and additional space was imperative if we were to adequately meet the needs of our younger patrons and their parents.

The goal of the library is to provide each of our patrons with the materials they require for informational and leisure purposes. In FY 2002 we were open 43 hours each week, including two evenings and on Saturdays. As part of the CLAMS network of libraries we are able to offer access to items from throughout the Cape and Islands. Electronic databases offer additional sources of

information. Internet use has increased dramatically, particularly during the summer months. During FY 2002 we had five PCs for patron use that were capable of accessing the Internet.

We added more than 3000 items to our collection during the past fiscal year. During that same period we weeded a similar number of items which were no longer up to date or in usable condition. We have continued to add to our collection of Large Print titles for those patrons with visual impairment. We add to our collections proportionally to our usage. One third of the materials budget is spent on children's items. We loan many non-print items. Our collection of books-on-tape has expanded to meet the demand of commuters and senior citizens. Our collection of classic videos is always in demand. During FY2002 we offered passes to several local and regional museums. Even our stuffed animals are available for children to borrow.

Our circulation continues to grow. Eighty thousand people came into the library last year. They borrowed more than 105,000 items, third highest in the town. Forty thousand of those items were in our children's section. Demand for library materials shows no signs of decreasing. New patrons are being added each week. In fact we have 5246 library patrons, a number equal to half of the village population. We circulated 4,000 items outside of our own facility through the CLAMS network and received 2400 from other libraries.

Children continue to be a major focus at the Centerville Public Library. Four thousand children attended our programs last year. We offer four structured Pre-school Story Hours each week during the school year. Demand exceeds the number of spaces available. In addition we offer Pillows and PJ's on Tuesday evenings throughout the year for working parents. The Summer Reading program enrolled over 200 children last year. In total they completed more than 3000 hours of reading time. Incentives were offered as encouragement. Weekly programming was provided for children and their parents. Barnstable County Extension Service through its 4-H Program provided children from the town with Babysitting classes three times last year. We have a close relationship with local public and private schools. Several groups visit us each month throughout the year. Much of our children's collection is based on the needs of local students and teachers.

The Centerville Library has a dedicated group of volunteers, many of whom have been with us for more than ten years. We have had great success recently with students wishing to do community service by working in the library. Last year our volunteers donated 2700 hours of their time helping us to run smoothly.

The Centerville Public Library Board of Trustees and our loyal Friends of the Centerville Public Library group actively pursue ways to raise more money. In FY 2002 we held a Greens and Craft Sale, an evening on the Dinner Train, and a Fashion Show. Our young parents held a Children's Attic Sale to support our many children's programs. We have a very successful Used-book Store in our basement. In addition we have sought help in expanding our Annual Appeal for funds.

We constantly strive to offer the latest in library services to our patrons. Much of the past year was spent in preparing to launch a new operating system for CLAMS. This required that we attend training sessions while still trying to maintain the service in the library. We were able to do this only because of the dedication of our staff and the support of our many volunteers. They are what makes the Centerville Library such an important part of the village and town community.

COTUIT LIBRARY

We are pleased to report another busy and successful year. The generosity of the Town, the support of our many patrons and friends and the dedication of the staff and volunteers allows us to continue to serve the public in many ways - intellectual, social and cultural. A look at the year's statistics shows we remain an exceptionally active library. During 2002 we circulated 51,948 items to our 3,194 active cardholders. We added 1,456 print materials and 296 non-print items. New to our collection this year are CD books on tape which are increasingly popular. We loaned 4,412 items to other libraries and received 2,824. The community continues to make good use of the Library's meeting space, and of course we also use it for many of our Library programs.

This past year we, as usual, offered many activities for children: pre-school storyhours, summer reading program, school visits, 4th of July Parade, Easter egg hunt, elementary storyhours, amphibians and

reptiles program, and a family opera event. In all, 2,669 children were in attendance at various programs sponsored by the Library.

As always we are grateful for the Friends of the Library Group. In 2002 they held their annual Plant and Bake Sale, Fashion Show, Auction, and Monthly Luncheons which raised money to supplement our book budget. The Board of Trustees of the Library added an additional fundraiser, our first annual Golf Tournament, which was very successful. Other Board activities to benefit the Library included our annual Book Sale, House Tour, Cash Lottery, and Village Crafters Fair.

We saw a huge increase in internet use during the past year as more and more patrons came to realize what an effective tool it can be. Many days during the summer months all terminals were in use with waiting lists assigned to them.

We are grateful to all for your patronage and will work very hard to earn your continued support.

HYANNIS PUBLIC LIBRARY

One of the major highlights this year for the Library was the installation of air-conditioning in the entire facility. The first phase was the upper level of the Twomley Addition in the summer of 2001 with the remainder of the buildings being completed in the spring of 2002 by Bourque Heating and Cooling. This latest phase of the Renewal 2000 Project was funded over the last few years by generous contributions from individuals, the sale of book bags donated by Hy-Line Cruises and Ramsey, Hanesian and Collins, a matching grant for fifteen thousand dollars from the Kelley Foundation, and a bequest from the estate of Mildred Joslin. The air-conditioning project has made our building a comfortable and healthy place for the public to visit and staff to work.

The Library must constantly work to stay current with the rapidly changing technology that is needed in the workplace. The Town of Barnstable granted the seven libraries a grant with funds from their AT&T contract for cable service, funds to purchase additional computers to meet the constantly increasing demand from the public. These are in constant use in both the children's and adult's departments. During the summer months we serve as the headquarters for the many foreign students

working in our local businesses to access the email accounts and in turn home. Additionally many tourists use our services as well as our regular patrons on a year round basis. For families without computers and Internet service the computers in the Children's Department are a necessity in helping their children keep up with their peers in school.

The Children's Department under the leadership of Children's Librarian Mary Bianco and with the assistance of Kate Harvey, Manager of the Barnstable School System's Multicultural Resource Center continues to be the center of activity in our Library. The Summer Reading Program attracts children from pre-school age up with activities and reading. Last summer's special event was nationally known storyteller Len Cabral performing on the Village Green as part of the Thursdays on the Green family entertainment series. This event that to the Hyannis Main Street Waterfront District's program was made possible by a grant from the Barnstable Cultural Council.

Throughout the year in addition to playing host to hundreds of students and their teachers from the areas public school and many day-care facilities, the Children's Department sponsors weekly Friday morning story and craft hours; special craft programs and story hours on Saturday like the Halloween pumpkin decorating program, Native American Tales program, Winter crafts and stories, and Irish tales and crafts. Additionally the department participated in the Cape wide event in November for Family Literacy at the Cape Cod Community College and the Hyannis Holiday Stroll in December.

During the summer months many elementary, middle school, and high school students use our library to fulfill their school reading list requirements. Last year we were able to purchase additional copies of these titles with a generous gift from the Barnstable Horace Mann Charter School Parent Advisory Council.

The Hyannis Garden Club continues its work revitalizing our gardens and grounds. Among their projects this year was the installation of a sprinkler system in the front yard, and work on clearing and replanting the backyard. This year their efforts were recognized by the Hyannis Main street Business Improvement District with the Most Beautiful Garden Award presented at the Annual Meeting of that organization.

Fay Robbins and her faithful crew of volunteers continue to operate the library's used book sale and craft shop every day the library is open. They are energetic workers for the library and raise thousands of essential dollars that we use to meet our operating budget.

MARSTONS MILLS PUBLIC LIBRARY

2002 was a successful year at the Marstons Mills Public Library! We received notice in March that Marstons Mills was awarded a construction grant from the Massachusetts Board of Library Commissioners for \$1.7 million. In November, we learned that our grant would probably be offered to us in December 2005. We will, therefore, be able to start building in 2006. Before we do that, we will have a new interior design drawn (by State mandate) and send out bids for construction. I am sure we will enjoy that part of the project.

The new librarian, Jane Lawless, finished her first year of service in Marstons Mills. Every aspect of it was a learning experience but it was also fun and rewarding.

Activity in the library remains lively. Our circulation this past year jumped by 10,000 to over 74,000 items, which is high for a village of 9800 residents. We rank first in the town for "circulation per holdings" and second in "circulation per staff person" (a greater number of our books leave the shelves than in the other town libraries and they are checked out by fewer people). We were a net lender of Interlibrary Loan items in 2002 indicating that we lent materials to other libraries more than we borrowed for our patrons. We ranked third in the town for hours of operation.

During the winter months, the library was open on Sundays from 1PM – 4 PM. Sunday attendance increased every week. The library was a lively place. Our three public computers, which are linked to online databases for research through the CLAMS system, also provide access to the Internet and word processing software. These computers are heavily used by our patrons. Marstons Mills is now the third largest village in the town exceeded only by Hyannis and Centerville. Our population growth in the last census was 19% verses 17% for the town of Barnstable as a whole.

Our network, C.L.A.M.S., installed new software at the beginning of September. After a very busy summer, our staff then had to jump right into a learning process with the new software. It was tiring

and stressful but we made it through very successfully.

The Friends sponsored a Kids Safety Day in Burgess Park in June. Burgess Park is the site for the new library. In October, they organized a large fashion show, bridge party and luncheon at St. Peter's Church in Osterville as a fundraiser. Both events were well run. In February and August, the Friends held two large book sales, which raised significant funds for the library. Information about the library and an appeal for support, are sent to residents of Marstons Mills quarterly in our newsletter. During the summer, the Trustees raffled a kayak. The drawing was on the Marstons Mills Village Day. This fundraiser was also successful. Next year we are planning a similar raffle with a boat or another kayak. In the fall, the Trustees sponsored an Antiques Appraisal Day at Liberty Hall. Robert Eldred Auctioneers from Dennis, MA and Monomoy Antiques in Chatham, provided the appraisers. The public could bring three items for appraisal. The auctioneers were busy all day. They saw some very interesting antiques.

In our Children's area, a volunteer reads to the children on Tuesday mornings. On Wednesdays we sponsor a playgroup for pre-nursery school children and their parents. Also on Wednesdays, Pam Kittredge, our Children's Assistant, leads a Story Hour and Crafts program for kindergarten children. Bunny Zenowich, a volunteer, reads to 3-5 year olds. Beth Johnston, a volunteer, presented workshops on sea life for elementary and middle school children this past year. Again, the library staff held a Haunted Halloween Party consisting of crafts, songs and stories. Pam Kittredge, organized an ever-popular Christmas Crafts Workshop for children before Christmas. The Friends donated \$500.00 for children's programming this year.

Adult programs include a monthly Book Discussion group on Tuesday evenings. Robin Smith-Johnson, a writer and the librarian at the Cape Cod Times, lead a Memoir Writing workshop on 5 consecutive Sundays during the winter. Thirty-four people attended the workshop. Jim Kershner, a professor at the Cape Cod Community College, gave two lectures during the summer on Buddhism and Journalism. The Indian Lakes Association, and other civic associations, holds semi-annual meetings in the library.

Many interesting programs, volunteer opportunities and Internships are planned for 2003-4 and will be discussed in next year's report.

One of our Trustees, Al DeFlorio, served on the ad hoc sub-committee of the Town Library Committee, to investigate the town formula for funding the libraries and to make recommendations.

For the coming year, Library will focus on events, which educate and entertain our patrons. The Board will plan fundraisers to sponsor the new library.

Jane Lawless, Director

OSTERVILLE FREE LIBRARY

The Osterville Free Library is situated at the heart of the village of Osterville, and as such, fills a vital role in the life of the community. The OFL is an active participant in Osterville events and celebrations including the Christmas Open House & Stroll, Fall Festival Day, Daff O'ville Day, Summer Celebration and Osterville Village Day. The Library meeting room is used regularly by the Friends of the Library, the Osterville Village Association, Osterville Men's Club, 4-H Club, the Cape Cod Horticultural Society, several book discussion groups, and many other community organizations.

Our friendly, talented staff remains our biggest asset, particularly as demand for all types of library services continues to grow. The Osterville Free Library circulated over 115,000 items in FY2002 – an annual circulation that is more than double the state average circulation to a community of this size.

The Osterville Library is now open on Sundays from 1:00 p.m. – 4:00 p.m. We are pleased to see so many people visiting us during these hours and plan to continue with Sunday hours at least through May of 2003.

Our patrons continue to enjoy the benefits of our membership in the CLAMS Network. With the regional delivery system, library users are able to get books and other materials quickly and efficiently from Cape and Island libraries. When a patron's request for materials and information extends beyond what the CLAMS libraries can provide, we are able to access materials from all over the state of Massachusetts, and beyond.

This year's upgrade of all CLAMS libraries to a new system had a few bumps in the road! Now that we have had nearly six months to learn our new system, we can appreciate its advanced features. We appreciate the kindness and patience shown to us by our patrons during this learning process.

The Library began its long range planning process by soliciting input from members of the community. Limited space for children's services, and the lack of an adequate meeting space were among our patrons top concerns. These suggestions have been incorporated into our new 2003-2007 Comprehensive Plan.

One of the Osterville Library's main goals is to increase and improve the service we provide to our youngest patrons. Thanks to the great efforts of Connie Marr, our Children's Librarian, children's programs have again tripled in attendance. The Children's Room boasts a collection of storybook chairs and tables, painted by students from Barnstable High School. Our six-foot wide dollhouse is a must-see attraction!

Computers and new technology continue to revolutionize how information of all kinds is made available. Reference and research takes place daily, over the Internet and with traditional print resources. We are fortunate to have Linda Dalrymple, our experienced Reference Librarian, to assist patrons with their information needs.

The tradition of Friday morning movies continues into its 28th year, with movie attendees enjoying the library's state-of-the-art video and sound system.

The Friends of the Library continue their successful weekly book sale, Christmas tea, and Village Day lunch concession. Their fundraising efforts support museum passes, large print books, unabridged audio books, and children's programs. In addition, the Friends are always willing to underwrite special projects that enrich the library.

Community support is nowhere more evident than in the success of our fundraising efforts. Thanks to the hard work and dedication of the Library Trustees, and the generosity of our supporters, we are able to raise more than 41% of our operating budget each year. Fundraising events include the library auction, golf tournaments, the car raffle, and our Annual Appeal. These events not only provide necessary

financial support, but they cement the relationship between the Osterville Free Library and our community.

We have much to be grateful for at the Osterville Free Library. As always, we thank our Board of Trustees, our Friends, and the many volunteers who work endless hours to keep all areas of the library running smoothly.

WEST BARNSTABLE – WHELDEN MEMORIAL LIBRARY

In the year FY2002, the library staff rallied to the call of almost a year of preparation for a new CLAMS vendor and operating system. Special projects eased our crowded shelves and made patron accessibility to materials much easier. The FRIENDS put in the hours and were busy with fund-raising endeavors. Our patrons continued to respond to what we can offer.

The staff remained as was at the end of FY2001, two full timers and three part-timers. Four staff members are not only active at the circulation desk, but also assume a myriad of other roles and are responsible for individual ongoing duties. One is solely our periodicals person. Special projects included weeding the fiction, mystery, juvenile non-fiction, and children's video collection. The FRIENDS group hosted book sales, and other fund-raising activities, which generated substantial income for library support. They paid for the upgrade of all computers, had a chair re-upholstered, contributed to the repair of the heating system, purchased shades for library windows, and a tent for future use, as well as a substantial monetary gift for materials.

The Board of Trustees annual appeal letter was most successful thanks to some professional assistance. Photography contests added interest and funds. A Trustees sub-committee produced a cookbook as a fund-raiser. Beyond Cod: A recipe from the bay to the bog is a proven best seller. A thoughtful individual's donation, for lights for our lawn sign, was gratefully received. The Board and community honored Susan Maki as Citizen of the Year at the West Barnstable Village Festival.

Our collection has been strengthened to reflect items and subjects desirable to our patrons. Audio book use rose again and the new CD format books are increasing in popularity. Video and DVD use increased by 1/3. Our public access computers were

frequently in use. The interactive assistance and support we provide to the public can only be measured in the amount of thanks we receive.

Our Children's program offerings were story hours, a Summer Reading program (cooperatively presented with Sturgis Library), school visits, and special Children's and family activities such as a tea party. Attendance at all these showed an increase of 10%. The Director offered a babysitting course for young adults that was popularly received by the participants and parents in the community desiring trained and responsible sitters.

Adult programming, sponsored by the library, was offered on Sunday afternoons, and outside groups offered a variety of programs and special interest meetings.

The new CLAMS vendor, Triple I Millenium system, occupied a good part of any extra time we had in preparation for its September 2002 initiation to the public. Finally we have a volunteer who has been keeping our web page attractive and up-to-date. Check us out at <http://home.attbi.com/~whelden/>.

PLANNING BOARD

The Planning Board has broad responsibility for the development and protection of land use. The Board regulates the division of land and building of roads to development through the Subdivision Control Law, and its own Subdivision Rules and Regulations. In conjunction with the Planning Division, the Board also has responsibility for the preparation and review of Zoning Ordinances, and holds joint public hearings with the Town Council on all Zoning changes. In the year 2002, the Board provided input and review of refinements to the new downtown Zoning Districts.

At a January, 2003 meeting with the Town Council, discussion was held as to additional responsibilities the Board could assume. These will be discussed and recommendations will be made to the Town Council for their approval.

The Planning Board meets on alternate Monday evenings in the Town Hall hearing room at 7:00 P.M. Meetings are televised for the convenience of the public. Since the meetings are open to the

public, the Planning Board encourages citizens of the Town to attend the meetings also.

In 2003, the regular meeting included:

- Endorsement of twenty-two Approval Not Required plans
- Eleven requests for lot releases and security actions
- Four requests for waivers of Subdivision Rules and Regulation requirements
- Two modifications of subdivisions requiring public hearings
- One definitive subdivision plan, and review and approval of a subdivision previously transmitted to the Cape Cod Commission that was appealed and then remanded to the Board
- Reviewed three Ch. 40B affordable housing developments and sent advisory report to the Zoning Board of Appeals on Planning Board issues
- Held hearings for one subdivision plan rescission
- Reviewed one repetitive petition to the Zoning Board of Appeals
- Held one public hearing on Scenic Roads

The Board has also been in process of reviewing the Subdivision Rules and Regulations that govern the division of land and provide standards for road construction. A public hearing on these revisions will be held in February 2003.

Zoning Amendments include the following:

- Changes to the Sign Ordinance, together with Councilor Richardson
- Storage containers and trailers were reviewed and transmitted to the Council - Work on this Ordinance will continue into 2003
- Open Space Ordinance changes were reviewed together with Councilor Milne; this item is on hold at this time.
- Further refinements were made to the downtown zoning districts. Additional work on the MA- I Business District will continue into 2003

Other Committee Work

Planning Board members also take part on other Committee as follows:

- Route 132 Vision Task Force Committee of 150 Hyannis Forward
- Hyannis Main St. construction

- Market-based strategy for downtown Hyannis Storage Trailer
- Road Committee

The Board would like to thank the Planning Division staff for their support and to all the citizens of the town that came forward during the year to express their opinion.

Respectfully submitted,

A. Roy Fogelgren, Chairman
 Robert Stahley, Vice Chairman
 Marlene Weir, Clerk
 William Belden
 Barbara Hill
 Raymond B. Lang
 David Munsell

PLANNING, ZONING AND HISTORIC PRESERVATION DIVISION

Administrative changes brought about in the Year 2002 streamlined many functions of the Planning Division. After a period of time without a Director, the Division was re-organized with the merging of the Planning, Zoning, and Historic Preservation sections into one distinct Division and the hiring of a new Director to manage the Division. Elimination of the Director of Historic Preservation position along with the creation of a new Site Plan Review/Zoning Board of Appeals Coordinator position re-focused the Division so that sharing of information, work projects, and administration of staff duties benefited each section equally. The Division now is comprised of a Director, two Principal Planners, one Associate Planner, one Site Plan Review/Zoning Board of Appeals Coordinator and three Administrative Assistants. You will note in reading the Reports of the Boards and Commissions supported by the staff of the Planning, Zoning, and Historic Preservation Division that the Town of Barnstable is well served by both its volunteer Boards/Commissions and the professionals who advise them.

Respectfully submitted,

Thomas A. Broadrick, AICP
 Director of Planning, Zoning, and Historic
 Preservation

ZONING BOARD OF APPEALS

In 2002, the Zoning Board of Appeals held 27 public hearings at which 114 new appeals, 4 remanded cases and 3 comprehensive permit minor modifications were heard. The caseload dealt with a number of issues. Especially noteworthy were the number of cases dealing with commercial redevelopment and the number of demolition and reconstruction of single-family dwellings on undersized lots. Those cases raise a number of concerns with regards to redevelopment and the need for the Zoning Ordinance to address both commercial and residential redevelopment.

Summary Table - Z.B.A. Activities 2002

Variances

Total	Granted	Denied	Withdrawn	Continued
47	24	6	13	4

Special Permits

Total	Granted	Denied	Withdrawn	Continued
60	44	3	7	6

Comprehensive Permits

Total	Granted	Denied	Withdrawn	Continued
7*	4	0	0	3

Administrative Appeals

Total	Overrule	Upheld	Withdrawn	Continued
7	1	5	1	0

Totals

Total	Granted	Denied	Withdrawn	Continued
121	73	14	21	9

*includes remand, and minor modifications

Note: In addition, five appeals were administratively withdrawn prior to public notice. To note a few major highlights, the Board in 2002 conducted extensive review of proposed redevelopment of:

- The former cinema building at Capetown Shopping Plaza aka K Mart Shopping Plaza to a 25,724 sq.ft. "Filene's Home Store".
-
- A 1.44-acre site at the intersection of West Main Street and Lincoln Road in Hyannis with a 9,922 sq.ft. Brooks Pharmacy.
-
- 15 Cedar Street, Hyannis with a 4,524 sq.ft. mixed-use dental office and apartment building.
-

The year also saw four comprehensive permit affordable housing applications and three minor modifications of prior permits issued. In processing these permits, the Zoning Board acts on behalf of all local permitting boards and commissions. They require the board to address the development in every aspect of the permitting process. This usually results in a number of hearings that includes public and neighborhood input, and considerable involvement of municipal agencies and departments.

At the end of 2002, the Board has three Chapter 40B Affordable Housing Comprehensive Permits applications active and continued into 2003. They are:

- "Parkside Village", the construction of 168 dwelling units to be age 55 and over restricted on 13.36 acres located off Castlewood Circle in Hyannis.
-
- "Southside Village", the development of 14-attached condominium units within 4 buildings on 1.35 acres located off Route 28 (Falmouth Road) in Hyannis.
-
- Danvers Way of Hyannis, the construction of 16 affordable housing units in 8 two-family buildings on 2.9 acres by Habitat for Humanity of Cape Cod, Inc.

At the beginning of 2002, the Zoning Board of Appeals Office and staff moved to the new Town Office Building at 200 Main Street, Hyannis. The move has proven to be beneficial to both public and staff. It united the Town's permitting process under one roof, facilitating greater communication between town staff and improved service to the public.

The Board wishes to thank our Office Secretary Sheila Geiler for her dedicated service to the Board. In October Ms Geiler took advantage of the early retirement incentive offered by the Town. The Board wishes her well in her retirement years.

The Board Members also wish to acknowledge and recognizes the support and service of Principal Planner Arthur Traczyk, and part-time assistance of Shirley Conley during the past year. Additionally, the Board extends its appreciation to Town Attorney Robert Smith, Assistant Town Attorney Ruth Weil and their staff, whose help has been invaluable resulting in most appeals being upheld in the Courts and a number of rulings that have set precedence though out the Commonwealth.

The contribution of the Building Commissioner Tom Perry and members of the Building Division has been significant and is also appreciated. We look forward to a renewed working relationship with Mr. Perry.

It is with deep regret and sadness that the Members recognize the years of dedicated service by Ms.

Gloria Urenas, the Zoning Enforcement Officer who passed away in October. Prior to becoming the Enforcement Officer, Ms. Urenas also served as an Alternate Member on the Board from 1992 to 1995. She is greatly missed and fondly remembered.

Respectfully submitted,

Daniel M. Creedon, Chairman
Gail Nightingale, Vice Chairman
Ralph Copeland, Clerk
Richard L. Boy, Member
Ron S. Jansson, Member
Thomas A. DeRiemer, Alternate Member
Jeremy Gilmore, Alternate Member
Randolph Childs, Alternate Member

HISTORIC COMMISSION

The Barnstable Historic Commission's roll in our community is to preserve and protect our historical buildings and settings and to continue to inform and educate the public about the history and its significance as the town moves forward in the twenty-first century.

The Barnstable Historic Commission handles the qualifying properties for protection from demolition that are located outside our town's two historic districts - Old King's Highway Historic District and the Hyannis Main Street Waterfront Historic District. The Commission can postpone demolition for six months of structures that are over 75 years old and qualify as a significant building. This process allows the property owner continued time to try to incorporate the present building into his new plans or find other individuals who would be interested in purchasing the building and preserving it. Through the years significant buildings have been preserved through the joint efforts of the Commission and property owners.

Each year the Commission spotlights the preservation work of individuals and organizations. This year we recognized the work of James Gould of Cotuit for his service to our community through his research and cataloging of properties, educational tours and lectures and years of service on the Barnstable Historic Commission. Our second award was given to The Tales of Cape Cod. This splendid organization presents each summer a series of educational programs. They also present historical

programming for television. They have recently completed renovation work on their historic building to help in the collection and preservation of the Cape's history.

The position of Historic Preservation Division Director was eliminated from the town's budget, as of July 1, 2002. This was part of a restructuring move to help improve the town's fiscal picture. This move was significant to the Commission and the town's efforts in historic preservation. Pat Anderson, who served the town for many years in the position, gave strong leadership and depth of town history that was vital to the town of Barnstable.

Part of the restructuring move was the hiring of Thomas Broadrick, AICP, as Director of Planning, Zoning and Historic Preservation. Tom has worked closely with our committee and recently added Danielle St. Peter to his historic preservation staff.

The responsibility for the management of Trayser Museum complex was assumed by the Town Manager, John Klimm. Since the creation of the museum, the Barnstable Historic Commission through its Trayser Management Committee, had managed the museum complex. The Barnstable Historic Committee this year moved into an advisory role.

Initially the change in staffing and management left Trayser Museum facing serious issues. However with the strong efforts of Tom Broadrick, Lisa Blair, Rob Stewart and others, the Trayser had another successful season. Currently, a Request For Proposal is being developed by the town that will eventually lead to the outsourcing of the day-to-day management and fund raising for the Museum.

The Old Selectman's building in West Barnstable was fully scheduled with displays from local artists. The National Registered historic building is a local landmark that continues to serve as a showcase for the works of local artists.

James Gould and Barbara Hill resigned from the Commission after many years of dedicated service. Their interest in our community and preservation of history was very valuable to the Commission. Robert Stewart joined the Commission. He brings a wealth of knowledge of Barnstable and a dedication to Trayser Museum.

This year, 2002, was a year of change. The Barnstable Historic Commission hopes that the changes will lead to the improvement of Trayser Museum and to preservation and protection of our historic buildings and settings. Our history is too valuable to be lost.

Respectively submitted,

Charles Baskin, Chairman
Nancy Clark
Barbara Flinn
Sandy Lenney
Nancy Shoemaker
Robert Stewart

OLD KING'S HIGHWAY HISTORIC DISTRICT COMMITTEE

The Old King's Highway Committee reviews Certificates of Appropriateness, Demolition, and Exemption as presented to it under Chapter 470 of the Acts of 1973 of Old King's Highway Regional Historic District Act as amended. Applications are reviewed for their aesthetic appropriateness and setting, and to ensure that proposed construction is compatible with the existing neighborhood. This process also includes receiving technical advice and comments from various boards, committees, and the general public.

There were 23 Public Hearings held by our Committee during 2002, for which applications were submitted and processed. There were total of 231 applications before the Committee in 2002. 224 were approved and issued a Certificate of Appropriateness, 4 were denied and 3 were withdrawn. In addition, there were several minor modifications granted and a number of informal discussions. It should be noted that many of these cases required extra work by the Committee Members and the staff. Several of the local Committee's decisions were appealed to the Regional Commission with the Committee upholding most of the case. In addition there was a number remanded from the previous year that was resolved to the committees satisfaction.

At the end of 2002, Julie Karcslinski, Clerk of the Committee found it necessary to resign due to work commitments. The Committee appreciated her service and dedication. She will be missed.

The Committee welcomed Thomas Broadrick, AICP, as Director of Planning, Zoning and Historic Preservation and Danielle St. Peter. We look forward to working together in a spirit of cooperation with the residents of the Old King's Highway Historic District.

Respectfully submitted,

Jeffrey Wilson, Chairman
Julie Karcslinski, Clerk
Elizabeth Nilsson,
Carrie Bearse,
George Jessop

BARNSTABLE POLICE DEPARTMENT

I hereby submit to the residents of the Town of Barnstable the Annual Report of the Barnstable Police Department.

In an effort to more fully involve the community in a partnership with the police department, we have focused on several different initiatives this year in addition to providing police services to the citizens and visitors to the Town of Barnstable.

Airport Police Officers: Since the tragic events of September 11th, Barnstable Police Officers have been assigned to the Barnstable Municipal Airport during all hours the Airport is open as required by federal law. Funding is provided by the Airport and the federal Transportation Security Administration.

Cape Cod Regional Law Enforcement Council: The Department is proud to be a member of the newly formed Cape Cod Regional Law Enforcement Council (CCRLEC). The CCRLEC is a 501(c)(3) corporation formed to enable Cape Cod police departments to provide training and resources on a regional scale as well as mutual aid through a series of interagency agreements. Due to its status as a 501(c)(3) corporation it is able to seek funding that may not otherwise be available.

Triad: The Town of Barnstable Triad, a collaborative effort between law enforcement, social services and seniors, met on a regular basis on the second Thursday of the month at the Barnstable Police Department.

Thanks to a generous donation from Cape Cod Healthcare of 1,000 File of Life packets, the Triad and S.A.L.T. council (Seniors and Law Enforcement

Together) continued their efforts to get File of Life packets out to seniors in the community. This was a project that was started the previous year and approximately 7,500 packets were distributed in the community. The File of Life is a red plastic magnetic file folder that attaches to the outside of a refrigerator door. The file contains vitally important information on an individual (medications, allergies, medical problems, blood type, emergency contacts, doctor's name). This information is then readily available to fire, rescue and police personnel, who are trained to look at the refrigerator door when responding to an emergency call. The immediate availability of this information can be lifesaving. Packets can be obtained at the Senior Center, firehouses and libraries.

The Triad group also developed a web page (www.barnstabletriad.org) which gives updates of projects that the group is currently working on. Among these projects is the problem of improperly numbered houses. The ability of emergency response personnel to find a home quickly is tremendously diminished if the house is not numbered or if the number is not visible from the street. This is an ongoing problem for emergency response personnel. Information is included on the website as to how to properly number your house. Other topics covered on the website are elimination of unsolicited mail/unsolicited telephone calls, public safety alerts re: "Silent" 911 calls, home fire escape plans, and care of Alzheimer's patients.

The Town of Barnstable TRIAD started working on a new project towards the end of the year called the BEACON project. The BEACON is an outside light that, when properly activated, helps to identify to emergency personnel a home that has placed a 911 emergency call. The TRIAD is in the process of making arrangements for the economical procurement of this device for availability to seniors. On December 3, 2002 Klaus Guttman, TRIAD Chairperson, and Sgt. Sean Sweeney of the Barnstable Police Department conducted a press conference on Channel 3 highlighting the BEACON project and the importance of proper house numbering.

Thanks to the S.A.L.T. council members and their advisors: Klaus Guttman, Chairperson; Melvin Pauze, Vice Chairperson; John Mollica, Lawrence Sinclair, Carol Sinclair, Adrienne Lawson, Peggy Dandridge, Virginia Gorse, Joe Gentile, Mae Gentile, Lolita Stull, Shiela Lurie, Marty Lurie, Arnold Kaplan, Doris Smith, Joseph Gregory, Kenneth Stuart, Ernest DeWitt, Jemma Lambert (Director Senior Services),

David T. Vieira (Sheriff's Office Triad Director), Anne E. Spillane (Director of Support Services – Police Advisor). Thanks also to the many TRIAD volunteers that have helped out in a variety of ways throughout the year.

Citizen Volunteers in Police Service (CVIP): The use of volunteers at the police department continues to be an important part of the way we operate. Volunteers generously give of their time both at the main station on Phinney's Lane and at the Community Policing Substation located at 507 Main Street in Hyannis.

Over the past year we:

- gained 15 new volunteers
- trained 25 volunteers in CPR and in bicycle registration
- successfully partnered with Community Support Associates for volunteers
- received a record 750 trick or treaters to the substation on Halloween
- the substation and volunteers supported 17 street festival events on Main Street in Hyannis
- sponsored six students from Hyannis East Elementary School who very kindly decorated the storefront window at the substation that won an award at the Hyannis Christmas stroll for the students' artistry
- hosted a volunteer appreciation breakfast in December as a way to thank our volunteers for their work throughout the year

Thanks especially to Dick Jenney, Volunteer Coordinator, for his tremendous donation of time in the operation of the substation and overall assistance with the volunteer program.

Thanks to the following who have volunteered their time over the past year:

Emerson Alkmim	Lyle R. Hasley
M. Brendon Bricklin	Ree C. Hirsch
Eldon Burgess, Jr.	Elaine L. Grace
Pat Burgess, Jr.	Mary Green
Nancy Blazis	Jennifer Jenney
Virginia M. Blundell	Richard Jenney
Aldo Castellani	Rita Jones
Ralph W. Childs	John T. Kolenik
Roland J. Cordeiro, Sr.	Rosalie L. Lambert
John Cotellessa	Toby W. Leary

Joseph A. Cotellessa	Steven Leva
Sal Cotta	Leon Michelove
Sandra Cotta	Jacqui Michelove
Peggy K. Dandridge	Thomas Moriarty
Sossos A. Delis	Catherine Moriarty
Dorothy Denaro	William C. Orman
Gene M. Desruisseaux	Melvin J. Pauze
Donald Duquette	Lucien Poyant, Jr.
Grace Elskamp	Moira Royal
Ed Flynn	Larry Sinclair
Iris Flynn	Carol Sinclair
Charles Fuller	Edward B. Souza
Marilyn Fuller	Michael Sullivan
John R. Ganey	James Walker
Donna Hamnquist	Hillard Welch
Warren Hansen	Joyce Welch
Rebecca Haran	Mary Woodsum

Rape Aggression Defense (R.A.D.): Our R.A.D. and radKid's programs have been met with enthusiasm. R.A.D. is a self-defense course for women from age 11 and a self-defense/safety awareness program for children ages 5-10. During the year we offered 8 radKid's programs in the form of evening enrichment programs at various elementary schools throughout Town and 3 R.A.D. women's programs at the high school and junior high school level. The program has been largely funded for the past two years through a grant, that enabled us to offer aggressive programming particularly at the elementary school level. Unfortunately, we no longer have this source of funding for the R.A.D. programs and unless we locate alternative funding the program will be discontinued due to the program costs associated with this program. Thanks to the effort, assistance and support from the Barnstable Public Schools and several elementary school principals we were able to offer the program to approximately 160 elementary school children over the past year. Thanks also to the Barnstable Senior Center for the use of their space for these community-based classes.

Downtown Hyannis Substation: Our Community Policing substation continues to operate at 507 Main Street, which offers an ongoing police presence on Main Street throughout the entire year. This operation provides for a downtown station for tourists and residents to visit, as well as providing a police link to Main Street businesses. The substation is also a location where residents can register bicycles, report safety concerns and complaints and serves as the home of the Mountain Bike Unit. This endeavor continues to be possible

through partnership with the Hyannis Area Chamber of Commerce; the numerous officers of the police department who contributed their time and efforts; the many Main Street businesses who donated equipment and supplies; and, of course, the numerous volunteers who staff the office. Without our dedicated volunteers the substation could not remain open to the public throughout the year.

Civilian Dispatchers: The department recruited, hired and trained 9 civilian telecommunications specialists. The IACP study identified the civilianization of the dispatch function as a major productivity enhancement for the department by freeing officers for field and other duties that more properly demand their skills and knowledge. This change also addresses citizen demand for a greater police presence out on the street and for the need to develop specialty police positions to address areas of concern such as speeding, traffic, presence in the schools and concerns of the elderly. This hiring of these nine positions involved a lengthy and selective process carefully designed to ensure a successful transition of this program into the department.

Domestic Violence Brochure: A domestic violence brochure was created in house and 1,000 copies were printed. The brochure provides vital information for victims in a short and concise format. It will be distributed to victims of domestic violence and will also be distributed at community events as an information piece.

Bicycle Registration Program: A new program was initiated this year by Sgt. Thomas Twomey, whereby citizens can register their bicycle with the Barnstable Police Registry of Bicycles, this ensures that if a registered bike is ever lost or stolen and then recovered, the Barnstable Police Department will be able to return the bike to the proper owner. Each bicycle is stamped with a unique number to distinguish it from other bicycles. This service is free of charge and is provided by the Barnstable Police Mountain Bike Unit. Citizens can register their bicycles at the main station located at 1200 Phinney's Lane, or at the Community Policing Substation at 507 Main Street in Hyannis.

Citizen's Police Academy: The Citizen's Police Academy graduated two classes during the year. The graduates spent many hours becoming familiar with the operations of the Department and have certainly learned what a Barnstable Police Officer's job entails. Over 300 citizens have graduated from

this program. Instructors at these academies volunteer their time. I would like to thank Academy Directors Sergeant Arthur G. Caiado, Detective Mark A. Delaney and Citizen Volunteer Anthony C. Purbrick, for their dedication to this program.

Student Police Academy: A Student Police Academy was conducted for students at the Barnstable High School. Coordinated by School Resource Officer Joseph Cairns, the program was well received by both students and faculty.

Marine Patrol Boat Acquisition: Due to the generous support of the community and particularly the Wequaquet Lake Protective Association, we were able to acquire and equip a new patrol boat for Lake Wequaquet.

Sex Offender Registry: Sex Offenders are classified according to the degree of dangerousness they pose to the public and their likelihood to re-offend. The classifications are as follows:

Level 1 or “low risk” offender
Level 2 or “moderate risk” offender
Level 3 or “high risk” offender
Level 3+ sexually violent predator

The Barnstable Police Department currently has registered six (6) Level 1 Sex Offenders, eleven (11) Level 2 Sex Offenders and three (3) Level 3 Sex Offenders.

Information about Sex Offenders is available to the public only if the offender has a duty to register and has been finally classified by the Board as a Level 2 or a Level 3 offender. Current law prohibits the dissemination of information unless and until the offender is classified as a Level 2 or a Level 3 offender. The law strictly prohibits the dissemination of information on Level 1 (low risk) offenders.

Information regarding Sex Offenders can be obtained in the Records Department at the Barnstable Police Department.

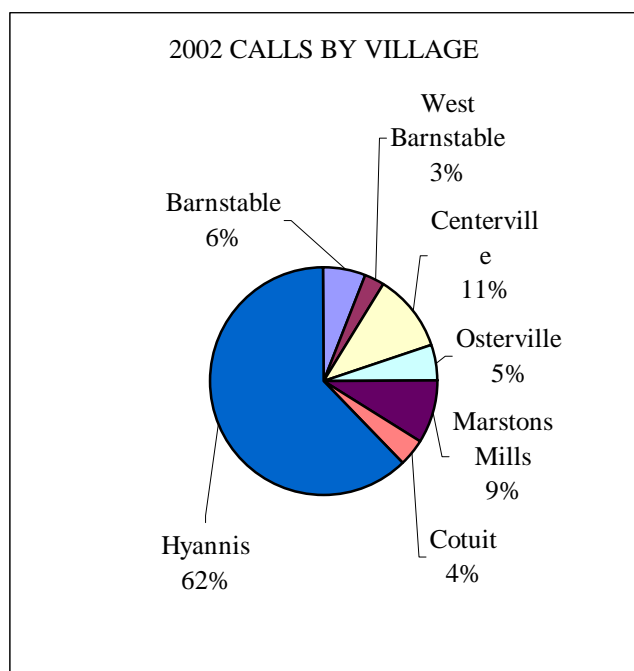
Traffic: The Barnstable Police Traffic Unit has met with continuing success. They have hosted several training seminars including traffic issues relative to the Brazilian Community, the elderly population and visits to the schools educating our youth on safety issues. Congratulations to Officer Neil Gearin,

who has been certified as an Accident Reconstruction Expert.

Training: Training continues to be a critical component of our department’s operation. We continue to provide training that is relevant and realistic. We have incorporated scenario based training to provide a basis for proper judgment while officers perform their job in the field. Training conducted this year includes but is not limited to:

- Training to schools, public and private entities in response to suspicious packages and substances.
- Scenario based firearms training and Active Shooter Response Training to 102 Officers of all ranks.
- In-service training for 70 veteran officers, detectives, prosecutors and sergeants.
- Trained 7 Firearms Instructors.
- 120 hours of basic training for 9 civilian telecommunicators followed by six weeks of field training.
- Graduated three new officers from the Plymouth Police Academy.
- Conducted 80 hours of basic orientation for new Officers followed by 3 months of Field Training.
- Advanced and specialized training in the following:
 - Domestic violence investigation and mitigation
 - Child sexual and psychological abuse
 - Sexual assault investigation
 - Outlaw motorcycle gangs
 - Computer crimes
 - Arson Investigation
 - Financial crime investigation
 - School safety
 - Evidence handling and packaging
 - Advanced motor vehicle accident reconstruction
 - Monthly K-9 and Special Response Team Training
 - 40 Advanced Tactical Team Training.
- Security assessments and staff training to Independence House.
- Security assessments and staff training to Cape Cod Hospital.
- Re-certified 38 officers in the use of specialty impact munitions.

- Training for 60 officers in the use of expandable batons.
- Re-certification for 18 Breathalyzer operators.
- Hosted a two-week Police Management Course through the University of



Massachusetts-Lowell, Massachusetts Police Leadership Institute.

We have also assisted with the coordination of Instructor Training in support of the Cape Cod Regional Law Enforcement Council. This has provided a number of certified instructors for the Town of Barnstable as well as every police department on Cape Cod.

Mapping Software: Through a federal grant, the Department has acquired mapping software that enables it to quickly and accurately map calls for service, produce specialized maps for analysis of crime and accident patterns and to produce maps for planning purposes.

Awards Ceremony: The Barnstable Police Department held its third annual awards ceremony in June. Officer John K. Golden received the Officer of the Year Award and John Lovell, Building Custodian, received the Civilian of the Year Award. Sergeant Kevin J. Tynan, Detective Jason R. Laber, Patrol Officers Thomas L. Chevalier and John K. Golden received lifesaving awards. Patrol Officer Kevin A. Connolly received the Chief's Award. Certificates of commendation, along with years of

service awards were presented to numerous members of the department.

Promotion: In March, Detective David A. Myett was promoted to Sergeant.

Retirements: Sergeant Gerald E. Dowling, and Patrol Officers Edward I. Deveney, John D. Forsythe, and John K. Golden all retired after many years of faithful service to the Town of Barnstable. I wish them well in their retirement.

CALLS FOR SERVICE

	<u>2,001</u>	<u>2,002</u>	<u>% Change</u>
Barnstable	2,049	2,442	19%
West Barnstable	820	1,163	42%
Centerville	4,507	4,558	1%
Osterville	2,049	2,036	-1%
Marstons Mills	3,278	3,538	8%
Cotuit	1,639	1,592	-3%
Hyannis	26,635	25,370	-5%
Grand Totals	40,977	40,699	-1%

PART ONE CRIMES

<u>Offense</u>	<u>2,001</u>	<u>2,002</u>	<u>% Change</u>
Homicide	0	2	200%
Rape	34	41	21%
Robbery	38	38	0%
Aggravated Assault	260	272	5%
Burglary	482	489	1%
Larceny	1,162	1,436	24%
MV Theft	155	129	-17%
Grand Totals	2,131	2,407	13%

SELECTED STATISTICAL DATA

<u>Calls for Service</u>	<u>2,001</u>	<u>2,002</u>	<u>% Change</u>
Alarms	4,451	4,796	8%
MV Accident	3,041	3,186	5%
MV Citations	11,787	11,977	2%
Domestic	1,116	1,512	35%
Disturbances	3,311	3,447	4%

Finally, I would like to thank all the men and women, both sworn and civilian, of the Department who have made these initiatives successful. Without

their cooperation and support, none of these accomplishments would have been possible.

Respectfully submitted,

John J. Finnegan
Chief of Police

PUBLIC WORKS

The Department of Public Works mission is to protect, preserve, and improve the Town's infrastructure in a manner that meets the current and future needs of the community, contributes to a healthy, safe and quality environment for the Town's citizens, and provides a cost effective and environmentally sound means of disposing of solid waste and waste water.

Within the Department of Public Works, one of the greatest challenges involved the loss of nine employees, representing a total of 248 years of service to the Town, who opted to take early retirement on October 31, 2002. It shall be impossible for the DPW to replace the collective knowledge of these individuals and the contributions each of these retirees made to this department during their years of service. The DPW appreciates their years of services and wishes them the best in their future endeavors.

Roads and Drainage

The Town of Barnstable's roadway network is in good condition and town-wide pavement conditions are improving. We have been monitoring road conditions for pavement distress since 1995 and have developed an extensive data base to identify and prioritize cost effective repairs. The DPW's active pavement maintenance and rehabilitation efforts have proven to be extremely cost effective, improving the average pavement condition and reducing the backlog of pavement rehabilitation work.

The DPW Engineering and Highway Divisions have combined efforts to address the significant backlog of drainage problems within our road system. Using both contractors and in-house forces, 22 major drainage improvements were completed in 2002.

Wastewater Collection And Treatment

It is the DPW's privilege to inform our residents that Peter Doyle, Supervisor of the Water Pollution

Control Division received the 2002 New England Water Environment Association – Operator of the Year Award. This award is given annually to an individual who has shown a high level of interest and performance in wastewater operations and who has made significant contributions to the wastewater field. The division is not new to such awards having received the 1994 EPA Region 1 Operations and Maintenance Excellence Award under Mr. Doyle's leadership. During Mr. Doyle's 24 years of service as division supervisor he has been instrumental in guiding a comprehensive facilities planning effort, assuring regulatory compliance, improving efficiency of facility while holding sewer rates at the Hyannis facility unchanged for the last decade.

The DPW is currently in the final stages of completing the vacuum sewer wastewater collection system project to serve commercial properties along Bearse's Way and Route 28 Falmouth Road. This project is part of a larger wastewater planning effort that is focused on improving the environment and water resources of the Town. Vacuum sewer technology was selected over conventional wastewater collection systems due to the high construction costs associated with constructing deep gravity sewers in sandy soils. This will be the first operational vacuum sewer system in New England. The Department is also preparing designs and bid documents for sewer expansions into the Lake Wequaquet area in Centerville, and Sea Street/Stewart's Creek area in Hyannis.

The DPW is performing hydraulic investigations of several sites in an effort to increase to existing discharge capacity at the Hyannis Water Pollution Control Facility. This additional capacity is required to address fluctuations in groundwater elevations that create limitations on discharge capacity during "maximum probable high groundwater" conditions. The DPW project team is preparing a site comparison of the five sites currently under investigation with the goal of identifying a prioritization of the potential sites.

Marstons Mills Middle School Septic Treatment and Affordable Housing

In the summer of 2002, the DPW met with school officials and representatives of the Housing Land Trust of Cape Cod to discuss the operating capacity of the wastewater treatment facility located at the Marstons Mills Middle and Elementary Schools and the DPW agreed to investigate the feasibility of connecting the proposed affordable housing

development to the school wastewater treatment facility. After an evaluation of the wastewater treatment facility, it was determined that expansion of the facility was needed to accommodate the additional flow from the housing units. The DPW partnered with the schools and housing trust, has agreed to manage the facility upgrade for the schools and take over the operation of the facility upon completion of the upgrade. The DPW would manage this facility under the Water Pollution Control Division Enterprise Fund and assess fees to the users of the facility.

Public Works Economic Development Grants

The Department has received Massachusetts Public Works Economic Development grants (PWED) for the reconstruction and renovations of Barnstable Road and Main Street in Hyannis. The road and sidewalk construction is near completion on Barnstable Road with esthetic work and final paving scheduled of May 2003. In the spirit of cooperation, the Department has worked with the Hyannis Business Improvement District (BID) to select a designer to prepare new streetscape and traffic plans for Main Street, Hyannis. Several meetings to gather public and business input into the design process were held through out the year, with actual construction slated to begin in the fall of 2003.

Solid Waste Disposal

The Solid Waste Division Residential Transfer Station and Recycling Center completed its reconstruction with the relocation of recycling activities, the installation of trash compactors, repaving, and landscape improvements. As a result of customer feedback, the Division further improved the trash compactors with ramps to aid in disposal of bagged trash and grading improvements to collect spillage from the compactors.

The Solid Waste Division developed a Pay-As-You-Throw pilot program scheduled to be implemented on January 1, 2003. This pilot program is focused on collecting data from customers about this method of solid waste disposal before implementing a full program for all customers of the Residential Transfer Station. The Massachusetts Department of Environmental Protection has promoted the implementation of pay-as-you-throw programs across Massachusetts in an effort to reach their waste reduction goals. The Town of Barnstable has been considering implementation of a pay-as-you-throw program since 1999. This pilot program is designed to

develop the information necessary to identify requirements, develop an implementation structure, and carry out a program of initiatives for achieving the Town of Barnstable's solid waste unit-based pricing program, generally called "pay-as-you-throw." The pilot program has been reviewed and endorsed by the Town's pay-as-you-throw ad hoc committee.

The Solid Waste Division has worked closely with Cape Cod Cooperative Extension to become the Host Community for Household Hazardous Waste, obtain necessary permits from the Department of Environmental protection, and received grants to assist in this effort. The collection days are scheduled to commence in January 2003 and occur monthly thereafter.

Energy Conservation Initiatives at DPW

The DPW, through it's Structures & Grounds Division, has aggressively sought to reduce energy usage through the institution of conservation measures and the installation of more efficient systems in our municipal facilities. Throughout last year the lighting, HVAC, and pump systems at major Town facilities were inspected, evaluated and prioritized for improvements. The simplest task was to retrofit lighting to high efficiency fluorescent technology, accomplishing the greatest cost savings impact when the Cape Light Compact paid 80% of the cost through their energy conservation program. When the Town Hall 80 ton electric chiller failed, the system was replaced with a natural gas fired 80 ton gas absorption chiller. The DPW purchased and installed this more costly but highly efficient air conditioning technology with a Keyspan Energy Delivery energy conservation rebate, resulting in a \$1,200+ net monthly savings in energy bills while efficiently producing chilled water for the building without adding to the demand on the electrical system. By working with the local utility companies and manufacturers, the DPW has been able to benefit from special programs, rebates, and beta equipment, such as the new 25 ton gas fired reciprocal gas absorption chiller that was installed at the Police Department to supplement the 50 ton electric chiller. It was delivered at no charge to the Town for the purpose of testing and monitoring performance by the manufacturer.

Energy consumption has been given priority in plans and design for all new or renovation projects. The Old Town Hall renovation included new high efficiency windows, natural gas fired gas absorption,

new energy efficient fan coil unit chillers and a unique heat exchanger instead of a boiler. Two new gas fired steam boilers replaced a single, inefficient oil-fired unit at the Centerville Community Center. Savings have already been seen in energy efficiency and have reduced the chance of “no heat” service calls because of the redundancy of two smaller boilers.

Nutrient Management Program

A Plan of Study for the Nutrient Management Program was developed to address nutrient overloading in the Town’s estuaries. A major component of the Program is participation in the DEP/UMASS Dartmouth Estuaries Project. The Estuaries Project relies on water quality data that is collected by citizen volunteers and uses that data to develop nutrient management tools for participating towns. The Town of Barnstable is fully participating with water quality data being collected in all of the Town’s estuaries. The nutrient management tools for Popponessett Bay will be completed and available in 2003 and the Three Bays estuary will be completed in 2004. Other Town estuaries will be evaluated as the necessary data becomes available.

Engineering Division

Projects Begun In 2002

- Centerville River dredging.
- Lewis Bay Road Boat Ramp permitting.
- Design of intersection and drainage improvements at the Scudder Avenue/Smith Street/Marstons Avenue, Hyannis.
- Design of Pitcher’s Way sidewalk.
- Design of septic system upgrade at Olde Fairgrounds Golf Course clubhouse.
- Design of the Police Facility addition.
- Design of reconstruction of Craigville Beach Road, Centerville.
- Design of reconstruction of traffic lights at Main Street and Craigville Beach Road, Centerville.
- Design of a sewer collection system for the Lake Wequaquet and Long Pond areas of Centerville.

2002 Major Accomplishment

- Completed design of reconstruction of Race Lane from Route 149 to Sandwich Town line.

- Coordinated the acceptance of 47 private ways as town ways in compliance with the Layout and Acceptance of Private Roads program.
- Phase IV of window replacement for Town Hall.
- Design of new sidewalk for Old Oyster Road, Cotuit.
- Design of repairs to the Town parking lot, Osterville.
- Design of a round-about for the intersection of Barse’s Way and Bassett Lane, Hyannis.
- Repaving and drainage improvements for Greenwood Avenue, Hyannis.
- Repaving and drainage improvements for Edgewood Road, Hyannis.
- Repaving and drainage improvements for Oak Hill Road, Hyannis.
- Reconstruction of a portion of Old Stage Road, Centerville.
- Upgrade of traffic signals of North Street, Hyannis.
- Corrected longstanding drainage problems at Old Falmouth Road and Roseland Terrace in Marstons Mills, Sylvia Lane and Great Marsh Road in Centerville, Mitchell’s Way and Bristol Avenue in Hyannis, West Street at Sea view Avenue and 100 Bland Avenue in Osterville and Popponessett Road in Cotuit.
- Design of storm water quality improvements on South Street, Pleasant Street and School Street in Hyannis.
- Design of Route 149 improvements from Route 6A to Route 6.
- Design of a sanitary sewer for Norris Street, Hyannis.

Other Engineering Services Provided

- Waste Water Facility Planning support to the Water Pollution Control Division and the nitrogen management study.
- Field construction survey control services to the Highway and Structures & Grounds Divisions.
- Responded to approximately 50 requests for land surveying assistance.

- Processed 92 applications for new connections or for repairs, modifications and disconnects to Town sewer.
- Processed 485 applications for Road Opening Permits and inspected work for compliance with Town regulations.
- Inspected 11 roads being constructed under subdivision rules and regulations.
- Revised and updated 78 Assessors' Maps for Assessing Division, involving 175 subdivided parcels of land.
- Made 147 address corrections to the Bell Atlantic/Verizon E-911 database.
- Corrected 299 Town address records.
- Processed 11 applications for utility relocation.
- Filed 55 subdivision, road layouts and land plans.
- Conducted 136 reviews for projects under Site Plan regulations.

Highway Division

2002 Major Accomplishment

- Received and responded to 1,468 unscheduled work requests from citizens.
- Completed 22 major drainage improvement projects - Longview Drive, Sylvia Lane, Service Road, Old Post Road, and Great Marsh Road in Centerville, Blaind Road, and West Street in Osterville, Old Falmouth Road, Roseland Terrace, and Flint Street in Marstons Mills, Stub Toe Road, Clam Shell Cove Road, and Poponessett Road in Cotuit, Wagon Lane, Wayland Road, Bristol Avenue, Betty's Pond Road, Ripple Cove Road, Chase Street, and Mitchell's Way in Hyannis, Coach Lane and Meridian Way in Barnstable and Cedar Street in West Barnstable.
- Graded 93 roads, most on multiple occasions.
- Cleaned over 4700 catch basins (58% of all catch basins in town).
- Completed 11.7 miles of chip sealing on town roadways.
- Rehabilitated the southern end of Old Jail Lane with an innovative surfacing consisting of roadway millings sealed with a double chip seal.
- Completed hot-mix asphalt concrete overlays on sections on Fuller Road and a section of Putnam Road.
- Reconstructed intersection of Meridian Way and Bayview Road, Barnstable.
- Installed guardrail on median island of Independence Drive.
- Swept 405 miles of main and secondary roads, 76 parking lots, and 76 miles of sidewalks.
- Completed major sight distance improvements at 14 intersections.
- Expanded Blue Street Sign program town-wide south of Route 6.
- Improved school zones to accommodate additional pedestrians.
- Provided emergency maintenance of all traffic control signs and installed traffic regulatory signage as approved by the Town Manager.
- Operated sidewalk vacuum litter machine in downtown Hyannis 5 days per week, Memorial Day to Columbus Day.
- Provided barricades, cones, barrels and signs for several village and civic functions throughout the year. Cleaned up public areas before and after the events.
- Refinished 211 stop bars, 219 miles of centerline and edge line and 74 crosswalks.
- Repainted 22 parking lots and handicap spaces. Demolished buildings and restored site at former Conant property on Route 149, West Barnstable, 521 Old Stage Road, Centerville, 30 Oakville Road, Osterville, and 130 Craigville Beach Road, Centerville.
- Repaired plow damage to lawns town wide.
- Assisted Building Department with removal of illegal signs on town property.
- Assisted Cape Cod Mosquito Control with culvert replacement at Sandy Neck.
- Assisted Conservation Commission with maintenance of Conservation land including major brush clearing on Mitchell's Field, Route 6A in Barnstable Village.
- Continued working with the consulting arborist for NStar Electric to provide better

tree clearance in and around electric distribution lines.

- Completed a Hazardous Tree Survey, removing several hazardous trees.
- Planted 20 new street trees.
- Received Tree City Award.
- Removed trees at Trayser Museum in preparation for installation of restored fence.
- Assisted Fire Department with fuel spill clean up on Center Street, Hyannis.
- Assisted Airport with signage requests.
- Refurbished and put into service a wrecker, obtained at no cost from the federal government.
- Extensively rebuilt 1997 street sweepers.
- Maintained 165 pieces of equipment and vehicles.
- Maintained plows and sanders as needed for storm control.
- Performed scheduled maintenance and repairs on 264 vehicles and completed 1,988 work orders for scheduled and unscheduled vehicle/equipment repairs.
- Maintained 34 traffic signals and 16 school zone flashing lights.
- Opened the Grand Island Bridge 3,888 times for 5,040 vessels.

Structures & Grounds Division

2002 Major Accomplishment

- Completed Phase I of the renovation of the historic Old Town Hall on Main Street in Hyannis in a joint effort with the Hyannis Area Chamber of Commerce, operators of the Kennedy Museum. Replaced 90% of the major windows, installed new HVAC system, gas-fired boiler and chillers, piping and air-handlers, improved the burglar and fire alarm systems.
- Refurbished the fourth floor in the School Administration Building to accommodate the Office of Community and Economic Development and relocated the office from the Old Town Hall.
- Refurbished and relocated the ADA Compliance Office to the fourth floor of the School Administration Office.

- Reconstructed the eastern end of the third floor of Town Hall and created a document storage space on the fourth floor to accommodate the Legal Department.
- Began renovations to the fourth floor of the Town Hall to accommodate the Information Systems Department.
- Reconstructed the receptionist area on the first floor in Town Hall.
- Replaced the failed electric chiller at the Town Hall with an 80-ton natural gas-fired gas absorption chiller.
- In partnership with Cape Light Compact, installed and upgraded lighting fixtures and lamps in 7 major facilities. This included replacement of incandescent fixtures and upgrades of existing fluorescent fixtures with electronic ballast and new T-8 lamps. A 40% energy savings is expected.
- Installed two new high efficiency steam-boilers at the Centerville Recreation Building, improving energy efficiency.
- Installed a gas-engine chiller to work in conjunction with the existing air conditioning system at the Police Department. Keyspan Energy Delivery provided this R&D unit free of charge and paid for half of the installation cost.
- Collaborated with the Engineering Division and architectural consultants to design the Police Department renovations and addition.
- Upgraded the Cemeteries interment equipment with a Volvo mini excavator, for more efficient and cost effective services.
- Re-organized the Cemetery and Grounds Sections, relocating operations to Mosswood Cemetery. Mapped turf areas throughout the Town using GIS programs and divided the Town's green areas into four sectors which will be maintained by four grounds teams, resulting in economies of resources and manpower.
- Began Phase I of the Solid Waste Transfer Station tree planting plan.
- Installed and trained personnel on an Asset Management System to co-ordinate work-order processing, preventive maintenance and reporting and assist in developing a

comprehensive preventative maintenance program for the Town's facilities.

- Constructed new floats using recycled materials where possible at Lewis Bay Landing and Mattakeese Wharf.
- Cleaned up the grounds and demolished buildings at 30 Oakville Road, Osterville.
- Completed several painting projects, including the Centerville Recreation Building, Hyannis Village Green Bandstand, equipment screen at Town Hall, and Old Town Hall and School Administration Building fire escapes.
- Kalmus Beach Bathhouse roof was replaced and new exterior siding installed.
- Assisted with the privately funded construction of the new fence at the Trayser Museum.
- Installed new water line in anticipation of constructing a new Hamblin's Pond Bath House.
- Cleared, cut, and stumped approximately six acres of heavily treed land on Old Falmouth Road for future soccer fields.
- Installed 26 new trash containers within the Hyannis Business Improvement District.
- Supported all elections with the transport, set up and breakdown of voting booths and machines.

Solid Waste Division

2002 Major Accomplishments

- Received 100% reimbursement for mercury product disposal.
- Submitted the Solid Waste Annual Report to the Department of Environmental Protection.
- Submitted recycling reports to DEP and SEMASS.
- Finished construction of the new facilities upgrade, including the recycling area and the compactors for household trash.
- Mowed capped area of the landfill.
- Processed 4,500 yards of compost and returned a large portion to residents free of charge.
- Applied for and received a permit to become a permanent Household Hazardous Waste collection site.

- Lowered the 2003 transfer station sticker fee as a result of more efficient operations at the upgraded facility.

Tons of Materials Processed in 2002

- Transported 8,349 tons of municipal solid waste to the Barnstable/Yarmouth Transfer Station for delivery to SEMASS via Bay Colony Railroad.
- Received 4,205 tons of construction and demolition material for transport to Bourne landfill and Rochester processing facility
- Composted 1,060 tons of leaves and grass
- Recycled 84.71 tons of #1 and #2 plastics and milk jugs
- Recycled 291.18 tons of clear and mixed glass
- Recycled 472 gallons of paint
- Recycled 207.66 tons of magazines
- Recycled 349.37 tons of cardboard
- Recycled 927.92 tons of newspapers
- Recycled 57.56 tons of mixed paper
- Recycled 1,955 mattresses
- Recycled 744 refrigerators
- Recycled 632 propane tanks
- Recycled 5,150 gallons of waste oil
- Recycled 2 oil filters (55 gal. drums)
- Recycled 1,118 tires
- Recycled 1,077.72 tons of metals; scrap, cast and aluminum
- Recycled 46.23 tons of tin cans
- Recycled 53.28 tons of CRTs – televisions and computers
- Recycled 13,464 linear feet of fluorescent light bulbs.
- Collected over 23.9 tons of clothing for Goodwill, the Salvation Army and the Red Cross.

Water Pollution Control Division

2002 Major Accomplishment

- Converted the sewer billing system to the Munis software platform.
- Jet rod cleaning and television inspection of Main Street, Hyannis sewer line.
- Sewer line repairs on Ridgewood Avenue and Spring Street, Hyannis.
- Cleaned tanks and installed new diffuser in septage building.

- Installed algae sweep on #2 primary clarifier for odor reduction.
- Outside painting of six pumping stations.
- Processed 668,121,000 gallons of sewage received from sewer collection mains.
- Processed 9,010,400 gallons of septage collected from septic systems throughout the town.
- Removed 1,039.6 tons of biosolids material (sludge) to off-Cape location to be incinerated.
- Performed 100% of 8,120 tests required by State permit and met permit requirements 100% of the time.
- Issued sewer use bills to 3993 customers quarterly, totaling \$2,665,558.
- Collected septage disposal fees totaling \$618,619.

Respectfully submitted,

Mark S. Ells, Interim Director
Department of Public Works
REGULATORY SERVICES
DEPARTMENT

The mission of the Regulatory Services Department is to provide public health, public safety and environmental services to town residents and visitors so that the quality of life enjoyed by the community is sustained. Services are delivered through four divisions.

BUILDING DIVISION is responsible for building permitting and inspection including construction, occupancy, plumbing, wiring, and gas codes. Zoning enforcement and the site plan review process are also a part of the division's responsibilities. Building Division accomplishments during 2002 included oversight of the construction of new facilities at the Cape Cod Hospital, including the open heart surgery addition; the reconstruction of the Cape Crossroads facility following a fire; the completion of several new commercial projects and reconstructions including Filenes Home Store, Cotuit Landing project, the Hyannis Transportation Center and the Shepley Wood Products warehouse and showroom.

CONSERVATION DIVISION is responsible for providing technical, clerical and administrative assistance to the Conservation Commission in their efforts to protect, promote and enhance the quality of wetland resources within the town. The benefits derived from these efforts include protection of surface and ground water quality, better protection from flooding and storm damage, protection of shellfish beds and fisheries, enhanced recreation and protection of wildlife habitat and the protection of nature's nursery. The Conservation Division is also responsible for managing and maintaining town conservation areas and provides for enhanced public use and enjoyment of the areas.

Conservation Division major accomplishments during 2002 include the receipt of \$99,000.00 in grants for restoration/stewardship projects, the division also worked successfully with the U.S. Army Corps of Engineers to save the town \$660,000.00 on the Stewarts Creek Restoration project, the division was successful in implementing a hydrilla control project at Long Pond in Centerville that significantly reduced the invasive weeds strangulation of the pond.

THE CONSUMER AFFAIRS DIVISION is responsible for providing technical, clerical and administrative assistance to the Licensing Authority and to the Town Manager's licensing function. Staff provides assistance to applicants and oversight of compliance levels. This office processes and maintains the record of more than 2,500 licenses and permits each year: Consumer protection efforts are provided through the division's weights and measures program providing inspection and testing of all devices used commercially to determine a quantity or a price. This function includes scales, gas pumps, oil trucks, cash registers and electronic price scanning systems as well as packaging and labeling requirements and accuracy of net contents regulations.

The Citation Processing Program maintains records for approximately 1,400 civil citations issued by various town enforcement staff annually. This noncriminal alternative method of enforcement is initiated by various enforcement agencies within the town and processed through the Consumer Affairs office to provide for efficient and effective record keeping, payment collection, dispute resolution and third party appeals. This alternative method of enforcement provides the offender with a simple low cost method of dealing with a violation with no

resulting criminal record. The town benefits as well by eliminating up to \$1,000,000.00 in costs to affect the same enforcement effort through the standard criminal procedures.

The Parking Program processes over 5,000 parking citations per year including maintaining records of all activities associated with each citation, processing payments, dispute resolution and conducting appeal hearings. Division staff is responsible for the issuance of approximately 70% of the citations issued, maintenance of all parking meters, collection of parking meter receipts and assistance to the police department when requested.

Consumer Affairs Division's major accomplishments during 2002 include; requests for division service increased 31% during the year and the division was able to meet the demand without additional staff and without significant delays, our first year in the new 200 Main Street Building has seen dramatic increases in customer service through design and work flow process changes.

PUBLIC HEALTH DIVISION is responsible for all public health services including restaurant and retail food store registration and inspection, groundwater protection, septic system installation, permitting and inspection, public and private well water permitting, housing and habitation inspection and all other Board of Health regulations as well as state and local health requirements.

The Health Division Nursing Program provides a variety of direct health services to individuals with an emphasis on those most at risk. Staff conducts immunization clinics annually for seniors, shut-ins and infants as well as large volume immunizations such as flu clinics.

The coastal and shellfish resource program is focused on protecting all shellfish resource areas in Barnstable. Pollution services are identified to eliminate any negative impact. Staff conducts surveys and water sampling to continually improve water quality. Testing is conducted at the town's certified laboratory facility located in the wastewater facility plant.

The toxic and hazardous contaminants program provides immediate response to hazardous waste spills, clean up of hazardous releases on town properties and education and enforcement of regulations relating to fuel and other hazardous

material storage. All businesses in town which store or handle hazardous materials are inspected each year to ensure compliance and reduce the risk of contamination.

The Public Health Division also provides technical, clerical and administrative assistance to the Board of Health.

The reports of the individual divisions, and the boards and commissions they support, follow.

Respectfully submitted,

Thomas F. Geiler
Director

BUILDING DIVISION

Calendar year 2002 for the Building Division has certainly been a very memorable one. After the sudden departure of the previous commissioner and my subsequent appointment as Building Commissioner, this office successfully re-grouped and had a busy year.

As a result of the one stop permitting concept of 200 Main St. the cooperation between other regulatory services, the fire services, and this department continues to grow and gel.

This year there was a reduction in the construction of new houses. The number of permits issued fell short of the total allowed by the building cap. Although, the number of new house permits is lower this year, we have seen an increase in the expansion and renovation of existing structures. Commercial building remains very active and we have seen an increase of national retailers relocating in the Route 132 corridor.

Many major commercial projects were completed during 2002 including the new Wellness Center, Cotuit Landing Stop & Shop in Marstons Mills, and the Regional Transportation Center on Main Street. In addition, Building 4 of Cape Crossroads was reconstructed after a devastating fire.

Site Plan Review analyzed and reviewed many projects in the past year, including the expansions of Harvey Industries, the Cummaquid Golf Course and the Wianno Club projects. The panel also considered a proposed ferry service project from Freezer Point, two 40B projects, the construction of a new science

center for Cape Cod Academy and a new facility for the Trinity Christian School.

It is with great sadness that I mention the sudden death of Gloria Urenas, in October. As the Zoning Enforcement Officer, her hard work, commitment and dedication made her an asset to both the department and the community. We remember her with much affection.

Bob Weston, Wire Inspector retired on Oct. 31st when the town implemented its early retirement incentive.

I wish to personally express the appreciation that I have for the hard work and dedication that the staff of this department expresses in their every day actions. The efforts of my staff and their collective talents enable this department to meet and overcome the daily challenges of a busy office and serve the public well.

Building Permits

Residential	2001	2002
New Dwellings	180	111
Additions/Alterations	458	573
Decks, re-roof, Reside	455	480
Pools	83	79
Accessory Structure	135	256
Misc. Residential	272	313
Demolitions	53	46
Rebuilds	27	17
Commercial		
New Buildings	27	17
Remodel	97	119
Occupancy Permits	287	234
Certificates of Inspection	240	268
Plumbing Permits	1249	1337

Gas Permits	1437	1689
Electrical Permits	1935	1936
Sign Permits	201	195
Fees Collected	\$632,279	\$722,516

Respectfully submitted,

Thomas Perry
Building Commissioner

CONSERVATION DIVISION

The Conservation Division conducted 682 site inspections in 2002 in support of the Conservation Commission's wetlands regulatory effort. A total of 1,346 building permit applications were reviewed for wetland impacts, and 91% were approved over the counter.

Via Conservation Division grant writing, a total of \$125,550 was awarded to the Town for various environmental projects:

- \$50,000 EOE A Wetland Restoration grant for the Bridge Creek project, West Barnstable
- \$40,550 DEP Wellhead Protection grant for the Mary Dunn Road guardrail project, Hyannis
- \$25,000 DEM Lakes & Ponds grant for hydrilla management at Long Pond, Centerville
- \$5,000 Cape Cod Pathways grant for the town-wide trail system
- \$5,000 DEM Coastal Access grant for the Long Beach boardwalk project, Centerville

In addition, the Conservation Division helped secure US Army Corps of Engineers participation in the Stewart's Creek (Hyannis) restoration project. Corps involvement will bring substantial savings and a wealth of technical expertise to the project.

The land management highlight for 2002 was the transformation of the Conant Property in West Barnstable. Staff from Conservation, DPW and Property Management, along with the Land Management Subcommittee, Conant Management Team and Barnstable County AmeriCorp tackled the first steps in converting the Conant parcel into a conservation property the public can be proud of. Three deteriorated greenhouses were razed and the area was regraded. Restoration of the remaining greenhouse was initiated.

At Long Beach Conservation Area in Centerville, AmeriCorp and Conservation Division staff constructed 750 feet of boardwalk and 1,700 feet of split rail fence. At the Mitchell Property in Barnstable village, sixteen acres of overgrown field was reclaimed to improve wildlife habitat. We initiated an environmental assessment and long-term management plan for elemental lead pollution for the shooting range at the West Barnstable conservation area.

The Conservation Division again coordinated the annual CoastSweep beach cleanup. Thirteen schools and organizations picked up trash at eighteen Town beaches and landings.

Respectfully submitted,

Rob Gatewood
Conservation Administrator

CONSERVATION COMMISSION

The composition of the Commission remained unchanged for the year. Robert Lancaster, our Chairman since July 2000, passed the gavel to Vice Chairman John Abodeely in December 2002. We thank Bob for his able leadership and enduring participation on the Commission. He will carry on as Vice Chairman.

The year-end summary below highlights another very busy year for the Commission.

The Conservation Commission extends its appreciation to its staff: Administrator Rob Gatewood, Agent Darcy Karle, Assistant Fred Stepanis and Office Assistant Debi Barrows.

2002 Summary Compared to 2001

Notices of Intent		
Approved	141	150
Denied	8	6
Total	149	156
Requests for Determination of Applicability		
Approved	68	58
Denied	6	2
Total	74	60
Certificates of Compliance		
Approved	172	215
Denied	2	3
Total	174	218
Extension Permits		

Approved	23	13
Denied	1	1
Total	24	14
Revised Plans		
Approved	111	130
Denied	6	12
Total	117	142
Enforcement Orders	76	76

Filing Fees Received \$59,521 \$38,655
Respectfully submitted,

John E. Abodeely , Chairman
Robert A. Lancaster, Vice Chairman
Albert O. Barbour
Scott Blazis
James A. Lane
Peter Sampou
T. Walter Wannie

CONSUMER AFFAIRS DIVISION

Consumer Affairs Division

Activity Report - December 2002

	<u>Dec2002</u>	<u>FYTD 2003</u>	<u>CYTD 2002</u>	<u>Dec2001</u>	<u>FYTD 2002</u>	<u>CYTD 2001</u>
Office of the Parking Clerk						
Number of Tickets Processed	669	3,926	5,104	335	2,659	4,193
No. of Registry Releases Issued	24	231	414	54	207	403
Lease Surcharge Receipts	\$1,092.60	\$11,404.20	\$17,876.40	\$1,240.80	\$10,153.00	\$16,204.59
Number of Parking Hearings	101	574	831	78	524	955
Parking Meter Receipts	\$0.00	\$23,841.60	\$30,477.29	\$0.00	\$23,106.31	\$29,481.88
Ticket Receipts	\$8,386.00	\$60,614.07	\$89,164.57	\$6,114.45	\$47,290.95	\$81,666.20
Other Receipts	\$9.00	\$9.00	\$59.00	\$0.00	\$125.00	\$150.00
Total Parking Clerk Receipts	\$9,487.60	\$95,868.87	\$137,577.26	\$7,355.25	\$80,675.26	\$127,502.67
Sealer of Weights & Measures						
Number of Devices Tested	515	2,361	4,466	565	2,748	4,409
Number of Devices Sealed	456	1,592	3,266	478	1,932	3,080
Number of Devices Unsealed	52	559	677	49	490	618
Number of Devices Adjusted	5	165	419	26	238	508
Number of Devices Condemned	2	45	102	12	88	203
No. of Commodities Inspected	0	734	3,475	0	0	3,491
No. of Vehicle Safety Inspections	81	87	98	81	91	120
Device Inspection Receipts	\$8,939.00	\$46,825.50	\$94,600.50	\$4,470.00	\$35,490.50	\$62,700.50
Vehicle Inspection Receipts	\$4,050.00	\$4,350.00	\$4,850.00	\$3,950.00	\$4,450.00	\$5,900.00
Total W&M Receipts	\$12,989.00	\$51,175.50	\$99,450.50	\$8,420.00	\$39,940.50	\$68,600.50
Ordinance Citations						
No. of New Citations Entered	143	802	1,388	116	707	1,202
Number of Payments Recorded	185	652	1,231	68	541	907
Number of Notices Sent	183	509	781	111	448	655
No. of Criminal Complaints Issued	2	46	120	21	123	185
Ordinance Citation Receipts	\$11,180.00	\$42,067.50	\$81,295.00	\$5,275.00	\$36,487.50	\$63,435.00
Licensing						
Number of Inspections	0	0	0	0	0	0
Number of Hearings	11	42	118	13	71	163
Number of Consumer Complaints	4	13	13	0	0	0
License Receipts	\$75,055.00	\$93,916.00	\$195,416.00	\$200,820.00	\$284,251.00	\$400,713.00
Total Consumer Affairs Receipts	\$108,711.60	\$283,027.87	\$513,738.76	\$221,870.25	\$441,354.26	\$660,251.17

LICENSING AUTHORITY

The Licensing Authority is responsible for oversight of the granting of licenses, including all liquor licenses, and for ensuring the public need is met in the process. All hearings or applications are held in public session and most are televised for the benefit of the public. Consideration in the decision process includes neighborhood impact, public safety concerns, public good, and compliance with state and local laws and regulations. Ensuring the compatibility of proposed activities on the impacted neighborhood is an important part of the balance.

Activity Summary	2000	2001	2002
Hearings Held	163	173	118
Receipts	\$323.250	\$400,713	\$195.416

The members of the Licensing Authority wish to recognize the retirement of the Licensing Authority recorder/clerical assistant Carol Ann Ritchie. Mrs. Ritchie served the board well for many years and was responsible for many improvements in the process including electronic data base; creation of the Licensing Authority net page including putting forms and regulations on the web and providing access to agendas and minutes on the web. This service has made access to the Licensing Authority information easier for the public. We wish to express our appreciation for all her efforts and wish her well in retirement.

Respectfully submitted,

Martin E. Hoxie, Chairman
Gene Burman
Paul R. Sullivan

PUBLIC HEALTH DIVISION

The year 2002 proved to be a challenge for the Public Health Division. Although we experienced a reduction in staffing, we were able to restructure some work processes enabling us to continue to effectively provide high quality inspections and to efficiently handle a record number of health related complaints received from citizens throughout the year.

High priority objectives such as food establishment inspections, swimming pool inspections, hazardous material inspections, and other educational and enforcement programs continue to be efficiently and

effectively implemented. A total of 2,836 inspections were conducted at restaurants, motels, swimming pools, retail stores, septic systems, recreational camps, hazardous material sites, horse stables, rental houses, and other facilities during calendar year 2002 by the Public Health Division staff.

Our Public Health Nurse continues to hold monthly clinics at which free lead screening and immunizations for tetanus, DPT, MMR and oral polio are offered. Blood pressure clinics are also offered at various locations in Town throughout the year. Our annual influenza and pneumonia vaccination clinics continue to be a great success. 2,130 persons received the influenza vaccine this year during our clinics. We also distributed 1,110 doses of influenza vaccine to all area nursing homes, the NOAH Shelter, Chip's House, and the O'Neil Health Center for use by their patients. These vaccines provide lifesaving protection to the elderly, chronically ill, and other vulnerable persons in the community.

We continue to review and approve building permit applications on a daily basis. During the year 2002, we reviewed a total of 1,531 permit applications involving the construction of new homes, commercial buildings, sheds, additions, alterations, remodeling work, and demolitions.

We continue to review and process septic system inspection reports from private inspectors hired due to real estate transactions and building expansions. 773 reports were received during the year 2002. Overall, 5,754 septic inspection reports were received since March 31, 1995, when these reports were first required in accordance with the revised State Environmental Code, Title V. These eleven

(11) Page septic inspection reports must be reviewed, computerized, filed, and many require follow-up in terms of enforcement to ensure repairs and upgrades are completed.

Our goals include protection of our groundwater quality, to provide high quality food establishment and swimming pool inspections, and to quickly respond to all public health related complaints received.

- Number of Complaints Investigated During 2002 Compared to 2001

Refuse (rubbish, garbage)	255	248
Article II (housing)	112	106
Title V (sewage)	57	98
Article X (food est.)	50	18
Foodborne Illness Allegations	22	*
Article 39 (oil spills, leaks)	75	19
Miscellaneous (smoke, fumes)	84	72
Total	655	561

* Categorized separately in 2002

● Number of Routine Inspections During 2002		Compared to 2001
Hazardous Materials	209	210
Food Service	338	346
Retail Food	240	70
Supermarkets	12	15
Mobile Food Units	13	5
Bed and Breakfast	13	13
Lodging Houses	16	9
Motels	34	34
Swimming Pools	48	49
Whirlpools, Sauna	12	12
Camps	10	8
Stables	71	41
Sewage	723	673
Test Holes	445	224
Percolation Tests	338	259
Housing Rental Units	48	23
Body Art Facilities	2	1
Reinspections	214	239
Total Inspections	2,836	2,231

Communicable Diseases Reported During 2002		Compared to 2001
Hepatitis	42	22
Campylobactor enteritis	4	7
Salonellosis	17	10
Meningitis (viral, other)	2	4
Lyme Disease	18	7
E. Coli	8	2
Giardiasis	1	1
Tuberculosis	14	11
EBV Encephalitis	0	1
Shingellosis	0	1
Pertussis	0	1
Streptococcus	0	1
Measles	1	0
Cryptosoridiosis	3	0
Total	110	68

Fee Collected During 2002	Compared To 2001
\$195,054.65	\$175,556.30

Respectfully submitted,

Thomas A. McKean, RS, CHO
Director of Public Health

BOARD OF HEALTH

2002 was another productive year for the Board of Health. The Board continues to enforce ongoing programs including sewage disposal, hazardous material use, storage and disposal, fuel storage and food service sanitation regulations. A total of 2,836 inspections were conducted by Health Division staff at restaurants, swimming pools, retail stores, percolation tests, septic systems, tanning facilities, motels and other facilities during 2002.

In 2002, the Health Division continued an ongoing program, funded by the Massachusetts Department of Public Health, to enforce the 1996 tobacco regulations, particularly enforcement of the state law that prohibits sale of tobacco to minors. Continued funding for this program for 2003 unfortunately appears to be in jeopardy.

The Board and Division staff identified numerous situations that previously had required hearing by the full Board for granting of variances that could be handled by the Division staff without jeopardizing the public's well being. This and the apparent overall decrease in construction in the town have led to the need for only one Board meeting a month in 2002. The majority of time at most meetings is devoted to Title 5 variance hearings. In 2002, the Board reviewed 47 proposals involving properties with Title 5 and/or Health Regulation variances. Other typical items on meeting agendas include nuisance complaints, licensing issues, housing code violations, swimming pool regulations, and various aspects of the food service code.

The Board continued to pursue stronger protection of our groundwater and marine resources by adopting a new regulation that allows for a more comprehensive review of residential and commercial facilities with aggregate sewage flows of greater than 1600 gallons per day (including condominium complexes). This regulation also provides the Board with the means to require shared and/or innovative sewage treatment in such situations. The Board also

assisted the Planning Board in its promulgation of its cluster housing/open space development regulations.

The Board is currently working with the Town Engineer to develop a new mechanism for discriminating between those properties that should be a priority for connection to town sewer and those that can be serviced by on-site sewage disposal systems. When finalized this mechanism will replace the current “3000 foot” regulation.

The current fee structure for Health Division activities was reviewed with the staff. A number of changes that more properly reflect the effort expended by staff were adopted.

Enhanced food service sanitation has been addressed by clarifying and expanding the requirements for certified food handlers and the reporting of qualified staff to the Health Division. In addition a schedule for fines for infractions of the Health Code was codified.

The Board continues its strong support of community nursing programs. Public Health Nurse Maureen Kelleher holds monthly clinics at which lead screenings and immunizations are offered. Blood pressure testing clinics are also offered on a regular basis. Influenza vaccinations were provided to 2,130 persons at our annual influenza clinics.

Working with the Town Attorney the Board resolved two pending lawsuits through negotiation. The Board believes that the settlements reached provide for optimal protection of the public interest and health in each situation.

The composition of the Board was unchanged in 2002; however, Susan Rask resigned as Chair after 10 years in that position. The Board thanks Susan for her excellent work as Chair and expresses its great pleasure that she has elected to remain on the Board; her expertise and knowledge are valued. The Board elected Dr. Wayne Miller Chair.

The Board of Health wishes to thank our Director of Public Health, Thomas McKean, R.S., C.H.O., and all the other dedicated members of the Public Health Division staff for their continuing hard work and dedication to protecting the public health and the environment.

Respectfully submitted,

Wayne A. Miller, M.D., Chair
Sumner Kaufman, M.S.P.H.
Susan Rask, M.S., R.S.

SCHOLARSHIP COMMITTEE

The Martin J. Flynn/Town of Barnstable Scholarship Committee received 24 applications from worthy students. This year we were unable to award scholarship monies to all the applicants. The Committee made some hard choices and scholarships were awarded to the following 23 students:

Mary Curley and/or Univ. Of Mass	\$400.00
Elizabeth Dager and/or Eastern Univ.	\$400.00
Erica N. Lerner and/or Univ. Of Mass	\$400.00
Kathleen Lynch and/or Boston Conserv.	\$400.00
Mary Medeiros and/or Stonehill Coll.	\$400.00
Chris J. Gilbert and/or Univ. Of Mass	\$400.00
Paul Osimo and/or R I Sch. Of Design	\$650.00
Jessica L. Pedersen and/or Univ. of NH	\$400.00
Cory D. Sinclair and/or Cornell Univ.	\$400.00
Molly M. Vollmer and/or Regis Coll.	\$400.00
Jessicka L. Bechtel and/or Univ. Of Arts	\$750.00
Emily Childs and/or Univ. Of NH	\$750.00
Tanisha Lynn Diggs and/or Howard U.	\$750.00
Ed. J. McLeavey-Fisher and/or NYU	\$750.00
Jane Medeiros and/or Prov. College	\$750.00
Heather Louise Michaud and/or BU	\$750.00
Caleb J. Morgan and/or Prov. College	\$750.00
Kimberly Twarog and/or Emory Univ.	\$750.00
Sarah H. Hinckley and/or Lasell Coll.	\$500.00
Joyce V. Barros and/or Furl. Inst. NE	\$400.00
Vernique Cormier and/or Gordon Coll.	\$400.00
Lauren Cataldo and/or Westfield St. Col	\$750.00
Nathan Sargent and/or Univ. Of Mass	\$400.00

The total amount of awards was \$12,700.00 and was presented at an award ceremony held in August. Again, we urge our taxpayers to check off the box on their tax bill and enclose a donation to this most worthy cause. A dollar bill from each taxpayer would enable us to award more monies so that our town residents could enjoy some financial freedom from the rising costs of college educations.

Respectfully submitted,

Len Gobeil, Chair
Shirley Flynn
Debbie Hill
John Marsden
Nancy Vecchione

TOWN ATTORNEY

Toward the end of calendar year 2002, the legal department moved back into the main town hall. The space we now occupy for our office is that which was formerly used by the town's health division. It has been wonderfully refurbished by in-house forces from our structures and grounds division of the department of public works. Although somewhat tighter than the spacious quarters we occupied in the "old town hall", the new area is functional, efficient and quite comfortable. Fortunately, we were able to secure archival record-keeping space in the attic of the building, which is a vital element that allows the smaller space we are now in to work for us. One of the principal advantages, of course, is that we are much more accessible to our principal client agencies.

Substantively, the big news for the town attorney's office for the year was the favorable decision by the housing appeals committee in the matter of *Stuborn Ltd. Partnership v. Town of Barnstable* regarding a proposed "affordable housing" development under Massachusetts General Laws chapter 40B, to be located at Freezer Point on Barnstable Harbor. Indeed, this case represents much more than the high point of a year's effort for the Town attorney's office; it is, in fact, a career-level achievement for any attorney. It was principally the work product of Attorney Ruth Weil, whose dedication of long hours and intellectual power to the issue produced the optimistic result for the town.

This point must not be allowed to pass without reiterating a most important lesson to be taken from this episode. Even with the talent and effort that was available to spend on the *Freezer Point* case, the positive outcome would not have been possible if the town had not put itself in the position of providing the raw materials from which the victory was fashioned. Planning was the watchword for the entire case. Planning at the regional, town and village levels; planning on affordable housing matters as well as on general matters, was at the core of the decision made by the housing appeals committee. Basically, it was determined that

because we had an affordable housing component to our local comprehensive plan, which in turn was a component of the Cape Cod Commission's regional policy plan, and because we were able to adduce evidence to the effect that we were following the local comprehensive plan in the neighborhood of the proposed 40B development, and because we were able to show that we were paying attention to the needs of affordable housing within the community generally, our determination that the land involved in the case was best preserved for the marine business uses that it was zoned for, rather than being diverted to affordable housing use, was upheld.

We must, of course, be careful that we do not rest on what some might perceive to be our laurels here. Continued execution of the affordable housing plan of the town will be a prerequisite to getting a fair chance at favorable outcomes in the future. However, this is an occasion to celebrate unity, coordination, and thoughtful action on the part of the town and its citizens.

Another case which is of great significance to the Town in the long run was that of *Gifford v. Town of Barnstable*. This case, decided by the appeals court this year, determined that the general narrative zoning adopted by the Town in 1929 is the benchmark against which all future claims of "Pre-existing nonconforming use" rights must be tested. In other words, unless an owner can show that the use was taking place on the property in 1929, the owner cannot claim the right to engage in that use if it is not permitted by current zoning.

Finally, that case testing the town's growth control ordinance, implemented through the tool of "district of critical planning concerned" under the Cape Cod Commission Act (home builders association of cape cod and the Cape Cod Commission) was decided against the Town at the superior court level. Immediately after the first of the year, but before the deadline for this report, we received the final documents from the court which will enable an appeal to be made to the Massachusetts appeals court.

The general statistics for the department are as follows:

CASES OPEN BY CLIENT AGENCY DURING 2002

CLIENT AGENCY CASES OPEN

Airport	10
Assessors	412
Building Com'r	56
Clerk	2
Collector	10
Community & Ec Dev	6
Concom	114
Council on Aging	5
Dog Officer	5
DPW	421
Finance	1
Harbormaster	12
Health	24
Historical	5
Human Resources	17
Infosys	2
Licensing Authority	22
Miscellaneous	7
Natural Resources	3
Old King's Highway	7
Planning Board	35
Planning Dept.	18
Police	54
Property Mgmt	1
Recreation Dept.	25
Sandy Neck	7
School	63
ToB	54
Town Attorney	23
Town Council	40
Town Manager	159
Treasurer	11
ZBA	134

1765

Harbormaster	2	3
Health	1	5
Historical	2	1
Human Resources	6	2
Infosys	0	1
Licensing Authority	0	0
Miscellaneous	1	0
Natural Resources	0	0
Old King's Highway	2	0
Planning Board	6	3
Planning Dept.	1	0
Police	8	1
Recreation Dept.	5	0
Sandy Neck	0	0
School	11	1
ToB	17	3
Town Attorney	3	1
Town Council	2	3
Town Manager	34	13
Treasurer	2	1
ZBA	15	14

265 127

In conclusion, I am pleased to report that there has been complete stability with respect to our staff for this year. That is to say, there have been no additions or deletions to our roster. Again this year, I am genuinely grateful to first assistant town attorney Ruth Weil, assistant town attorney David Houghton, legal assistant Claire Griffen, and legal clerk Claudette Bookbinder for their superb work during the past year. Serving the Town has been the distinct pleasure of our legal staff over the past year.

Respectfully submitted,
Robert D. Smith, Town Attorney

**CASES OPENED/CLOSED BY
CLIENT AGENCY IN 2002**

CLIENT AGENCY	OPENED	CLOSED
Airport	1	1
Assessors	79	46
Building Com'r	10	4
Clerk	1	0
Collector	1	2
Community & Ec Dev	3	1
Concom	5	13
Council on Aging	1	1
Dog Officer	0	1
DPW	46	5
Finance	0	0

TOWN MANAGER

STATE OF THE TOWN ADDRESS

MARCH 20, 2003

“Barnstable, A Community of Reason and Hope”

President Blazis, Vice President Jones, Town Councilors, School Committee and Housing Authority members, distinguished members of our Legislative Delegation, Madam Town Clerk, Madam Town Collector, Reverend Clergy; Union leadership and fellow Town employees, County and Fire District officials, Civic Association and Chamber of Commerce officials, Ladies and Gentlemen:

I am honored to present to you this evening our second annual State of the Town address. The town of Barnstable is a great town with a glorious past and a bright future. It's a town rich in history. A town with enormous natural resources, beauty and charm and a people of reason and hope. A Town which has--and will continue to-- face many challenges and a town that has consistently demonstrated a capacity to meet those challenges. We are blessed, Ladies and Gentlemen, to call this place our home, but with that reality comes a responsibility to protect and preserve that which makes this place special and a responsibility to advance, as well as, enhance, the quality of the lives of present and future residents.

As one who was born and raised here, I know that Barnstable has seen many changes. I vividly remember the stark difference between the bustling short summer season filled with thousands of tourists and related activity to the calm and peaceful fall, winter and spring seasons when we, once again, became a small community. As time went on, the starkness lessened, as the shoulder business seasons grew and our population swelled. We are not a small community any longer. But that does not mean we must give up our sense of place and our strong and unique identity. We are seven unique villages with almost 50 thousand residents who have chosen to call this special place home.

In our annual community survey last year, over 85 percent of our residents rated the quality of life in Barnstable as excellent or good. But we must continually strive to improve that number. We owe it to our present and future residents.

We are a proud and a self-reliant community. We are a community with a commitment to work for change and a community with the capacity to solve our own problems.

This evening (March 20th) we witness the end of another winter season (well, I certainly hope we do) and we wake up tomorrow to the beginning of the spring, the season of hope, of optimism and of promise.

We must harness that promise to bring to closure some of the major issues facing this community: our financial plight; the quality of our public educational system; traffic congestion; the quality of our environment; the availability of affordable housing; the success of our main street revitalization effort; all issues which have solutions staring us right in the face. The issue is whether we, as a community, will seize the moment to realize our full potential! The question for us this evening is, “what type of community will we allow Barnstable to become?”

We are now a city facing complex challenges. But we have never shied away from a challenge. And we're not about to start now.

We are a great town made up of great people. Citizens who care for each other and give back to our community to make this a better place to live. Barnstable is made up of thousands of people who unselfishly work for the common good. I would like to talk about four volunteers who have made a difference.

People like Judy Barnet, who has spent a lifetime on the issues of housing and environmental protection. Judy received a Ph.D. from Northeastern University, with a dissertation on the value of bringing housing and environmental interests together for the good of the community. She has provided technical assistance to many communities and to the County of Barnstable, as well. Judy served as a Barnstable Housing Authority member for 16 years and is the President of the Housing Land Trust for Cape Cod. Judy Barnet has CHOSEN to make a difference in Barnstable. Judy is away and could not join us this evening, but when she found out about this recognition she, true to form, didn't want to take the credit and said that she would never forgive me if I did not mention so many others with whom she has worked....like Art Kimber and Tom Lynch and Laura Shufelt and Rick Presbrey and Joe Polcaro, et

al. So I did Judy, but we still appreciate you for your years of service;

And Lindsey Counsell, who has donated thousands of hours of his time to this community. Lindsey chairs our Town's Open Space Committee, which has assisted in the acquisition of over 600 acres of land, is a former member of the Conservation Commission, former president of the Barnstable Land Trust, was instrumental in environmental work on the Marstons Mills River, was a leader in the fight to pass the Land Bank Bill and has provided the Town with invaluable water quality testing information on our coastal embayments. Lindsey played a key role in saving the 300 acre Cape Club Land where he spearheaded a collaborative effort with Mashpee and the State, and he now represents the Town on that steering committee. Lindsey has volunteered more hours to this town than most and is an invaluable asset to all of us in Town Hall; Lindsey Counsell has CHOSEN to make a difference in this community;

And Eugenia Fortes, who was born in the Cape Verde Islands and came to America at the age of nine, unable to speak English and facing discrimination and prejudice, she was a founding member of the Cape Cod NAACP, helped the reverse freedom riders, has been, and is, a tireless fighter for equal rights for all our citizens. Eugenia knows how important it is to participate in the process as she continues to teach young people the values of good citizenship, education and human rights. There is no one more active in local politics and civic affairs than Eugenia and we are a better community for it, Eugenia Fortes has CHOSEN to make a difference in this community;

And Lou Cataldo, our local historian, who has done so much to preserve the unique historical aspects of this town and of Cape Cod, Lou founded the Tales of Cape Cod as he led a pioneering effort to collect and preserve for posterity family recollections as handed down from generation to generation by the early settler and sea captain; conducted a Historical Radio Series in the 1950's, helped establish the Barnstable Historical Commission and has been tireless in many efforts to properly observe historical celebrations, and establishing and maintaining monuments and statutes. Lou coordinated the Barnstable County Tercentenary Celebration and has volunteered countless hours so that we never forget our past, Lou Cataldo has CHOSEN to make a difference in this community;

We are a better Town because of the efforts of countless individuals who extend goodness and volunteer time for the sole purpose of making this a better place to live.

I also want to take a moment to talk about our town staff and committee volunteers. The truth is that we have an extraordinary staff and group of volunteer committee, commission and board members who, while not seeking it, are regularly the recipients of acknowledgements and awards. Our Committees are not only among the busiest in the state but widely considered the best, the most knowledgeable, the most effective at what they do. Our staff regularly are recognized for their outstanding service, as compared to their counterparts in other towns and in other states. Barnstable continues to be recognized for innovative ideas and programs that put Barnstable on the map and help other communities, as well. Our staff, almost weekly, gets asked to sit on professional panels at conferences due to their expertise, but the credit and recognition always comes from elsewhere. We all too often take our staff and committee members for granted with this perverse thought that experts are people that come from elsewhere. As your Town Manager for the past three years, I know that our staff and Committee members are remarkable and I am deeply appreciative of what they do for us on a daily basis.

And last, but not least, I want to recognize and thank my personal staff, Linda Wheelden, Shirlee Oakley, Madeline Taylor and Sue Griffin and Donald Grissom and Cheryl Phillips from the Council office who, not only helped organize tonight's event, but do an incredible job for us each and every day.

A BUSY YEAR IN BARNSTABLE

We have been busy this past year on a number of fronts.

In terms of our Town Council's number one priority, public education, the continuing theme for our School system is "excellence for every student in every way!" Our school system has seen a variety of accomplishments again this year. Large numbers of students achieved honor roll status, the Renaissance Program at both middle schools and Barnstable High School recognized more and more students for academic success and/or improvement. Massachusetts Comprehensive Assessment System

results continue to show increasing numbers of students at the proficient and passing levels; in the new state ranking system, all of our schools were deemed above or at performance criteria. Barnstable High School was re-accredited for ten years by the New England Association of Secondary Schools and Colleges and safety plans were put in place at all schools. Our health clinic at the High School is second to none and our students continue to receive more and more commendations for academic excellence.

But our challenge continues to be a financial one. With dwindling state resources and personnel cuts for three years in a row, we are left with one sobering question. Without a long range financial plan in place we will see a decline in our schools...And we must ask ourselves here and now, "what type of community will we allow Barnstable to become?"

In terms of Public safety, our fire departments continue to provide a high level of service as the men and women of the District departments risk their lives to keep our community safe. We owe a debt of gratitude for their commitment to our community.

And our Police Department, with over 40,000 calls for service this past year, continues to provide quality services to our citizenry. In our community survey, 85% of our residents had a positive rating of our Police Department, one of the highest ratings of all departments. Through innovation, creativity and the use of many volunteers, the department continues to excel. But I know that the Department is only as good as the men and women who risk their lives each and every day to protect this community. With the advent of the tragic events of September 11th, our police department has been assigned to new duties at the Barnstable Municipal Airport during all hours that the airport is open and has played a leadership role in the creation of the Cape Cod Regional Law Enforcement Council, which was formed to enable Cape police departments to provide advanced training and share resources. The Police Department has been active in collaboration with our local seniors in the TRIAD program. The Department has begun a model program of volunteer service through their Citizen Volunteer in Police Service Program. Our Rape Aggression Defense Program is a model program in this state and the Department's use of volunteers at the Police Substation and the Citizens Police Academy are

shining examples of community outreach and citizen activism.

But our Police Department is not staffed at a level which was recommended by the International Chiefs of Police to keep our community safe. This year's budget will cut the police again which will begin to jeopardize our outstanding community policing efforts and at the end of the day we have to ask the question, "what type of community will we allow Barnstable to become?" Please join me in recognizing and thanking our police and fire departments personnel who are there for us night and day!

In terms of public works, our Department of Public Works exists to protect, preserve and improve the Town's infrastructure in a manner that meets the current and future needs of the community. Our Highway Division received and responded to almost 1500 calls for service last year, completed 22 major drainage projects, cleaned 4700 catch basins and over 11 miles of chip sealing to improve our roadways. Our Structures and Grounds Division has completed work in the Town Hall, School Administration Building and JFK Museum. With Councilors Elrick, Milne and Loughnane, they have played an incredible role in advancing energy efficiency in Town buildings and developed new ideas to save us money through energy efficiency. The Solid Waste Division has completed our upgrade at the facility while lowering the annual fee and advanced our recycling effort. And our Water Pollution Control Division continues to be recognized as the best run in New England. The Engineering Division continues to work on a myriad of projects from the Centerville River Dredging Project, to major redesign of our roads to improve traffic flow and safety, to work on town buildings and grounds.

In terms of Marine and Environmental Affairs, we continue our work on Sandy Neck with renewed leases, a new Ranger and a management plan to oversee future operations. I would like to thank the dedicated members of the Sandy Neck Board who have been of invaluable assistance in our restructuring effort. With the guidance of our Waterways Committee and with the able advice and expertise of Councilor Robert Jones, our marine division oversees the issuance of over 2400 mooring permits, and operates our pump-out boats and our marinas. In the area of natural resources, we issued over 1600 shellfish permits, and oversee our

shellfish propagation and aquiculture grants programs, with the able assistance of our Shellfish Advisory Committee. And our animal control program, with over 3400 service calls, is as busy as ever. We also had another banner year of activity by our dedicated Land Bank Committee, with the culmination of the acquisitions of over 400 acres and a total of over 674 acres to date.

But in all of these issues, our infrastructure and the integrity of our environment, we still need to ask ourselves the question, “what type of community will we allow Barnstable to become”?

In terms of Regulatory Services, our building division, conservation, public health and consumer affairs continue to operate a new facility at 200 Main Street, with our Planning Department, designed to better coordinate and communicate with the general public. I want to thank the fire departments for their cooperation with this effort over the past year. The Conservation Division, besides staffing one of the busiest Conservation Commissions in the state, has been active in securing grants for restoration projects to the tune of over \$125,000, and has been busy with land management activities. The Health Division was again busy providing staff support to our dedicated Board of Health and with food establishment inspections, hazardous materials inspections and other educational and enforcement activities, they continue to protect our safety. Our Public health nurse holds monthly clinics at which free lead screening and immunizations take place as well as our annual flu clinics and the division plays a leadership role on a variety of environmental and health issues.

In the area of Community Development, we continue to be active in both economic development and affordable housing activities.

Several decades ago, when we heard the term affordable housing we envisioned housing for the homeless population. Today when we talk about affordable housing we are talking about housing for the non-wealthy population. We, in Barnstable, have chosen not to neglect this issue or to sit back and wait for unwanted Chapter 40B developments to occur but have put together a real housing plan that highlights the use of existing housing. In the last two years we have added almost 150 units to our affordable housing list and plan to double that in the next few years. But even with a large and growing need for housing options for our own residents, we continue to face the “not in my back yard” or the “I

have mine...the heck with you” or the “let’s put it in Hyannis” mentality that all too often is present. We must cultivate our tradition of opening our hearts and be responsive to the needs of our residents

As we sit here this evening there is another meeting taking place. It’s a meeting in Barnstable of interested residents who are looking for their own home. They’re hundreds of Barnstable residents who work and live here and would like to stay in this community.

We have seen great leadership over the past year by our civic associations who have opened their hearts and minds in developing solutions to the housing crisis. Associations in West Barnstable and Osterville and Marstons Mills have joined Hyannis in this leadership role. Please join me in thanking them for their efforts and for their leadership on this issue.

In terms of economic development, we continue to work with the Hyannis Main Street Business Improvement District and the Hyannis Area Chamber of Commerce to complete the Main Street Public Improvement and Streetscape project and the construction of the Walkway to the Sea with the able advice and guidance of our Hyannis delegation of Councilors Brown, Jones and Milne. Our Economic Development Committee has provided us with invaluable assistance over the past year on a variety of economic development activities. Our Planning Department, with the able assistance of the dedicated members of the Planning Board, and the Route 132 Committee, headed by Councilor Barry, has worked hard to bring to closure the issues of growth on Route 132. They have also worked on Main Street re-zoning, waterfront planning, Exit 6 ½, and other traffic congestion relief measures.

Because once again, when all is said and done, we must ask ourselves one question, “what kind of community will we allow Barnstable to become?”

And in terms of community services, our recreation, senior services and Veterans district have been busier than ever providing needed services to our community.

The recreation division provides a variety of opportunities for Barnstable residents to achieve their human potential. With the guidance and advice of our Recreation Commission, the division operates the aquatics program, serving thousands annually at our beaches, our skating rink and youth center, our

golf course which, with the advice of our Golf Advisory Committee, is second to none, to the myriad of activities at the various village based sites, activities that impact the quality of our lives.

And our Senior Services Division, with the able assistance of the Council on Aging, the Friends of the Council on Aging and a terrific cadre of volunteers continue to expand opportunities for continued learning, health and wellness activities primarily at our beautiful senior center, which hosts an average of 400 elders a day. The Division's advocacy and professional services, transportation program and adult social day program significantly impact on the quality of the lives of many residents.

And while we are talking about quality of life issues, I want to say that we are blessed to be served by a Veterans District which helps thousands of Barnstable residents each year in a variety of services, a volunteer Disability Commission and Cultural Council, our JFK Memorial Trust Fund Committee, our Cable Advisory Committee and Trust Fund Advisory Committee and our Historic Committees which are truly making a difference in Barnstable. I also want to recognize our village libraries which, while grossly under-funded, do a wonderful job in every one of our villages. Please join me in thanking the hard working staff and volunteers at our local Libraries.

But Ladies and Gentleman, our greatest challenge has been, and continues to be, the town's financial condition. As you know, Barnstable continues to enjoy an excellent double A bond rating. Through the hard work and commitment of this Town Council, we have implemented a comprehensive capital spending plan which recognizes that if we neglect our capital needs it is at the peril of our children and grandchildren. The ramifications of further capital neglect will spell financial disaster for future generations to come. We have just been notified that we, once again, have received national recognition from the prestigious Government Finance Officers Association which has named Barnstable, as one of the few Massachusetts towns, to receive their distinguished budget award for our Town's finances. As was the case last year, the Town's continued financial stability continues to be a major issue for us. And we continue to implement efficiency measures and to cut our budgets to live within our means. When we add in the cuts proposed for next year, we will have cut over 140 positions from the school and town budgets in the past three

years. We have tightened our belts. We have implemented dozens of efficiency measures. And we will do much more next year, as we should.

We know that these are tough times for many town residents. Ever increasing costs in items like health care and prescription drugs and food, clothing and other of life's essentials are making it tough for many. We make a huge mistake if we don't understand that people are struggling and are trying to stretch their modest incomes more and more. In the end though, the question for this community is a simple but sobering one. The question is: what type of community will we allow Barnstable to become? What type of community will we allow Barnstable to become? Do we want a superior school system? Do we want to maintain our safe neighborhoods? Do we want to maintain our drinking water and improve our coastal embayments? Do we want to have housing options for the non-wealthy? The choice is ours.

Federal and State budget deficits as well as the current economic downturn are significantly impacting the Town of Barnstable's ability to maintain its current level of services. The Town is experiencing a structural revenue deficit whereby annual increases in the cost of operations for current programs exceed the Town's ability to raise revenue. Property tax increases allowed under Proposition 2 ½ are essentially being used to replace lost state aid revenues that were funding annual operating programs. This has left virtually no money to provide for the increased costs of operations.

No longer can we expect or rely on the Federal and State government to fund our annual operating programs. Over the past year, we have had numerous opportunities to meet with and listen to what citizen and town groups (like the Committee of 150 started by Councilors Joakim and Richardson, the Barnstable Committee for Quality Education, the Comprehensive Financial Advisory Committee, our Chambers of Commerce and our civic associations and our staff, in many meetings including joint school/town senior staff meetings), are saying regarding our present state of affairs. We learned that, while funding is the core issue, that this isn't just about money. It's about confidence and trust and accountability. Our citizens have told us repeatedly that we must understand that an override is no insignificant action but one that demands straight talk, a level of trust and accountability. A compact.... a covenant with the people we serve. In exchange for a major financial commitment from the

taxpayers, town and school management must provide a level of accountability and a commitment to be responsive to their concerns...to provide answers to put their issues to rest. At a minimum, residents have told us that we must include the following:

- A continued Town and School effort to provide timely information to our citizens through the use of Ch.18 and 22 programming, press conferences, community meetings, the Town's website and public access stations and kiosks.

- A continued commitment on the part of the Town to review the effectiveness and efficiency of our departments through operational audits and a further consideration of the possibility of regionalization of services. We are blessed to have a real partnership with our Barnstable County Commissioners, the County Sheriff and District Attorney and the Cape Cod Commission, as well as a valued relationship with our Assembly of Delegates. They have been a godsend in helping us financially;

- A responsible and timely resolution to the school department leadership issue;

- A long-range (five year) capital improvement plan that includes a final conclusion whether we can achieve additional savings by implementing additional school building closures;

- A final decision as to whether or not to consolidate certain municipal and school departments, specifically finance, facilities and grounds maintenance and legal services.

- The continued commitment of all of us to support Councilor Joakim, School Committee member Cahoon and the "Equity in 70" group and our hard working legislative delegation to advocate for more state funding, and support of more local taxing options, such as the embarkation head tax, and an analysis of the possibility of new revenues from a variety of fees from such activities as parking lots, rental cars and consideration of payments in lieu of taxes, for those who are presently exempt; and

- A reduction of personnel costs and expenses where possible and legally appropriate.

A covenant is a compact or an agreement of trust. Our long range plan requires a major investment on the part of our taxpayers. To neglect the fact that many in our community are on fixed or low incomes

and struggling to get by would be a fatal blow to our effort.

This covenant commits us to perform, AS IT SHOULD!

And that is why our Town Council, our School Committee and the management teams of both are recommending that an override election be called in November, only after having satisfied the requirements of the covenant, in an amount sufficient to fund the Town's sustainability budget for a three to five year period.

We have been fortunate to have a Town Council made up of citizens who dedicate an extraordinary amount of their time and effort to work for the betterment of the community.

We, in Barnstable, have been fortunate to have had two public officials serve us, as Town Councilors, for a combined total of several decades of service. Councilors Audrey Loughnane and Richard Clark will be leaving the Council at the end of this year. Theirs is a record of leadership, dedication and commitment to their constituents and to the entire town of Barnstable. Both will always be remembered for their intellect, their leadership, their compassion and their commitment to excellence. Both happen to be from the north-side, but it is all us who owe Richard Clark and Audrey Loughnane our thanks and our gratitude for their extraordinary public service. Ladies and Gentlemen: Audrey Loughnane could not be with us tonight but please join me in recognizing and thanking her and Councilor Richard Clark.

To our dedicated employees, I say the following: as your Town Manager, I have been blessed with the privilege of working with a management team and with a group of dedicated town employees who are second to none. Our town employees are usually the first to be criticized and the last to be recognized for their outstanding public service. I know you are the heart and soul of this operation and your contributions are recognized and valued.

And to our community I say the following: Our challenges will not be easy to meet. They never are. But we are clear about our priorities, whether they be the education of our young people, the safety of our neighborhoods, quality of our environment, availability of decent and affordable housing, soundness of our economy and the quality of our

lives. I therefore submit a plan of action to respond to these needs.

THE PLAN

This isn't about what to do. It's about doing it.

We must start with the adoption of a long range financial plan, a covenant with the citizens, which commits us to taking formal action on a specific list of concerns raised by our citizens. In addition, we will work with the Comprehensive Financial Advisory Committee to undertake operational audits on major departments and the development of better performance measurements to increase efficiency.

Next, we expand our community outreach plan with increased capacity of the Town's website, new and regular informational programming on Channel 18, and public access stations in our villages, increased utilization of our annual survey including focus groups, and continuation of our citizens leadership academy. Please join me in welcoming the members of the inaugural class of the Citizens Leadership Academy, who are here with us this evening.

Thirdly, our Police Department will continue to provide leadership on issues of homeland security working with the Airport, Steamship Authority, Fire Departments, other local town and County authorities, and with State and Federal agencies. Our world has changed in the past year and one-half and our dedicated public safety officers are working hard to keep us safe.

Fourth, we implement our Downtown Strategy as modified by the Council, which is being presented to the Town Council and the Economic Development Committee and Planning Board tonight. We've talked about downtown revitalization long enough. Let's implement a real action plan that gets the job done! In the coming year, we will implement the Hyannis Main Streetscape Design Program and Walkway to the Sea Project. And we will implement the parking management plan for the Hyannis area, beginning with the downtown area. We must continue to use Special Tax Agreements and Tax Increment Financing through the Economic Development Incentive Program in Barnstable's Economic Opportunity Areas to attract new businesses into the town and to encourage existing businesses to expand.

Fifth, we will implement our Housing Plan with more accessory apartments, and implementation of the West Barnstable and Osterville components. We will continue to work with our dedicated Housing Authority and local non-profits to purchase existing housing units for affordable housing. We will continue to provide financial assistance to first time homebuyers for down payment and closing costs and provide low-interest loans to Barnstable homeowners to meet building and health code requirements. We have a housing plan that is second to none. Now we need to implement it! Hundreds of Barnstable residents are waiting for us to get the job done. We have a plan.....now we need to act!

Sixth, we turn to Recreation where, due to the commitment and dogged determination of President Gary Blazis, we will start construction on the Hyannis Youth and Community Center and the Hagberg fields, to begin to address the social and recreational needs of our young people;

Seventh, we will bring forward, thanks to the efforts of Councilors Milne, Elrick and Loughnane, energy conservation and generation measures throughout the town's infrastructure. We will continue our crusade to bring energy efficient equipment and "green" technologies to all our present and future building projects.

In addition, we will evaluate the purchase, construction and operation of wind generators at the D.P.W. Waste Water Treatment plant in order to reduce the cost of electricity used at that facility.

We will decide, working with Councilors Riedell and Loughnane, whether to fully implement the pay-as-you-throw Program at the Landfill after reviewing the results of our pilot program.

We will begin construction on sewer extensions into the Lake Wequaquet area in Centerville and Sea Street/Stewarts Creek area in Hyannis to protect our environment.

We will implement the recommendations of our effluent mitigation study and will complete, thanks to the leadership of Councilor Richardson, the Wastewater Facilities Plan and Nitrogen Loading Plan.

Eighth, our Airport Manager and dedicated Airport Commission, will implement the findings of the Runway Safety Area Study with the installation of

the aircraft restraint system to significantly minimize the potential for any future aircraft mishaps.

And finally, we will begin the work on enlarging the Senior Center so that we can begin to meet our true need.

Our plan is both aggressive and achievable. Let's take those issues that Barnstable residents say are important to them and implement our plan of action to address them.

Ladies and Gentlemen: Let's commit ourselves this evening to make next year a historic one, one in which we trust each other enough to join our hands together as one in taking the final step in advancing our condition.

So, what kind of community will we allow Barnstable to become? If we finish our job it will be:

A community with a first rate public education for our young people;

A community with a reasonable responsible, rational and affordable financial plan:

A civil and safe community;

A community which values diversity, which values our seniors and which supports our business and environmental communities; and

A compassionate community will we allow Barnstable to become?

Ladies and Gentlemen: This isn't about what to do, It's about doing it. Our actions tonight will determine our legacy. Our future depends not on our words, but on our deeds. We know what to do.

So, Let's do it!

John C. Klimm
Town Manager

PUBLIC SCHOOLS

School Committee **Term Expires**

Karen McDonald, Chair	2003
Gerald Dowling, Vice-Chair	2005
Ralph Cahoon	2005
Kevin Harrington	2003
Patrick Kelleher	2003
Rebecca Morgan, Student Envoy	June, 2003

Superintendent of Schools

Russell J. Dever, Ed.D.
105 Rolling Hitch Road, Centerville
Tel. Residence: 771-6254 Office: 790-9802

Secretary to School Committee

Sharon K. McPherson
37 Bernard Circle, Centerville
Tel. Residence: 428-2824 Office: 790-9802

Office of the Superintendent and School Committee

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Telephone (508)790-9802 FAX (508)790-6454
Email: deverr@bps.mec.edu

Open Daily Monday through Friday
7:30 A.M. to 4:00 P.M.

Asst. Superintendent of Secondary Learning &
Assessment, Personnel & Administration
(Interim Superintendent as of 1/1/2003)

André Ravenelle
75 Windlass Lane, Centerville
Tel. Residence: 778-0958 Office: 790-9807

Asst. Superintendent of Elementary Learning & Assessment

Angela C. Castoria, Ed.D.
16 Candlewood Lane, Mashpee
Tel. Residence: 539-3334 Office: 790-9806

Finance Director

Michael Perrone
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Tel. Residence: 432-4163 Office: 790-9801

Director of Pupil Personnel Services

Penny Scott
P.O. Box 786, West Barnstable
Tel. Residence: 420-1887 Office: 790-9800

Director of Special Needs

Ellen Varnerin
11 Betty Avenue, E. Sandwich
Tel. Residence: 888-1093 Office: 790-9810

No School Announcements

Radio and Television Announcements:

Radio Stations:
WCIB, WCOD, WKPE, WOCN, WOMR,
WPLM, WPXC, WQRC, WRKO, WXTK

Television Stations:
WBZ-Channel 4, WCVB-Channel 5, WHDH-
Channel 7, WLVI-Channel 56

School Committee Meetings

First and Third Tuesdays of Each Month
(Except July and August)

First Meeting of the Month is held at Town Hall
Second Meeting of the Month is held at a school
building.

All meetings are video taped and re-played on the
District's TV Channel 22.

VISIT OUR WEBSITE

www.barnstable.k12.ma.us

**BARNSTABLE PUBLIC SCHOOLS
ENROLLMENT
2002 - 2003**

GRADE	BWB	BELC	CENT	COTUIT	MARSTONS	MARSTONS	HYANNIS	HYANNIS	OST.	OST.	GRADE	MS AT	MS AT	HIGH	TOTALS
					MILLS	MILLS EAST	EAST	WEST		BAY	FIVE	HY	MM	SCHOOL	
Preschool		111				68									179
K	44		69		51	54	83	71	96						468
1	60		80		61	76	68	77	96						518
2	64		89	31	29	67	81	65	91						517
3	56		87	68		64	79	71		96					521
4	62		72	49		70	70	60		79					462
5											539				539
6												275	229		504
7												294	299		593
8												317	274		591
9														625	625
10														519	519
11														485	485
12														390	390
TOTALS	286	111	397	148	141	399	381	344	283	175	539	886	802	2019	6911

SUPERINTENDENT OF SCHOOLS

The continuing theme for the Barnstable Public Schools remains Excellence for every student in every way. We are, first and foremost, dedicated to academic learning and to the development of the mind; at the same time, we seek to provide a balanced experience for all students including a broad range of activities, exploratory opportunities, and social and citizenship growth. These are lofty goals and noble pursuits. As more and more individual students attain success, we can be proud of the Barnstable Public Schools, our staff, students and community.

The 2001-2002 school year was replete with a variety of accomplishments. Larger numbers of students achieved Honor Roll status; the Renaissance Program at both middle schools and Barnstable High School recognized more and more students for academic success and/or improvement. Massachusetts Comprehensive Assessment System results continued to show increasing numbers of students at the proficient and passing levels; in the new state ranking system, all our schools were deemed above or at performance criteria. Barnstable High School was reaccruited for ten years (the optimal recommendation) by the New England Association of Secondary Schools and Colleges. Safety plans were put in place at all schools. The Budget was developed in collaboration with the Municipal side; because we were able to access reserves and work with the Town Manager, we maintained a level-service budget and all programs except for instrumental music.

Nonetheless, our major problems still revolve around adequate funding. Not only has the Music Program been weakened, but maintaining and enhancing programs for students appears to be even more challenged as we face the upcoming 2003-2004 Budget. We are also working hard to strengthen Mathematics skills across the grades. Overall, we are proud of the daily services and comprehensive curriculum that are offered to Barnstable's students and families.

Personnel changes at the Administrative level were minimal this year. At Barnstable High School Dr. John Mika assumed the Assistant Principal role while Kevin Turner was chosen to fill his Housemaster slot. At the middle schools existing vacancies in the Assistant Principal/Dean positions were filled by Brian Cattabriga and Bob Donehey

who rejoined us after several years. Many changes lie ahead. I am leaving to be Superintendent of the Mainland Regional School District in New Jersey; André Ravenelle is serving only as Interim Superintendent, Dr. Angela Castoria will be retiring as Assistant Superintendent for Elementary Learning in June after sixteen years of exceptional leadership for Barnstable.

The School Committee has reaffirmed its continuing goals:

- (1) To provide the necessary organization for the school district to achieve its mission statement.
- (2) To employ sound, reliable financial management systems and practices in the Barnstable Schools.
- (3) To provide and deliver well-designed curricula and instruction in core academic disciplines to increase student performance.
- (4) To offer an array of professional development opportunities to increase and enhance teacher performance.
- (5) To establish and maintain a safe learning environment in all Barnstable schools.
- (6) To develop a comprehensive Barnstable Public School communication strategy for all stakeholders in the community.
- (7) To develop new ways to inform and involve the public in School District affairs.

In addition, the completed Strategic Plan and carefully revised School Policy Manual will guide the District's work in the coming years. A major new initiative is the effort to move towards a Charter School District with a focus on site-based management at all schools; Mr. André Ravenelle has been the coordinator of this work at the District level.

The tasks ahead offer significant challenges, but the strides we have made are promising. Mr. Perrone is overseeing a new utilities conservation program with Energy Education Associates that should realize cost savings. The New Teacher Mentor Program developed by Dr. Castoria will help new teachers acclimate to their professional responsibilities. We have pursued grants conscientiously; Carl Lenhart's model Greek program is one new initiative. We continue to work with the Town Manager and his Team to address the fundamental structure of our revenue problems.

All in all, the future of our schools remains bright. The financial underpinning of Barnstable needs to be strengthened through an override or some other major adjustment in State Aid or revenue. We are looking towards the closing of the Grade 5 Building and a consolidation of the 5-6, 7-8 levels to help sustain our services. This key decision might also help us address the Elementary Building improvements that have been identified; our secondary buildings are state-of-the-art facilities that our Town can be proud of because of its commitment to capital projects. The challenges ahead must be met resolutely. Overall, Barnstable can be proud of what its schools offer to its children and families. Excellence continues to be the touchstone for our students' learning.

Respectfully submitted,

Russell J. Dever, Ed.D.
Superintendent of Schools

ASST. SUPERINTENDENT OF ELEMENTARY LEARNING & ASSESSMENT

The quality of education provided for children and youth is a major concern in Barnstable, as well as in American society. The school learning climate is directly associated with the level of student achievement. The school learning climates are, therefore, characterized by the degree to which they are effective in producing the desired learning outcomes.

Barnstable elementary schools have embraced the belief that students can learn and that teachers can teach. It is an important element of an effective school learning environment. This belief is also associated with the staff's expectation that all students can and will achieve at high levels. In addition, effective schools must have student bodies that believe it is possible for them to learn in school.

The improvement in elementary MCAS scores speaks to the aforementioned belief. All of the elementary schools met or exceeded the Adequate Yearly Progress benchmark and therefore did not have any sanctions levied on them. If a school fell in the Needs Improvement category, it would have had a severe impact on the budget.

The fourth grade MCAS English/Language Arts scores exceeded the state average score, as did the mathematics score. As in the past, Barnstable

youngsters scored slightly higher in English/Language Arts than they did in mathematics.

The third grade MCAS Reading scores again exceeded the state score. Three schools had significant gains: Hyannis West scored 54% at the proficient level in 2001 and 73% in 2002 for a 19% gain; Hyannis East scored 48% at the proficient level in 2001 and 70% in 2002 for a 22% gain; and, Centerville's score increased by 11%.

Another factor increasing the potential for increased student learning is the reinstatement of Full-Day Kindergarten. Our preference is to offer this experience to all children. Unfortunately, due to budget constraints, this was not possible in the 2002-2003 school year. Therefore, two options were made available to parents: Half-Day Kindergarten at no fee or full-day Kindergarten at a fee of \$1800. Parents who applied and qualified were given a full waiver of the fee or a reduced fee. Presently, there are 230 youngsters in the Full-Day session and 252 youngsters in the Half-Day sessions.

The elementary schools offer a well-rounded program to this age youngster. Reading, Writing, Spelling, Mathematics, Social Studies, Science, Art, Music, Physical Education, Health, Library and Spanish comprise their course of study. Class size in most classrooms ranges from 18-20. This clearly indicates that Barnstable youngsters and parents are getting the "best bang" for their tax dollar.

Respectfully submitted,

Dr. Angela C. Castoria
Assistant Superintendent

THE FINANCE DIRECTOR

The 2002-2003 school year has been quite challenging. The economic outlook continues to worsen. As a result of tough fiscal times, difficult decisions had to be made. In order to raise revenue for the School District, fees for Transportation, Music and All Day Kindergarten were imposed. Needless to say, these decisions were met with much adversity. Nevertheless, almost a year into implementing fees, the estimated revenue was met and programs in the schools were enhanced.

On a more positive note, the new account structure has been fully implemented. The new chart of accounts gives us greater detail of revenue and expenditures. It has also proved valuable in building a more detailed budget. Last, the new system matches the Department of Education's format, making the End of Year Report easier to complete.

Communication between the School Business Office and the Town's Finance Department continues on a weekly, if not daily basis. The ongoing collaboration with Town Officials is imperative as we head into such difficult economic times.

I am confident that even though the economic future looks bleak, the internal financial structure of the Barnstable Public Schools remains sound. Maintaining fiscal responsibility will always be a top priority.

Respectfully submitted,
Michael Perrone, Finance Director

DIRECTOR OF PUPIL PERSONNEL SERVICES

The school year 2001-2002 brought many challenges to the Department of Pupil Personnel. As the supervisor for Special Education, Psychological Services and Guidance, Health Services and ESL/English as a Second Language change is always present. Additionally, with the implementation of the McKinney-Vento Homeless Education Act, I serve as the liaison for the school district to assure compliance with this plan for the education of homeless children and youths. In an effort to offer a continuum of services, restructuring of some of the special education programs at both elementary and secondary levels were implemented.

SPECIAL EDUCATION

Ms. Ellen Varnerin is the Director of Special Education. Ms. Varnerin brings her extensive background and skills to lead this large department, which provides services to over 1,000 students, aged 3 to 22 in accordance with both state and federal regulations. Ms. Varnerin has kept abreast of current laws, which affect numerous aspects of special education implementation in Massachusetts.

Initiatives of the Past Year

- (1) The Mass. Department of Education conducted a mid-cycle review of the Special Education Department in November 2002. The review resulted in favorable findings for the Special Education Department.
- (2) An interdisciplinary team participated in a ten-day training at UMASS on Assistive Technology.
- (3) Organized and arranged for continuous staff development at each school for all special education staff and regular education staff relative to new regulations.
- (4) Developed a PPS/SPED manual for all staff outlining state and federal policies, procedures and practices.
- (5) New curriculum initiative was implemented at the high school which allows students with special needs and staff access to a variety of computer programs.

GUIDANCE/COUNSELING/ PSYCHOLOGICAL SERVICES

Dr. Gina Hurley, Systemwide Educational Psychologist, serves as Coordinator of Psychological Services for the District. In this role, Dr. Hurley provides leadership, mentoring and assistance to the Special Education Director and Director of Pupil Personnel Services.

At the elementary level, guidance counselors assist students in a variety of ways. They may serve as Team Chairperson for special education meetings and additionally provide small group or individual counseling, as needed. This year, counselors at all levels facilitate the IEP (Instructional Support Intervention Process) in compliance with revised IDEA mandates. Counselors work closely with community agencies and strive to assist parents with parenting concerns as they impact school progress. School Psychologists are crucial to the special education process by administering numerous testing protocols to adequately determine eligibility for

special education services. Psychologists are part of the special education team or may serve as Team Chairperson for initial and re-evaluation meetings. Their expertise allows for greater understanding of individual student's developmental milestones.

Initiatives of this Year

- Assorted training including:
 - Grade Five-Special Education Process
 - Woodcock-Johnson III Achievement for new Special Education staff and bus drivers of special education students
 - Two school psychology meetings to discuss due process, special education regulations and the Barnstable guidelines
 - In-service training for school psychologists and other mental health providers. The in-service included a variety of workshops on related topics.

HEALTH SERVICES

Mrs. Cecile Sullivan is the Supervisory Nurse for all Health Services within the Barnstable Public Schools. Mrs. Sullivan's duties include advising the Director of Pupil Personnel Services on current public health initiatives and mandates. In addition, to supervising all nurses and health assistants, Mrs. Sullivan chairs the School Health Advisory Committee, which is comprised of administrators, teachers, nurses and community representatives. Their goal is to provide support to the students and families. This year's focus has been to examine daily nutritional habits of youngsters. Our diverse population requires expertise from our school nurses and health assistants. Their daily assignment is most complex and critical to meeting our students' needs.

Initiatives of the Past Year

- (1) The enhanced School Health Service grant afforded the district the hiring of three (3) additional nurses.
- (2) The planning grant for a school-based health center at Barnstable High School.
- (3) Cape Cod Health Care continues as a partner in this initiative.
- (4) School Health Advisory Committee meets on a monthly basis.

The nurses and health assistants are vital members of our school community. Without their nurturance and support, our students' needs could not be met.

ENGLISH AS A SECOND LANGUAGE

Mrs. Monica Regan serves as the coordinator of ESL, which provides services for students K-12. Ms. Regan's leadership has been an asset to the program. Barnstable Public Schools' Bilingual Program is an English as a Second Language, K-12 program. This program began in 1985 with two (2) tutors and a handful of students. Today, we have approximately 290 students placed in all of our schools. Although the majority of these students are from Brazil, there are also students from seventeen (17) other countries. All students are integrated in the mainstream academic programs with ESL support as needed. In this way, students have access to the curriculum frameworks and when it is their time to take MCAS, they too are prepared and most perform very well. In compliance with the November 2002 election results, which called for total English immersion, we adjusted some of our teaching practices.

The English as a Second Language program has four (4) teachers, seven (7) teaching assistants, one (1) tutor and one (1) coordinator. This staff works directly with the students and their teachers. Often, our bilingual staff works as the intermediary between the parents and the school, acting as translators for parent meetings, school notices, and teacher/parent telephone calls. All work very hard to provide the help that is necessary to support the school, students, teachers, and parents.

Initiatives of the Past Year

- (1) Areas of responsibility are to insure and monitor the proper identification, placement, programming, and testing of ESL students within the Barnstable Schools. Another area of responsibility is to insure that school experiences are free from discrimination influences.
- (2) Workshops are being given by Mass. Department of Education to train teachers to be assistant resource specialists in their school systems. These teachers will be ready to help train teachers to assess students with English Proficiency

Assessment Instruments. This is one of the requirements for the No Child Left Behind Federal Grant.

- (3) Report cards, registration forms and assorted documents have been translated into Portuguese. This allows better communication between families and the school community.

CONCLUSION

In summary, the Department of Pupil Personnel Services is an active contributor to helping students achieve their individual potential. We are proud of the diverse programs we offer and thank our dedicated support staff, special education teachers, teacher assistants, guidance counselors, school psychologists, nurses, health assistants and therapists.

Respectfully submitted,
Penny A. Scott, Director

BARNSTABLE-WEST BARNSTABLE ELEMENTARY SCHOOL

Barnstable-West Barnstable Elementary School had 287 students enrolled as the year 2002 drew to a close. Our building houses Kindergarten to Grade Four students.

Students at BWB continue to perform very well on the state-mandated MCAS test. In Third Grade, 98% of our students passed the test in Reading. In Grade Four the passage rate was 95% in English/Language Arts and 98% in Math. The above represent high-water marks for BWB and place our students in the proficient range of achievement. Part of this success can be linked to the efforts of the BWB faculty updating our local curriculum to meet the mandates of the Commonwealth's Curriculum Frameworks over the last few years. This past year was no exception. A new reading series, Houghton-Mifflin, has been implemented for Grades Three and Four. We have also adopted the Zaner-Boser Handwriting Program that has been introduced in every grade level within our building. We feel that both will have a positive impact on the educational growth of our students. Curriculum review and study will remain an ongoing task.

Along with academic development in the classroom, we also present our students with opportunities to

gain in personal growth and maturity. For example, all students were able to take part in a Reading Challenge over the summer months. Our oldest students also could participate in such initiatives as the RAD Kids Program sponsored by the Barnstable Police Department and a Bullying Awareness Program run jointly by our Prevention Specialist and Adopt-A-School Officer. We also continued our Marvelous Manners Program and Feelin' Good Mileage Club which provide positive modeling in the areas of behavior and physical fitness respectively. I would especially like to commend student Rachel Lynn who organized "Toys for Joy" for the Independence House.

Our parents are actively involved at BWB via volunteering and participation in the BWB PAC. Our students are the beneficiaries of a first rate enrichment/cultural arts program, totally funded by the PAC. Activities such as the BWB Variety Show, the Holiday Make-it Take-it Craft Fair and the Spaghetti Supper are only a small sample of the many activities that bring the BWB school community together. The BWB School Council meets monthly to provide me advice and counsel as we compile our annual school improvement plan, review general school procedures and formulate the yearly school budget.

The biggest challenges facing BWB will indeed be budgetary. We were fortunate that the Town's Capital Improvement process secured a much-needed new roof for our building this past year. Some measures to improve school and student safety were also most welcome. We still have far to go in terms of building improvement and renovation though. For example, our building is in need of new windows to replace our inefficient forty-five year old ones, the eventual elimination of our portable classrooms and ultimately, the need to provide adequate classroom space to house all our instructional programs is essential. Ever shrinking budgets have not been kind to BWB. Personnel lost two years ago have not been replaced. Monies for non-personnel items (texts, supplies, professional development, etc.) have remained the same for the past two years and in fact, have been reduced by 43% since the 1999-2000 school year. We are coming to a crossroads as regards school funding.

We certainly have many challenges facing us in the immediate future. Yet, we will continue to strive for educational excellence for all students at Barnstable-West Barnstable Elementary School.

Thank you for your continued support.

Respectfully submitted,

Frank Gigliotti, Principal

CENTERVILLE ELEMENTARY SCHOOL

The ebb and flow of life continue at Centerville Elementary with the retirement of Mrs. Arlene LeJava and Mrs. Virginia Murphy. Combined, they had given over fifty years to the children of Barnstable. Their dedication and expertise will be sorely missed here at school. They deserve the rest and relaxation that should be the result of a life of dedication. We had some new faces join us this year. Mrs. Lynn Ohrn was hired at grade two; Mrs. Kim White returns to grade three; Mrs. Amy Clark job shares at grade four; Mrs. Nancy Dugan heads the S.A.I.L.S. Program; and Mrs. Maryellen Loucks came aboard as our new nurse. They have been wonderful additions to a very strong group of caring professionals at Centerville Elementary.

This year, we welcomed two new programs to our campus; three classes of Barnstable's Preschoolers and a S.A.I.L.S. program, which services special needs students in grades 3-5. The addition of these programs and a change in population has increased dramatically our enrollment from 375 students to 511 students.

We held a memorial service in observance of the anniversary of the attack of September 11, 2001. We were fortunate to have the Honor Guard from the Massachusetts Maritime Academy to present the colors. Retired Air Force Staff Sergeant Hover spoke to the children about duty, honor and service to our country. He reminded the students that we have men and women working to keep our country safe and free. He suggested, whenever possible, that they let these people know that they are appreciated. The ceremony was highlighted by a song composed by our own music instructor, Mrs. Marge Dolby.

The after school enrichment program was again a smashing success. This program is sponsored by the Centerville Parent Teacher Organization. Parents and teachers volunteer their time to offer courses which are differentiated by grade level. Over fifteen offerings were available to the students each semester from science to street hockey, from baton twirling to chess. We had more than three hundred

students involved in various activities. The program was expanded this year from solely a spring program to include the fall semester. For the most part, the program cost \$15 which covers snacks and materials for the six to eight week period. Each student who participated was enthusiastic and sad to see the courses come to an end.

We had a number of literary accomplishments this year. Many of the children's works were chosen to be presented at the Young Authors Celebration. Original stories and poems were read by the authors which included children from grades one through four.

Centerville children and parents participated in a new adventure, **TURN OFF THE TV WEEK**. This program was initiated by Mrs. Miriam Loiselle, grade two teacher. She was assisted in this adventure by many, many staff members. Families were challenged to keep the television off for a week. During the evenings, families were encouraged to read together, play board games, and other family activities. The four school nights were filled with grade appropriate activities at school offered by staff members. The program culminated in our annual PTO Spaghetti Supper. As usual, this was a very well attended family night out.

The "A.J. Mleczko Golden Heart Award" was established in 1998 as a tribute to A.J. Mleczko, a member of the Women's USA Olympic Hockey team. Ms. Mleczko visited the children before and after the Gold Medal win for the United States. She stressed the ideals of dedication, hard work, and education, which helped her reach her goals as an athlete and a student at Harvard University. This award has been given annually to a community member who exhibits those ideals and who has a direct effect on the lives of the children here at Centerville School. This year, Attorney David Cole was the recipient. His continued work with the Cobb Trust Fund has enriched our students' lives and education. We appreciate his selflessness and thank him for his dedication to the children of Barnstable.

Our primary instructional focus continues to be in the area of mathematics. The Centerville School Council, in conjunction with the PTO and staff, offered an MCAS "brush-up" course for fourth graders. The participants met twice a week for four weeks focusing on skills most often tested on the

exam. The staff was pleased with the efforts and accomplishments of the children.

We continue to benefit from the support of our parents. Through their daily volunteerism and particularly through the efforts of our untiring PTO and School Council, we enjoy family dances, spaghetti suppers, RIF book distributions, book fairs, field days and instructional support. Their caring and willingness to pitch in for the children is unwavering. We could not be who we are without them.

The entire Centerville community is proud of our school. We work cooperatively to provide our students with the tools necessary for them to be successful. We look forward to observing their accomplishments in the future.

Respectfully submitted,

Sheila Burns, Principal

COTUIT/MARSTONS MILLS ELEMENTARY SCHOOL

Our school opened on Tuesday, September 3, 2002 with an enrollment of 290 students in grades Kindergarten through 4. Since September we have welcomed an additional 26 students to our two-building school. Once again, we are able to offer our youngest students the option of a full-day kindergarten experience. Two-thirds (34) of the students enrolled in our kindergarten chose to pay the new kindergarten fee and take advantage of this opportunity. Currently, our school has a total of 51 kindergarten students in two full day and one half-day classrooms.

In pursuit of continuous improvement in our students' performance, we have added two, exciting new technology-based programs to our basic curriculum. The Accelerated Reader Program, published by the Renaissance Learning Corporation, has encouraged 95 percent of our students to read, read, read. The program, which combines good children's literature with computer generated comprehension quizzes, has been successfully implemented through the teamwork of our classroom teachers and two very talented and committed parent volunteers. Ms. Amy Mesirow and Ms. Ilene Barnwell have proved to be invaluable in trouble shooting the program applications and managing the reading points earned by our student "eager

readers". On a regular basis, we have recognized individual student success during all school assemblies, awarding certificates of recognition and an assortment of motivating prizes including pins, pencils and "lizard tongue" and "chocolate frog" treats.

The second program addition, also a product of Renaissance Learning Corporation, is the Accelerated Math Program. Budget constraints have limited the application of this technology-based program to students in Grades 3 and 4. With an eye to the Massachusetts Curriculum Standards in Mathematics, Accelerated math allows students to work independently at their instructional or enrichment level on math tasks directly linked to the Massachusetts math standards. The software program helps the classroom teacher manage student work while documenting both achievement and instructional/practice requirements. Both Accelerated Reader and Accelerated Math are research-based programs whose success has been documented through various scientific studies conducted in real classrooms across the United States. We are hopeful that the integration of both programs into our curriculum will provide our students with additional tools which will contribute to their academic success.

Our school community continues to experience the richness provided by over 200 volunteer parents and community members. Our PTO Enrichment Committee has succeeded in initiating an after-school enrichment program in both buildings. Through PTO generosity and grants from the Marian Jordan Charitable Foundation, our students may extend their science learning, enjoy arts and crafts, delve into American history with the American Girl Dolls, cook, sew, learn new games including chess, and explore their musical talents with the recorder or as a member of our ToneChimes Choir. All the while, our PTO continues to provide 100 percent of the funding for field trips and enrichment activities at all grade levels.

Each of our classrooms also is blessed with volunteers who arrive regularly to tutor, lead reading discussion groups, provide direction for the "Math Super Stars" enrichment program, and help with special projects which extend the curriculum. We continue to receive the generous support of the Cotuit/Santuit Historical Society, the Community Foundation of Cape Cod, the Cape Cod Ballet, The Cahoon Museum of Art, the Hyannis Rotary, and the Enoch Cobb Fund. Each of these organizations has

provided financial support to extend the creativity and expertise of our teachers. Their gifts have allowed our students to explore the richness of the Cape Cod environment, and experience wonderful artistic and musical performances.

If you would like to know more about our school, please give us a call to arrange an appointment to visit. You may also visit the Barnstable School website at www.Barnstable.k12.ma.us/Cotuit/cmm.html.

Respectfully submitted,

Susanne Leary, Principal

HYANNIS EAST ELEMENTARY SCHOOL

In January 2002, we introduced our Principal's Portfolio to our students at Hyannis East Elementary School. This involves individual students sharing his/her portfolio with the principal. We continued working on our budgetary process for fiscal year 2003 and our staff continued to work diligently to educate our hardworking students. Our Principal's Tie Awards for memorizing Math Facts in Grades 1-4 maintained its popularity. As we headed toward the final half of our school year, our Hyannis East PAC continued its support with activities and speakers such as John Reardon on February 26th to present *Raising Children and Having Fun*. Our school community remained updated on the fiscal woes of our Barnstable School System and we became knowledgeable about the term "level funded". We had one of our students win a Kids State Championship in wrestling at 78 pounds and we are still proud of Zachary Perocchi. We held our Kindergarten Registration for the upcoming school year 2002-2003 (March 20, 2002) and were barraged with around seventy-five (75) registrants.

Our Hyannis East PAC held a candy sale as a major fundraiser and it was very successful. The officers within this organization work "above and beyond" to make our school year exciting for our students and staff. Their daily popcorn sales and the fundraisers help our students to go on various field trips. Each grade level was given \$1,000 for field trips to complete the 2001-2002 school year. The PAC held our successful Annual Spaghetti Supper, Dr. Seuss Dance, Yearbook Committee, Fourth Grade Fun Day and Field Day. All of the special events that are

supported by our PAC pale next to the daily support they have organized for our staff and students.

Our Hyannis School Council consisted of the following: Brian Evans (Parent and Co-Chair), Becky Souza (Parent), James Tinsley (Parent), Rheta McNamara-Kaski (Parent and SPAC Representative), Mary Lyons (Community Representative), Jane Smith (Educator), Kate O'Connor (Educator), Jo-Ann Shrum (Educator) and Glen A. Anderson (Principal & Co-Chair). We performed the mandated duties of the School Council as we completed budgetary responsibilities and School Improvement Plan expectations. Our School Council is committed to the continual academic improvement of all our students and the maintenance of a safe learning environment within our school.

Our students continue to amaze us as they give their best efforts on a daily basis. Part of success is "just showing up" and they do this and more. During the calendar year of 2002 we increased our parental volunteering and communications with the home. Our students are becoming more engaged in their own learning and this is a benefit to their own education as well as others'. The Stanford-9 Tests were given to Grades 1-4 and the MCAS Tests were given to our Third and Fourth Graders. The results of these tests are being used diagnostically to improve our instruction and student learning. We met our state expectations for all the testing but we are still working to improve.

The Hyannis East Staff is comprised of the most dedicated and professional people one could accumulate under one roof of an elementary school. They do more than just educate our students. They act as advocates for many of our students and their families. They support our Holiday Season of Sharing, they buy materials from their own "pockets" and they continue to come to school daily with a smile on their faces. Many of our staff members are completing Masters Programs, Recertification Programs, workshops and courses. They act professionally and are dedicated to our students' academic growth. Our staff continues to maintain a high ability to diagnose the academic needs of our students and they do not quiver to tell our parents and school community what is needed for improvements. Many of them are involved with our After School Daycare Program and some After School Enrichment opportunities.

For the 2002-2003 School Year, we maintained the following school organization: 3 All-Day Kindergartens, 2 Half-Day Kindergarten Sessions; 5 Grade 1 Classrooms; 5 Grade 2 Classrooms; 4 Grade 3 Classrooms; and 4 Grade 4 Classrooms. Our school enrollment as of October 1st was 377 students with the following grade level breakdown: 84 Kindergartners; 61 First Graders; 83 Second Graders; 78 Third Graders; and 71 Fourth Graders.

The physical condition of the building continues to be of concern to us. We had our floors retiled in August 2001 and they have been “waffling and coming up” already. The replaced original asbestos tiles lasted 50+ years! Our school needs to be updated electrically and our portable buildings need to be improved. Our heating system presently runs “hot and cold”. There seems to be no in between and our maintenance department works on our 50+ year old boiler quite often. We look forward to the Town’s response to the Elementary School Capital Needs Report from the Elementary School Building Needs Committee.

In conclusion, Hyannis East continues to go forward due to the tremendous efforts of its students, staff and school community. Our budget reductions are taking opportunities away from our students and such opportunities will not be available later. As I recall my experiences, I only had one (1) chance to go through elementary school to build my foundation of learning. I believe this is true of all of our Barnstable adults. We, as the Town of Barnstable Citizens, must find creative ways to sustain and maintain the many needs of our schools and their students. It is our duty to the “next generation” to help each child realize his/her true potential as a student and responsible citizen. We had that duty performed for us . . . now it is our turn. In advance, thank you for the support of our schools in Barnstable and thank you for supporting Hyannis East Elementary School.

Respectfully submitted,
Glen A. Anderson, M.Ed.
Principal

HYANNIS WEST ELEMENTARY SCHOOL

Hyannis West Elementary School serves a student population of 350 students in grades K-4.

This past year has been a banner year for Hyannis West. Our school was designated a Vanguard

Model School by Mass Insight Education. Only eight schools or districts in Massachusetts were selected for the Vanguard designation. Specifically, Hyannis West was cited for high level student learning, the use of student performance data to design instruction, and for the effectiveness of our School Council in developing school wide programs that improve learning. It is important to note that the support of the school system in providing our school with additional resources to lower our class sizes has been critical to our improvement efforts. This effort to level the playing field for student population has proven that the achievement gap between disadvantaged students and their non-disadvantaged peers can be closed given the necessary resources.

Despite our current success we are still struggling with budget cuts from two years ago. We firmly believe that we can continue to move forward in our goal of academic success for all students. However, any further budget reductions will impede progress significantly.

The PTO continues to be a strong supporter of learning at Hyannis West. The organization has raised over \$10,000 for enrichment activities for students such as field trips and cultural performances. The group also conducts meetings on learning related topics. All of our students and staff greatly appreciate the efforts of the PAC.

The school building at Hyannis West remains a priority for our school. Facility needs include floor tile replacement in classrooms, plumbing for our portable classrooms, and mechanical system upgrades. Space remains a critical building need. Additional classroom space is needed for Music, Title 1, and support services.

The students, staff, and parents are proud of Hyannis West Elementary School. All members of our school community are committed to work together to ensure that all of our students are given opportunities to reach their potential. We feel that the future holds much promise for success for all at our school.

Respectfully submitted,

Fred Scully, Principal

MARSTONS MILLS EAST ELEMENTARY

The 2002-2003 school enrollment is 409 students. Our school structure consists of the following:

Pre School	73
Kindergarten	53
Grade One	81
Grade Two	67
Grade Three	65
Grade Four	70

Our School Advisory Council welcomes five new members this year. Our council consists of Teachers: Sheila Butler, Jean Farrell, Pam Troutman; Parents: Susan Hatfield, Mary Duchesney, Deborah Packard; Community Member: Thomas Lynch; Co-Chairs: Edward Deusser and Pat Tierno

The council meets regularly on the second Thursday of each month during the school year at 3:30 in the school library. The group is responsible for working with the principal in assisting in setting educational direction for the school, reviewing the school budget, and formulating and updating the School Improvement Plan each year. This group is committed to the continuing success of the entire Marstons Mills East School community.

Some of our major goals for the 2002-2003 school year include:

To continue to maintain and improve our students' performance on the state mandated MCAS assessment.

To continue to enhance our parent communication and involvement.

To address the needs of school technology.

To continue our school wide respect code and the importance of the Respective Classroom model.

To investigate the option of applying for a Horace Mann Charter.

As part of the Horace Mann investigation the staff is working on developing a new vision and mission statement for the school that will consist of our guiding principles for the future.

The school wide enrichment model continues to offer the students of Marstons Mills East a unique educational experience. Under the direction of Lynore Frew and the involvement of a dedicated staff and parents, we have been able to offer a

variety of cultural and educational experiences. The Enrichment Clusters Program, which is a part of the Enrichment Program, offers the entire school an opportunity to expand the basic curricula. We are fortunate to have this unique opportunity at our school.

Our Parent Advisory Council continues to provide Marstons Mills East with invaluable resources that benefit the entire school community. The parent run group has raised thousands of dollars, which enhances our cultural enrichment program, field trips and other opportunities. They truly believe in public education and the benefits it brings to all children. We are very appreciative of their hard work and dedication to our school. On behalf of the entire school community, I take this opportunity to thank the PAC.

The staff, parents and students of Marstons Mills East continue to strive towards each child developing to his/her full potential. As principal it is my pleasure to work with such a group of dedicated professionals and committed parents. Together we strive to improve the quality of education at Marstons Mills East Elementary School.

Our web page is available at www.barnstable.k12.ma.us/mme. We appreciate any and all feedback.

Together we will continue on the path of excellence in education.

Respectfully submitted,

Edward Deusser, Principal

OSTERVILLE/OSTERVILLE BAY ELEMENTARY SCHOOL

The Osterville Schools have chosen a theme each year for the past nine years. This year, we have chosen the theme of Gifts of the Heart which reflects a year of community service. Our children have accomplished many things and at the submission of this report, our school year is only half over!

In September we traveled to the Armstrong-Kelley Park in Osterville to plant some bulbs that we will be visiting in the spring when they bloom. Adding to the beauty of the park for all to enjoy is our gift to the community. We also made some welcome cards

that we donated to a local shelter for families when they enter so they will know that someone is thinking of them.

In October, we put the Friendship Garden at the Osterville Bay School to bed for the upcoming winter season. Many parents donated some plantings for the garden as well. We also held a coat drive to benefit the Baby Center in Hyannis. Several families were helped because of the generosity of our children and their families. At our fall Family Dance we had a pumpkin walk. All the proceeds of this event were donated to UNICEF to aid in the polio epidemic in China. This allowed our children to participate in a global community event as well.

Thanksgiving was celebrated in November and we helped several families to have a happy and delicious dinner by sharing our bounty. We collected cans and food for families in need of a good meal to celebrate the holiday.

December followed right behind and we had our annual Children Helping Children Program which helped out many families. Our gifts to the community also included singing in the Osterville Stroll and giving Holiday concerts at the school and the Rotary Club. Our Children Helping Children program provided many families with wonderful gifts that they might not have otherwise received.

The new year brought many new opportunities to learn and grow. I am always amazed at the amount of information that can be absorbed by young minds. We are all working on reading and math and all the important subjects that we study every day. Our resources are being cut, yet we try the best that can to maintain our standard of Striving for Excellence.

We will continue throughout the remainder of the year to excel, prepare our students to do well and maintain our high standards for all, but it becomes more and more difficult with dwindling resources.

All our children are practicing their math facts to become proficient in time for the spring testing season. Our goal is to have all our children proficient in math and reading by the time they leave our school for the fifth grade. This is the goal of the No Child Left Behind legislation from the federal government as well.

We are also branching out of the basic curriculum with several enrichment programs. We utilize

parents for these as they volunteer their time and talents throughout the school year. We offer an after school enrichment program twice a year and weekly programs such as Math Super Stars and the Junior Great Book Program.

The remainder of the school year will be filled with community service projects and exploring the challenging curriculum set out for our children. With the home – school connection of parents in the school and a strong teaching staff, we will prepare our students to meet the future and make us proud that we played a part in their preparation for success.

Respectfully submitted,

Donna Lee Forloney, Principal

BARNSTABLE HORACE MANN CHARTER SCHOOL

The Barnstable Horace Mann Charter School, formerly the Barnstable Grade Five School, was converted to a Horace Mann Charter School in 1999 with the vision of “Achieving Excellence for All Students.” We emphasize excellence for our students, teachers, and trustees along with good citizenship and public accountability. We seek to graduate responsible, resourceful, and respectful young adults who will be prepared to meet the challenges of the 21st Century.

The school is a one-year charter school educating all fifth grade students in the Town of Barnstable. Although we are a charter school, we are an integral part of a K-12 system within the Barnstable Public School District. As an autonomous school, we work with the district, whenever possible, to provide continuity to students. When our students graduate they will go to one of the two public middle schools. We are working as part of our plan, to coordinate our efforts in both the elementary and middle schools so as to maximize learning for all students.

During 2001-2002 503 students were enrolled. Our students come to us from seven elementary public schools in seven villages within the town. 87% are Caucasian, 13% are non-Caucasian; 19% are special education students' and 21% are on free or reduced lunch.

Barnstable Horace Mann students are engaged in a rigorous academic program that includes core subjects along with enrichment classes in foreign

language, art, music, band, orchestra, physical and health education. We also offer Title 1 reading and math, remedial reading, and Gateway for our high achieving students. Our students also participate in a D.A.R.E. program in partnership with the Barnstable Police Department.

The Barnstable Horace Mann Charter School uses the Stanford 9 pre and post-tests to document how well our students did in Reading and Math during the year. Using National Percentile Scores our students advanced 3 percentage points in reading and 14 percentage points in math. Both the scores on the pre and post-tests are documented along with their report card grades and may be seen in greater detail in the school's Annual Report, which is available at the school or at our website www.barnhoracemann.org.

The school continues to contract with the Modern Red Schoolhouse Institute to provide training for the implementation of a standards based whole school design. We have completed four years of professional development and as a result have completed 23 units of standards based instruction with correlating assessments. Our task forces, consisting of teachers and administrators are meeting regularly and the Leadership Team meets to coordinate the work of the individual task forces. When fully implemented, our curriculum will be linked to a curriculum management database, which will also allow parents to access their child's academic progress from home.

The Barnstable Horace Mann Charter School has also developed a partnership with more than 50 local businesses through our non-profit, tax-exempt corporation, "Main Street Learning, Inc.". Through this collaboration, along with our Board of Trustees, the business community is an integral part of our school.

Respectfully submitted,

Thomas McDonald, Principal

BARNSTABLE MIDDLE SCHOOL AT HYANNIS

The fall of 2001 welcomed close to 1,000 middle school students back to a year filled with the hope of growth and challenge. Challenge that on those first days of September materialized into the national tragedy of 9-11. The Twin Towers, the west side of

the Pentagon, and a country field in Pennsylvania brought the nation, as well as the Middle School at Hyannis, to the sudden reality of loss, fear, and foreboding regarding what is in store for these children in our nation's future. Terrorism as a concept that had been taught in classrooms had visited the country in a stark and sudden catastrophe.

After the initial shock and a sense of our own vulnerability, the students and staff used this sad occasion to bolster and strengthen our sense of school, town and national unity.

A memorial service held out on our newly dedicated peace garden was planned and an engraved cobblestone "America United 9-11" was placed into the memorial pathway. Out of this national loss, the middle school community began their school year with a renewed sense of national pride, as well as a better appreciation and insight into the gift of life.

The 2001-2002 school year began on a sad note, yet it would be filled with student music and accomplishment.

Our school's National Geography Contest winner, grade seven student, Meghan Wareham, went on to the state finals held in Worcester, Massachusetts. Two grade eight students, Caylee Ceile Donoghoe and Brian Joseph Klotz, were selected to represent the middle school at the annual middle school State Scholar/Leader Conference. Our award winning instrumental music programs performed throughout the year in the Barnstable High School Performing Arts Center to appreciative crowds of parents and classmates. In May our annual student Talent Show "brought down the house" with their display of dance, music and stage courage.

For the second consecutive year, science teacher Mr. Scott Blazis took a band of brave grade 8 students to the jungle rain forest of Ecuador for a ten-day ecology adventure. Certainly a once in a lifetime experience for many middle school science students!

Our science department also was the grateful recipient of a complete and fully computerized weather station. Antennas and instruments were attached to our roof and the station was "linked" to a Boston television station through the AWS Weatherbug network. The weather link is also connected to all our classroom computers. Watch for our "weather report" daily via Channel 22 locally.

Our yearly springtime MCAS testing ritual took place with full student attendance and effort. Student scores continue to improve and teachers continue to use the results to bolster student skills and learning.

Our one hundred and twenty-five (125) grade 8 French students, led by Madame Toole, traveled to Montreal and Quebec to celebrate the conclusion of their middle school French studies.

In stark contrast to the sad beginning of this school year, our annual June Renaissance Academic Recognition Faire was a huge success. Celebration, fun, and laughter reigned supreme as thousands of parents, students and teachers came together to support the school and “kick up our heels” in thanksgiving for being American and living in this Town of Barnstable.

On behalf of the entire staff and students, I would like to express our continued gratitude and appreciation as we attempt to create the “future” here in the middle school.

Respectfully submitted,

Terry Russell, Principal

BARNSTABLE MIDDLE SCHOOL AT MARSTONS MILLS

Barnstable Middle School at Marstons Mills reopened with an enrollment of 802 students, a slight decrease from the 2001-2002 school year. Thanks to funding from bus transportation fees, two new homeroom teachers have been added reducing class size in Grades 6 and 8 to 23 students per homeroom from last year’s high of 26 and 27 students per homeroom. Grade 7 class sizes, however, have remained at 25 and 26 across the grade level. As a result of music fees, the Instrumental Music Program has also returned to the regular school budget.

The regular education and special education middle school adjustment programs continue to provide an appropriate learning environment where students with behavioral and/or emotional needs can develop the skills necessary to become more successful learners in regular classes. The teachers and students in these two programs are part of our greater school community, sharing our space and facilities to offer a more normalized school experience to the students in these programs.

To teach our students the importance of community service and giving of our time and talents, community outreach continues. For Thanksgiving, students and staff provided food to feed twenty families. Boxes overflowing with everything from frozen turkeys to fresh and canned goods were distributed to families within our school community. Champ House assisted with this outreach by providing eight turkeys to complement the twelve turkeys from our students. Excess canned goods were donated to a local food pantry so that many people benefited from the generosity of our students and their families. For Christmas, teams adopted eighteen children, and the results were overwhelming to behold. On December 16th, our band, choruses, and recorder students entertained their families with a wonderful concert in our cafeteria culminating months of instruction. The sounds of their recorders, voices and band numbers delighted all in attendance. Band and morning chorus students also entertained at the Senior Center bringing holiday cheer to many.

Students and staff have also been busy within the school. Our MCAS results exceeded our target in English Language Arts with 65% of our students achieving Advanced or Proficient levels of performance. Growth was on target in mathematics, but we are working hard to have more students achieve at the proficient and advanced levels of performance and have fewer students receive a warning in all areas tested. As a result, school-wide professional development is focusing ways to have all students learn and practice answering the wide variety of questions that the MCAS poses, particularly the open-ended response questions. Teams of teachers continue to align instruction with the state standards and evaluate student work together to ensure that student instruction, assessment, and evaluation are consistent with the expectations established in the Massachusetts Curriculum Frameworks.

Barnstable Middle School at Marstons Mills’ Chapter of the National Junior Honor Society continues to grow in popularity under the tutelage of Linda Puleo. Students in Grades 7 and 8 who meet admission criteria will be inducted into this prestigious society on May 22nd. Grade 8 graduation will be held on June 17.

The PTO, under the direction of Mary McDonough and Mary Macridis, remains active at our school with fund-raising, game nights, dances, book fairs,

enrichment productions, and after-school programs. The Holiday Shopping Night was held on November 22nd and was an evening of fun, food and gift selections for everyone. The donation of the extra food to the Noah Shelter after this event was greatly appreciated by the homeless in our community. Interscholastic sports remain strong and students are participating in an array of seasonal sports in spite of the fees required to play. Our School Resource Officer, Jen Parkas, continues as a familiar and welcomed member of our staff available on alternating days to assist our students, as they become more knowledgeable and responsible members of our larger community.

Students in Grades 7 and 8 are experiencing a unique career exploration opportunities through the Health Adventures Program, Job Shadow Program, and Law Day events coordinated and implemented by Communities and Schools for Career Success (CS²) and funded by a Verizon Grant. Grade 7 students, teachers, and parents had the opportunity to participate in presentations designed to eliminate bullying. Staff from Deana's Fund spent several days working with both middle schools focusing on this topic so vital to school safety.

Students and staff continue to be recognized for their achievements. Last spring, our Odyssey of the Mind/Destination Imagination Team consisting of Rebecca Bertrand, Molly Driscoll, Caitlin Emerson, Kerri-Lynn Harrington, Elizabeth Rask and Vanessa Varjian placed first in the regional and state competitions. At the world competition in Tennessee, these Grade 6 students placed thirteenth – a very impressive performance for six outstanding and creative young ladies who are looking to further achievements in this competition as 7th graders. In April 2002, one Grade 6 Future Problem Solving Team consisting of Sioban Magnus, Brant Rumberger, Nicole Robertson, Max Fater, and Jordon Cooper coached by Linda Leeman placed third in the state competition with their solution of an environmental law issue. Danielle Belanger, then a Grade 7 student, placed third in the individual competition with her solution for dealing with abandoned buildings. Jessica Ecker, then Grade 7, also won honorable mention in the Boston Globe Scholastic Art contest last spring. This winter, Bryanna Fogarty and Debora Silva, Grade 7 students in Bruce Colwell's Social Studies class, placed first and second in the local VFW essay competition on "My Pledge to America". Bryanna then placed first in the district and is continuing to the state level.

Jesse Gilmore, a Grade 7 student, won the National Geographic Geography Bee at the Mills. His written test will be evaluated by the state committee of this organization to determine whether he moves onto the next phase of this competition. Peer leaders under the guidance of Becki Pierpont, our school receptionist, have sponsored Red Ribbon Week, Reader's Café for first graders at Marstons Mills East Elementary School, and have plans for several other school-wide initiatives for the remainder of the school year. The Renaissance Program, in conjunction with CS², is still growing with more students achieving honor roll each quarter. These students along with those who make marked improvements between terms earn discount certificates to local businesses and attend our Breakfast of Champions with their families. As part of this Renaissance Program, students had the opportunity to see and hear Mac Bledsoe, who spoke to them about setting goals and not allowing anything to interfere with achieving those goals. His inspirational words emphasized the theme that excellence is our standard.

Our staff accomplishments are also quite impressive. Karen Mackiewicz, art teacher, used a Cobb Grant to have students design and paint a patriotic/language arts mural along one of our first-floor corridors. This outstanding work of art captures the students' message for peace across all time and nations. Barbara King, a special education teacher, received an MCAS grant for alternate electronic portfolios. The grant allows several special educators to use digital cameras and equipment to capture examples of student learning to submit to the state for evaluation. Maria Pierozzi, one of our health teachers, again wrote and was awarded a Healthy Choice Grant to promote five fruits and vegetables a day, no more than two hours of screen time per day, and at least one hour of physical activity per day. A Cape Cod 5 mini grant for educators was awarded to Debra Thomas, Grade 6 Humanities teacher, to create Memory Books with her students. Bobbi Moritz, CS² entrepreneur, and several Grade 6 teachers wrote and were awarded community grants. One grant was awarded by the Community Foundation of Cape Cod Fresh Water Fund to adopt Lovell's Pond as a community service-learning project. Another grant that was supplemented by donations from the Rotary Club and a local landscaper provided naturalizing of our living classroom pond with cocoa matting and coping stones. These grants and donations have complemented Cobb Funds to complete our pond

and wetland in our center courtyard, allowing not only the summer Math and Science Academy students to learn in this natural classroom but every Grade 6 student as well. Our art teachers, Robert Hutchinson and Karen Mackiewicz, were also awarded a mini-grant from the KIDS Consortium to work in partnership with the Barnstable Senior Center to present a combined student/elder arts show. Gail Stone and Kathleen Byrne have involved all the Grade 6 teachers and students in a program called SNAP (Seeing Necessary Alternatives Photographically). Students use the technology of picture taking and essay writing to depict their lives today incorporating ideas for staying on course with lifetime goals for success. Kodak has donated cameras, film, printers, photography paper, software, and developing through the SNAP foundation. Upon completion of this project, student work will be displayed nationally. Susan Simon, Grade 7 English/Language Arts teacher and technology guru, continues to put our school in the forefront of technology instruction as she presents at regional and national conferences.

Monthly Principal's hours continue on the last Thursday of most months at 4 P.M. This coffee and chat time allows more parents to visit and become better acquainted with me. The staff at BMS @ MM looks forward to a continuation of the excellence in education that this school district holds dear for all children. To this end, over forty staff members participated in problem-solving workshops this summer to redefine priorities for school improvement. Committees led by teacher champions are working on improving communications, revising the Student Handbook, developing quick fixes for simpler problems, and devising a schedule more responsive to student needs. Special thanks go out to Deb Charpentier, Bobbi Moritz, Peter Goode, Elyse Dorr, and Keith Clarke who have committed numerous hours to being the champions of these committees as well as the dedicated members of their committees. As principal, I am proud to be a member of a team of teachers and administrators who work hard to ensure that we are all doing the best we can to improve learning and achievement for your/our children.

Respectfully submitted,

Edith LaBran, Principal

BARNSTABLE HIGH SCHOOL

Barnstable High is accredited by the New England Association of Schools and Colleges (NEASC). This is not a permanent status. As stated in the NEASC accreditation handbook, "membership in the NEASC depends upon schools and colleges demonstrating continue improvement and adherence to standards through a regular cycle of routine and special reports." Over the last two years, BHS undertook an exhaustive self-study involving the participation of faculty, administrators, staff, students, community members, and parents. In May 2002 a visiting team comprised of professional educators spent four days at BHS in order to evaluate its adherence to stated standards, to review the findings of the school's self-study, and to make recommendations that will lead to school improvement.

The Commission of Public Secondary Schools, at its September 2002 meeting, reviewed the evaluation report from that May visit and continued the school's accreditation. The Commission was impressed with many of the services and programs at BHS, citing the school's strengths related to the Standards for Accreditation on Leadership and Organization, School Resources for Learning, and Community Resources for Learning. Specifically the Commission commended the school for the following:

- The numerous opportunities for students to extend their learning beyond the regular class offerings
- The quality of student work which exhibits high expectations and reflects a variety of innovative teaching strategies and assessments
- The service programs which foster students' civic and social growth in the school and community
- The integration of the learning process through community and business partnerships enabling students to become active learners and to see school as a pathway to future careers
- The alternative programs designed to meet the needs of at-risk students
- The principal's leadership in guiding the school's mission and expectations for student learning
- The positive climate of the school and the prevalent sense of pride and ownership
- The establishment of smaller, personalized learning communities fostering a familial environment within the school
- The regular recognition of student success

- The faculty for initiating and supporting programs that enhance student leadership and school improvement
- The newly established health clinic providing a broad range of student service
- The level of guidance services available to students
- The Teacher Guided Assistance Program that allows school faculty to personalize every student's secondary school experience
- The diverse partnerships with local institutions of higher education that provide unique academic opportunities
- The successful renovation and construction of an outstanding school facility
- The exemplary daily custodial care of the school facility

A follow-up Committee has been appointed to aid the principal in submitting the Progress Report due to the Commission by July 1, 2003. The report will provide detailed information regarding steps taken to address the following:

- Engage all faculty members in the development of a school-wide document that clearly defines in measurable ways each of the school's academic expectations in the mission statement
- Identify the specific academic expectations in the mission for which each department will assume responsibility
- Describe steps taken to ensure that the faculty and school community understand and embrace the beliefs and learning expectations articulated in the mission
- Provide opportunities within and across departments for professional discourse on student learning
- Increase student access to the library
- Discuss progress made to accommodate language needs of non-English speaking students
- Provide a timeline for the implementation of the five-year technology plan to support replacement and maintenance of educational technology
- Work with the community and school committee to generate widespread support for future funding increases
- Clearly define a budgeting process that involves both faculty and administration

All accredited schools are also required to submit a Two-Year Progress Report as well.

The entire Barnstable High School Community – parents, staff, students and community members – are to be commended for their diligence and dedication in completing this self-study and retaining accreditation by the New England Accreditation of Schools and Colleges.

Respectfully submitted,

Patricia Graves, Principal

CLASS OF 2002

John Christopher Abdelnour
 Joshua S. Adams
 Andrew Geoffrey Ahearn
 Sean Merrick Allen
 Michael Jay Anastasia
 Marlon Leroy Andrews
 Renée Francine Avola
 Andrew Steven Barron
 Colby Philip Bateman
 Emmanuel Roy Bearse
 Melissa Sage Beck
 Michael Joseph Betancourt
 Cory S. Binford
 Matt Douglas Bolinder
 James Corey Brogan
 Corinne Rachel Brown
 James Robert Bruce
 Matthew John Burke
 Karen Michelle Cahill
 James Thomas Cali
 Elizabeth Cannon
 Colleen Marian Carrigan
 Jennifer Irene Cash
 Colin C. Chalmers
 Sarah Elizabeth Charette
 Emily Rose Childs
 Adam Charles Clough
 Daniel Gary Coleman
 Kaitlyn Margaret Cook
 Jacqueline Lee Corley
 Abigail Elizabeth Cowan
 Katherine M. Crowley
 Andrew Robert Cullum
 Michael Ryan Cunningham
 Lucy Vonne D'Olimpio
 Alexandra Christine Davis
 Michelle Dazzi
 Richard James DeAngelo
 Britnie Erin DeMello
 Kerrin Jean Delaney
 Anthony Michael DiNoia
 Tanisha Lynn Diggs
 Kerri Ann Donohoe
 Carlos E. Drapper
 Rachel Janeen Duarte
 Victoria Ann Dyka
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 Negelie Florestal

Kathryn Nicole Ables
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 Christian Paul Beahm
 Destiny Lynn Beauchemin
 Daniel Sturgis Behlman
 Nicholas Alexander Bibeault
 Victoria Joy Binney
 Keely Jane Boon
 Clinton Callam Brown
 Derrick Brown
 James R. Brumfield
 Shawanna Burt
 Aline Boaventura Caldeira
 Michael James Cameron
 Andrew Stephen Caplice
 Matthew Gregory Cascio
 Lauren Elizabeth Cataldo
 Joseph Richard Chandler
 James Aaron Chartier-Rouette
 Chelsea Hope Clarke
 Le-La Cloutier
 Nikita M. Collins
 Joseph Coombs
 Kara D. Costa
 Michelle Marie Cox
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 Michael P. Daigle
 Christina Davis
 Samuel Fonseca Da Silveira
 Kelsheika Lee DeGrace
 Lyda M. Dean
 Adam Thomas DiGiacomo
 Andrew Hession DiPietro
 Dayana Moreira Domingos
 Lindsay Catherine Dorman
 Sarah Elizabeth Drew
 Douglas M. Dunbar
 David Alan Dzenawagis
 Kimberly Ann Eldridge
 Elyse Marie Estrella
 Antonia Beatrice Fanning
 Julie Fitzgibbons
 Meghan Jean Foley

Jeremy David Acker
 Patrick Ryan Adukonis
 Daria Janthina Alladio
 Cooper Jamerson Amster
 Kristin Marie Anderson
 Jocelyn Bragg Aspden
 Jesse Loring Baker
 Ryan Daniel Bassett
 Adam Michael Beard
 Jessica Lea Bechtel
 Tirrill Lee Berglund
 Caleb Jessup Bickford
 Jonathan B. Bissett
 Michael Vincent Boudreau
 Colby Perry Brown
 Dominique Demond Brown
 Cyrus Alexander Buffum
 Shayla Marie Cabral
 Cristin Moriarty Cali
 Zachary Paul Candito
 Amy Christine Cappello
 Marie Elizabeth Casey
 Melissa Sue Cavill
 Robert Allen Chandler
 Justin Michael Chaves
 Ian Clemence-Schreiner
 Daniel Antonio Coello Villacis
 Deborah Lorraine Connors
 Michael James Cordry
 Ryan David Coumbe
 Stephanie Jean Creswell
 Marilyn Joanne Cullity
 Gina Marissa Cuneo
 Tessa Marie D'Agostino
 Mara Lynn Davidson
 Kristy A. Davis
 Guiherme Alberto De Souza
 Christopher Michael DeLeon
 Deana Dee DeBarros
 Ralph DiMonte, Jr.
 Andrew Joseph Diefenbach
 Michael William Doherty
 Lucas Brendan-Darby Drake
 Adam John Dryz
 Britney Ann Durham
 Nathan Daniel Edwards
 Ashley Ryan Enright
 Patrick Kendall Evans
 Michael Paul Ferrari
 Sarah Anne Flaherty
 Simon James Fornari

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 Leonard James Gallagher, IV
 Scott Ross Gauthier
 Sean Patrick Gigliotti
 Thomas Michael Goodwin
 Daniel Robert Green
 Jared T. Gresh
 Sarah Megan Hamel
 Guillermo Nicolas Harding
 Brian David Harris
 Aidan Valely Hayes
 Laura Marie Higgins
 William Brandon Hock
 David William Howard
 Christine T. Hunt
 Laura-Ann Hutchinson
 Taylor David Jacobs
 Kimberly Marie Jankowsky
 Kerry Lynn Johnson
 Keith H. Jones
 Donna Marie Jurczuk
 Kristin Ashley Kelley
 Jill E. Kelly
 Samantha Tema Klarer
 Katherine G. Korniotis
 Daniel Joseph Kremer
 Christina Marianne Lafontaine
 Leah Nicole Lavoie
 Colin Hayward Leach
 Jeffrey Michael Lemieux
 Lindsay Ann Lesser
 Michael A. Liimatainen
 Arden Wray Lockwood
 Mark Allen Lopes
 Rya Star Lyons
 Stephen Charles Macedo
 Caitlin Macomber
 Christopher Francis Mahoney
 Andrew J. Mandel
 Kiran Joseph Dennis Martin
 Keri Lynn McCarthy
 Ryan Michael McGovern
 Samantha Marie McMahon
 Anthony Emmanuel Medrano
 Kelly M. Messias
 Kimberly Jane Monroe
 Valerie Ann Mossey
 Shannon Kelly Murphy
 Caitlin Elise Nesbit

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 Sarah Louise Fullam
 Andrea Lynn Gardner
 Maureen Lynn Gavin
 Annette Marie Ginnetty
 Christopher Adam Graham
 Aimee Jolie Grenier
 Adam Francis Hamblin
 Jeffrey W. Hammond
 Kevin James Harrington
 Jacqueline Marie Hartel
 Sarah Anne Haynes
 Sean William Higgins
 Rachael Holigan
 Brian Barry Hughes, Jr.
 D. James Hunter
 Kiwanna Dorice Islam-Grant
 Nicholas Inigo Jacobson
 Scott Matthew Jobling
 Nicholas Michael Johnson
 Michael Allen Jones
 James L. Jurczyk
 Kurt P. Kelley
 Sarah Lynn Kennedy
 Paul James Koen
 Amie Quinn Kortis
 Eric Adam Kuenzel
 Richard Andrew Langenbach, Jr.
 Laura Tristina LeBlanc
 Jarred Paul Lebedevitch
 Jessalynn Anne Leonard
 Rebecca Leigh Lewis
 Katlyn Erin Linnehan
 Arthur R. Lomba
 Gary Wayne Lopez
 Brendan Alexander Macdonald
 Casey Roger Machado
 Courtney E. Maderios
 David Jacob Maki
 Ester Souza Marcelino
 Anthony Joseph Mazzeo
 Cailyn Marie McDermott
 Michele Lynn McKinnon
 Chelsea Marie Medeiros
 Anthony Christopher Mendes
 Heather Louise Michaud
 Melissa Jane Morin
 Amara Munnam
 Jamison E. Murtaugh
 James T. Newton

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 Joshua Rennie Gage
 David Mathew Garrant
 Laura Jean Giacobbi
 Brian Matthew Gonyer
 Jennifer Camara Granger
 Allison June Grenier
 Seth Thomas Hamblin
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 Timothy Michael Harrington
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 Lauren Christine Henny
 Gregory H. Hiller
 Kelley Elizabeth Horton
 Sara Humphrey
 Alissa Anne Hurley
 Kiley N. Jackson
 Carly Marie Jamieson
 Emily Lynn Johnson
 Brian M. Jones
 James Joseph Juleson
 Jarred Douglas Kalweit
 Nichole Noel Kelley
 Derek James Kerins
 Timothy Lee Kornet
 Mark Andrew Kozma
 Sarah Elizabeth L'Heureux
 Todd Craig Lapham
 Matthew James LeClair
 Destiny Alisha Lee
 Katie Brooke Leroux
 Kenneth A. Libby
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 Mariana Dayrell Lopes
 Alaynia Suzan Loumiotis
 Cory Martin MacDonald
 Meaghan Elizabeth Mackeil
 Megan Katherine Maguire
 Kara Elizabeth Maloy
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 Holly Erin McCarthy
 Theresa Ann McGarvey
 Edward John McLeavey-Fisher
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 Christopher Olivara Mendoza
 Ashley Paige Miller
 Robin Morse
 Erica Susan Murphy
 Joseph John Mysliwicz
 Jessica Anne Norris

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 Clare Frances O'Keeffe
 Kathleen Rose O'Toole
 Jamie Olson
 Eugenia Ostapechem
 Ashley M. Packard
 Steven Gene Parini
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 Christopher R. Perry
 Andrea Suzanne Pesce
 Lauren Ann Pitz
 John Brian Pomykala
 Jessica Lynne Powers
 James E. Purtle
 Jeffrey Cruz Rebelo
 Daniel Mendes Ribeiro
 Justin Garrett Riley
 Jessica Ann Robbins
 Jacquelyn Elizabeth Rogers
 Jamie Lynn Roy
 Anthony J. Russo
 Jeffrey David Sampson
 Ben Arthur Schilling
 William John Schwartz
 Daniel Reid Shelby
 Alexandre de Oliveira Silva
 Thomas H. Skelton
 Joseph Antonio Small
 Christopher Alan Smith
 Lindsay Parker Smith
 James Reid Songer
 Nicole Marie Spencer
 Melissa Kate Stern
 Catherine Murrell Street
 Saddi F. Sumpter
 Rosemary Tamboli
 Eric R. Taylor
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 Lazaros K. Tsoleridis
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 Melanie Senate VanKleeck
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 Danny Villano
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 Elizabeth K. White
 Nicholas Mark Whitman
 Elizabeth Jezard Winters
 Steven Ryan Wright
 Jacqueline Alexis Zick

Jaclyn Lee O'Brien
 Daniel P. O'Rourke
 Nicole Marie Oakley-Galvin
 Timothy Andrew Orme
 Colby Dawn Ouellette
 Laura Elizabeth Padgett
 Andrew Parker
 Anthony William Pennini
 Kipp Danial Perry
 Elyssia Irene Petrovits
 Meredith Elaine Place
 Benjamin James Potash
 Jared Thomas Prichard
 Melissa A. Quillen
 Joseph M. Remmers
 Christopher James Riley
 Ryan Scott Rivers
 David Kevin Robillard
 Edward Anthony Rosario
 Emily Yvonne Roycroft
 Justin Paul Sabourin
 Michael Roger Scarpato
 Jeremy Theodore Schilling
 Abigail Shaw
 Ryan Shields
 Anderson de Oliveira Silva
 Jacob Seymour Sklarew
 Melanie Marie Small
 Devan Donovan Smith
 Leigh Anne Soares
 Brandon Matthew Souvé-Frantantonio
 Elizabeth Clare St. Pierre
 Corey James Stevens
 Christopher Eric Sullivan
 Emily Anne Sweeney
 Christopher G. Tarozzi
 Derek Adam Thompson
 Jeffrey Charles Tivey
 Blair Francis Tuepker
 Robert Joseph Umbrello
 Shalona Kathryn Varjian
 Nicholas Baldo Ventresca
 Leah Carol Vincent
 Mercy Hedge Warren
 Ashley Elizabeth Welsh
 Jacob Mark White
 Jeffrey Allan Williams
 Michael Francis Wiseman
 Jennifer Elyse Yessin
 Joseph David Ziemba

Shauna-marie O'Brien
 Grace Catherine O'Toole
 Juliana Dumont Oliveria
 Edgar Ostapechem
 Paul W. Ouellette
 Ashley Sarah Parad
 Lauren Christine Parrella
 Amy Lynn Perrotta
 Gioia Maria Persuitte
 Shailey Renai Pires
 Richard Dana Plaskus
 Eric Joseph Powers
 Yevgeny Oleg Pundik
 Francis Andrew Ready
 Angeliki Revis
 Derrick William Riley
 Jonathan Richard Rizzo
 Catherine Nicole Rockwood
 Amber Elizabeth Rowe
 Austen Tyler Rumberger
 Rachel Gisela Sacht
 Brian William Scheets
 Marnie Elizabeth Schulenburg
 Matthew Ryan Shechtman
 Juliana Sidoti
 Reisa Danielle Simpson
 Kyla Doo Sun Slavinsky
 Caroline Ashley Smith
 Laura Ann Smith
 Cristiele Elli Soler
 Heather Lea Spatz
 Islande St. Surin
 Grace H. Stewart
 Leah Danielle Sullivan
 Jeffrey Alexander Szymujko, II
 Karla J. Taverna
 Nicole Elizabeth Thompson
 Elizabeth Mary Triplett
 Christopher Stephen Tufts
 Jesse Valvano
 Sean Michael Varnerin
 Marie-Reena Victoria Victor
 Julia Dawn Walters
 Jeffrey T. Way
 Megan Welsh
 Ryan Christopher White
 Jasmine Enjoli Wilson
 Devin Anders Witter
 Paul Jason Zagaski
 Michelle Alison Zoto

School Department
Gross Wage Report - 2002

Name		Date of Hire	Job Description	School	Gross	Overtime	Total
ABLES	KATHRYN N	11/15/2000	SUB OFFICE CLERK	MAIL ONLY	\$ 291.00	\$ -	\$ 291.00
ABORN	NANCY L.	9/7/1993	HS MATH TEACHER	HIGH SCHOOL	\$ 59,552.11	\$ -	\$ 59,552.11
ACETO	MICHELLE	11/5/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,774.82	\$ -	\$ 1,774.82
ACTON	SHARON	6/19/2000	SS SECRETARY	SYSTEM	\$ 1,065.60	\$ -	\$ 1,065.60
ACTON	SHARON J.	2/11/1994	SCHOOL SECRETARY	CENTERVILLE ELEMENTARY	\$ 27,927.63	\$ -	\$ 27,927.63
ADAMI	JENNIFER	8/30/2000	ELEMENTARY SPED TEACHER	MARSTONS MILLS EAST ELEM	\$ 36,963.69	\$ -	\$ 36,963.69
ADAMS	CHRISTINE A.	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 1,212.50	\$ -	\$ 1,212.50
ADAMS	CHRISTINE A.	10/15/1992	MS RESOURCE ROOM TEACHER	MIDDLE SCHOOL HYANNIS	\$ 49,600.81	\$ -	\$ 49,600.81
ADLER	OONA A	9/16/1996	GRADE 4 TEACHER	HYANNIS WEST ELEMENTARY	\$ 42,222.52	\$ -	\$ 42,222.52
AHEARN	LINDA	9/18/1989	GRADE 3 TEACHER	HYANNIS EAST ELEMENTARY	\$ 56,133.63	\$ -	\$ 56,133.63
AHNQUIST	JANA L.	11/29/1993	GRADE 1 TEACHER	OSTERVILLE ELEMENTARY	\$ 53,430.75	\$ -	\$ 53,430.75
AITKEN	KELLI J	9/5/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,434.55	\$ -	\$ 1,434.55
AKIN	ROSEMARY J.	9/7/1993	SCHOOL NURSE	HYANNIS EAST ELEMENTARY	\$ 38,652.11	\$ -	\$ 38,652.11
ALCOCK	ARTHUR J	9/4/1973	MS SCIENCE TEACHER	MIDDLE SCHOOL HYANNIS	\$ 61,033.71	\$ -	\$ 61,033.71
ALLBECKER	KATHRYN	11/4/2002	PREVENTION SPECIALIST	CENTERVILLE ELEMENTARY	\$ 15,704.86	\$ -	\$ 15,704.86
ALLEN	BETH-ANNE F.	9/3/1985	GRADE 3 TEACHER	MARSTONS MILLS EAST ELEM	\$ 58,521.16	\$ -	\$ 58,521.16
ALLEN	LORI A.	9/8/1992	GRADE 2 TEACHER	CENTERVILLE ELEMENTARY	\$ 42,932.17	\$ -	\$ 42,932.17
ALLEN	NANCY	6/19/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 100.00	\$ -	\$ 100.00
ALLEN	NANCY J	10/7/1996	TECHNOLOGY ASSISTANT	GRADE 5 SCHOOL	\$ 19,973.47	\$ -	\$ 19,973.47
ALLEN	NEDRA D.	9/7/1993	MS WORLD LANGUAGE	MIDDLE SCHOOL MARSTONS MILLS	\$ 51,388.06	\$ -	\$ 51,388.06
ALLEN	RUTHANNE G.	3/25/1981	GATEWAY DIRECTOR	GRADE 5 SCHOOL	\$ 64,021.56	\$ -	\$ 64,021.56
ALLMAN	MICHELLE	9/10/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,017.02	\$ -	\$ 2,017.02
ALVAREZ	LAUREEN E.	9/13/1993	SCHOOL SECRETARY	HIGH SCHOOL	\$ 27,091.53	\$ 369.23	\$ 27,460.76
AMARAL	DIANNE	9/4/1986	TEACHER ASSISTANT	CENTERVILLE ELEMENTARY	\$ 12,598.91	\$ -	\$ 12,598.91
AMATO	ELEANOR	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
AMATO	ELEANOR K.	3/24/1994	GRADE 4 TEACHER	HYANNIS WEST ELEMENTARY	\$ 48,810.90	\$ -	\$ 48,810.90
ANDAC	ELIAZBETH	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 2,850.00	\$ -	\$ 2,850.00
ANDERSON	GLEN A	9/17/1973	ELEMENTARY PRINCIPAL	HYANNIS EAST ELEMENTARY	\$ 86,625.12	\$ -	\$ 86,625.12
ANDERSON	HEATHER	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 450.00	\$ -	\$ 450.00
ANDERSON	HEATHER	8/30/2000	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 39,234.36	\$ -	\$ 39,234.36
ANDERSON	HEATHER L	7/5/1999	TEACHER SUBSTITUTE	MAIL ONLY	\$ -	\$ -	\$ -
ANDERSON	JAMES E.	5/4/1992	MS MATH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 43,239.00	\$ -	\$ 43,239.00
ANDERSON	JENNIFER	1/7/2002	SCHOOL TUTOR	TUTORS	\$ 3,937.50	\$ -	\$ 3,937.50
ANDERSON	KAREN	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 1,680.00	\$ -	\$ 1,680.00
ANDERSON	KAREN M.	9/5/1989	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 58,420.07	\$ -	\$ 58,420.07
ANDERSON	KATHERINE	2/12/2002	GRADE 1 TEACHER	CENTERVILLE ELEMENTARY	\$ 6,927.16	\$ -	\$ 6,927.16
ANDERSON	LINDSAY	10/10/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
ANDERSON	SONYA	9/4/2001	CHAPTER I TEACHER	COTUIT ELEMENTARY	\$ 20,593.33	\$ -	\$ 20,593.33
ANDERSON	SUSAN G.	12/14/1982	GRADE 3 TEACHER	COTUIT ELEMENTARY	\$ 45,244.52	\$ -	\$ 45,244.52
ANDRADE	DARON	5/21/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,365.00	\$ -	\$ 1,365.00
ANDREASSI	KIMBERLY	3/29/1993	HS MATH TEACHER	HIGH SCHOOL	\$ 48,346.89	\$ -	\$ 48,346.89
ANDRULOT	THOMAS P	8/28/1996	HS INDUSTRIAL ARTS	HIGH SCHOOL	\$ 53,910.75	\$ -	\$ 53,910.75
ANGELONE	LUANN	9/8/1992	ELEMENTARY MUSIC - GENERAL	MIDDLE SCHOOL MARSTONS MILLS	\$ 47,948.73	\$ -	\$ 47,948.73
ANGULO	CEMIR	8/28/2002	ASST FOREIGN LANGUAGE	MAIL ONLY	\$ 2,748.34	\$ -	\$ 2,748.34
ANTHONY	ELAINE M	9/21/1998	LIBRARY ASST MIDDLE SCHOOL	MIDDLE SCHOOL HYANNIS	\$ 16,403.88	\$ -	\$ 16,403.88
ARCHAMBEAULT	BRENDA G	9/2/1998	SPED RESOURCE ROOM	OSTERVILLE BAY ELEMENTARY	\$ 39,604.99	\$ -	\$ 39,604.99
ARCHAMBEAULT	MEREDITH	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 651.00	\$ -	\$ 651.00
ARCHIBALD	CHARLES L	5/10/1978	HEAD CUSTODIAN	OSTERVILLE BAY ELEMENTARY	\$ 37,090.68	\$ 1,206.51	\$ 38,297.19

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ARNOLD	CAITLIN	3/25/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 715.00	\$ -	\$ 715.00
ASHLEY	EDWARD F.	7/18/1988	FOREMAN+50	MIDDLE SCHOOL MARSTONS MILLS	\$ 33,117.20	\$ -	\$ 33,117.20
ASKEW	JUDITH	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,070.00	\$ -	\$ 2,070.00
ASKEW	JUDITH	5/7/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 325.00	\$ -	\$ 325.00
ASTRAUCKAS	KATHLEEN	8/28/2002	TEACHER ASSISTANT ESL	GRADE 5 SCHOOL	\$ 6,549.36	\$ -	\$ 6,549.36
ATKINS	SUSAN A	11/13/1991	PERSONNEL SECRETARY	ADMIN - CENTRAL OFFICE	\$ 38,473.09	\$ 292.13	\$ 38,765.22
ATWELL	DANIEL	11/9/1999	SPED RESOURCE ROOM	HYANNIS EAST ELEMENTARY	\$ 40,058.99	\$ -	\$ 40,058.99
AUGER	PETER J	9/4/1973	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 64,639.96	\$ -	\$ 64,639.96
AUSTIN-KENNEY	CHRISTINE M	8/30/2000	GRADE 1 TEACHER	HYANNIS EAST ELEMENTARY	\$ 37,191.46	\$ -	\$ 37,191.46
AUTERY	PAMELA	11/29/1990	ELEM PRESCHOOL TEACHER	CENTERVILLE ELEMENTARY	\$ 46,335.25	\$ -	\$ 46,335.25
AVERY	LAURI H.	3/19/1990	TEACHER ASSISTANT	CENTERVILLE ELEMENTARY	\$ 13,692.93	\$ -	\$ 13,692.93
AYLMER	IRENE T	1/15/1973	HS SOCIAL STUDIES TEACHER	HIGH SCHOOL	\$ 54,385.39	\$ -	\$ 54,385.39
AYRES	REBECCA	7/6/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ -	\$ -	\$ -
BABCOCK	JOSEPH	1/27/2000	CUSTODIAN	HIGH SCHOOL CUSTODIANS	\$ 27,440.80	\$ 10,290.51	\$ 37,731.31
BAFARO	JOHN J	9/7/1971	GRADE 3 TEACHER	CENTERVILLE ELEMENTARY	\$ 56,233.94	\$ -	\$ 56,233.94
BAKER	CAROL A.	9/21/1992	SCHOOL ASSISTANT	MARSTONS MILLS EAST ELEM	\$ 9,039.92	\$ -	\$ 9,039.92
BAKER	ROBERT	6/27/2000	BUS DRIVER	TRANSPORTATION OFFICE	\$ 19,613.18	\$ -	\$ 19,613.18
BALLOU	JANE E	1/4/1999	SCHOOL ASSISTANT	OSTERVILLE ELEMENTARY	\$ 7,321.08	\$ -	\$ 7,321.08
BARRY	RALPH	9/30/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 325.00	\$ -	\$ 325.00
BASKIN	JEANNE	8/30/2000	HS SPEECH/LANGUAGE TEACHER	MIDDLE SCHOOL HYANNIS	\$ 43,639.01	\$ -	\$ 43,639.01
BASTILLE	ROBERT	11/8/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 653.97	\$ -	\$ 653.97
BATEMAN	KATHERINE M	3/28/1989	HS BUSINESS EDUCATION	HIGH SCHOOL	\$ 35,948.73	\$ -	\$ 35,948.73
BATSON	ERIN M.	2/26/1991	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 41,459.57	\$ -	\$ 41,459.57
BAVIER	TRACEY	8/28/2002	HS SPED TEACHER	HIGH SCHOOL	\$ 18,942.21	\$ -	\$ 18,942.21
BEAR	MARCIA	6/19/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 25.00	\$ -	\$ 25.00
BEAR	MARCIA J.	9/16/1992	ELEMENTARY SPED TEACHER	MARSTONS MILLS EAST ELEM	\$ 36,843.69	\$ -	\$ 36,843.69
BEARSE	DEBRA	10/15/2001	TEACHER ASSISTANT/SPED MS	HIGH SCHOOL	\$ 18,274.83	\$ -	\$ 18,274.83
BECHTEL	BRENDA	9/3/2002	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 17,964.72	\$ -	\$ 17,964.72
BECKER	BARBARA	8/29/2001	HS HEALTH EDUCATION	HIGH SCHOOL	\$ 38,856.87	\$ -	\$ 38,856.87
BEER	CONNIE JO	8/31/1994	HS MATH TEACHER	HIGH SCHOOL	\$ 21,555.14	\$ -	\$ 21,555.14
BEHLMAN	M NORA	9/20/1993	PREVENTION SPECIALIST	BARNSTABLE WEST BARNSTABLE	\$ 15,743.05	\$ -	\$ 15,743.05
BELANGER III	NELSON A	12/12/1972	MS MATH TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 57,764.83	\$ -	\$ 57,764.83
BELESS	SCOTT D.	9/4/1991	MS SOCIAL STUDIES TEACHER	HIGH SCHOOL	\$ 49,301.15	\$ -	\$ 49,301.15
BENDIKSEN	MABEL	9/2/1980	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 59,133.51	\$ -	\$ 59,133.51
BENGSTON	ERIC	9/1/2002	COACH ATHLETIC SALARIES	MAIL ONLY	\$ 1,353.00	\$ -	\$ 1,353.00
BENNETT	DAVID T	9/4/1973	HS SOCIAL STUDIES TEACHER	HIGH SCHOOL	\$ 64,264.09	\$ -	\$ 64,264.09
BENNETT	LINDA A	9/3/1969	MS HOME ECONOMICS	MIDDLE SCHOOL HYANNIS	\$ 57,435.63	\$ -	\$ 57,435.63
BENTLEY	PAUL	4/22/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,268.34	\$ -	\$ 2,268.34
BERGEN	CAROL A.	9/2/1986	GRADE 3 TEACHER	BARNSTABLE WEST BARNSTABLE	\$ 63,765.64	\$ -	\$ 63,765.64
BERNHARDT	HEIDI J.	9/16/1996	MS SOCIAL STUDIES TEACHER	MIDDLE SCHOOL HYANNIS	\$ 36,963.08	\$ -	\$ 36,963.08
BERNON	CAROL	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 400.00	\$ -	\$ 400.00
BERNON	CAROL B.	9/8/1987	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 62,897.26	\$ -	\$ 62,897.26
BERRY	LYNNE M.	11/24/1980	ADMIN ASST FINANCE	ADMIN - CENTRAL OFFICE	\$ 45,787.43	\$ 15,786.96	\$ 61,574.39
BERRY	RUTH A	9/16/1977	TEACHER SUBSTITUTE	MAIL ONLY	\$ 7,252.98	\$ -	\$ 7,252.98
BETTENCOURT	SUSAN	8/29/2001	GRADE 4 TEACHER	OSTERVILLE BAY ELEMENTARY	\$ 36,843.69	\$ -	\$ 36,843.69
BEUKE	DIANNE E.	9/6/1988	GRADE 4 TEACHER	HYANNIS EAST ELEMENTARY	\$ 58,717.01	\$ -	\$ 58,717.01
BEVERIDGE	BERNARD	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 400.00	\$ -	\$ 400.00
BEVERIDGE	BERNARD E	9/6/1977	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 58,951.95	\$ -	\$ 58,951.95

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BIALOW	CAROLYN	12/4/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 32.80	\$ - \$ 32.80
BIDGOOD	DONALD	9/6/1977	ASST PRINCIPAL MIDDLE SCHOOL	MIDDLE SCHOOL HYANNIS	\$ 78,155.23	\$ - \$ 78,155.23
BIEHL	EMILY	9/2/1998	MS MATH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 40,856.51	\$ - \$ 40,856.51
BIEHL	ROBERT P	8/27/1997	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 41,835.11	\$ - \$ 41,835.11
BILIOURIS	MARY	8/28/2002	TEACHER ASSISTANT	BARNSTABLE WEST BARNSTABLE	\$ 5,044.94	\$ - \$ 5,044.94
BILL	CHRISTOPHER	8/28/2002	ASST BAND DIR PERCUSSION STIP	MAIL ONLY	\$ 2,236.00	\$ - \$ 2,236.00
BILLARD	JEFFREY	6/19/2000	SUMMER CERTIFIED	SYSTEM	\$ 3,794.00	\$ - \$ 3,794.00
BILLARD	JEFFREY M.	9/8/1992	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 54,340.88	\$ - \$ 54,340.88
BILLITER	LISA	3/4/2002	TA SPED PRESCHOOL	MARSTONS MILLS EAST ELEM	\$ 12,037.83	\$ - \$ 12,037.83
BILLITER	LISA	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 847.00	\$ - \$ 847.00
BILODEAU	LAURA	3/9/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,000.00	\$ - \$ 1,000.00
BISBEE	JUDITH A.	1/2/1985	TEACHER ASSISTANT	HYANNIS EAST ELEMENTARY	\$ 10,264.80	\$ - \$ 10,264.80
BISHOP	ANNE	8/29/2001	MS SOCIAL STUDIES TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 22,517.07	\$ - \$ 22,517.07
BLACKWELL	KATHY L	8/27/1997	ELEM PRESCHOOL TEACHER	CENTERVILLE ELEMENTARY	\$ 52,351.07	\$ - \$ 52,351.07
BLAKEMORE	ELIZABETH	1/18/2000	TEACHER ASSISTANT SPED	HYANNIS WEST ELEMENTARY	\$ 17,892.24	\$ - \$ 17,892.24
BLAZIS	SCOTT	7/10/2001	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,070.00	\$ - \$ 2,070.00
BLAZIS	SCOTT G	8/27/1999	MS SCIENCE TEACHER	MIDDLE SCHOOL HYANNIS	\$ 51,210.88	\$ - \$ 51,210.88
BLECKINGER-O'BRYAN	JOANNE C	2/9/1999	TEACHER SUBSTITUTE	MAIL ONLY	\$ 650.00	\$ - \$ 650.00
BLOOM	CHARLES R.	9/6/1988	ELEMENTARY COUNSELOR	HYANNIS EAST ELEMENTARY	\$ 56,513.67	\$ - \$ 56,513.67
BOGER	BRITTANY	5/20/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,648.34	\$ - \$ 1,648.34
BOGER	DEAN M	9/6/1977	HOUSEMASTER HS	HIGH SCHOOL	\$ 75,725.81	\$ - \$ 75,725.81
BOGGI	THERESA	8/20/2001	PAYROLL SUPERVISOR	ADMIN - CENTRAL OFFICE	\$ 45,675.24	\$ - \$ 45,675.24
BOKANOVICH	ORRIN	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 630.00	\$ - \$ 630.00
BOLT	CAREY	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ - \$ 2,450.00
BOLT	CAREY L.	10/21/1997	GRADE 1 TEACHER	HYANNIS WEST ELEMENTARY	\$ 42,910.40	\$ - \$ 42,910.40
BORGES	AURELIA	4/5/2000	SCHOOL TUTOR	TUTORS	\$ 500.00	\$ - \$ 500.00
BORGES	FRANK	9/17/2001	BUS MONITOR	TRANSPORTATION OFFICE	\$ 1,893.82	\$ - \$ 1,893.82
BOTELLO	ELLEN M.	12/1/1994	TEACHER SUBSTITUTE	MAIL ONLY	\$ 5,763.00	\$ - \$ 5,763.00
BOULETTE	CHRISTINE C.	10/13/1994	MS ENGLISH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 34,115.84	\$ - \$ 34,115.84
BOUND-OBERMAN	DIANA B	9/5/1972	MS ENGLISH TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 56,470.63	\$ - \$ 56,470.63
BOURASSA	ROBERTA J	9/6/1977	MS CHAPTER 1	MIDDLE SCHOOL MARSTONS MILLS	\$ 63,948.25	\$ - \$ 63,948.25
BOURGEOIS	JOYCE	5/22/2002	TEACHER ASSISTANT/SPED MS	MIDDLE SCHOOL MARSTONS MILLS	\$ 6,473.97	\$ - \$ 6,473.97
BOURQUE	LISE	4/7/1999	SCHOOL ASSISTANT SUBSTITUTE	MAIL ONLY	\$ 1,366.80	\$ - \$ 1,366.80
BOWERSOX	ANDREW	8/26/2002	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 14,785.65	\$ - \$ 14,785.65
BOWLES	DOROTHEA C	9/2/1998	SPEECH/LANG TEACHER	MARSTONS MILLS EAST ELEM	\$ 37,705.32	\$ - \$ 37,705.32
BOWMAN	DONNA F.	6/3/1982	GRADE 1 TEACHER	CENTERVILLE ELEMENTARY	\$ 57,960.98	\$ - \$ 57,960.98
BOYCE	NANCY	1/28/2000	TEACHER ASSISTANT	MARSTONS MILLS ELEMENTARY	\$ 12,748.08	\$ - \$ 12,748.08
BOYD	JUDITH B.	3/8/1993	HEALTH CONSULTANT	CENTERVILLE ELEMENTARY	\$ 52,848.93	\$ - \$ 52,848.93
BRACKEN	NICOLE	1/29/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 827.76	\$ - \$ 827.76
BRACKETT	DAVID	3/25/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 6,216.10	\$ - \$ 6,216.10
BRACKETT	STACY M	10/29/1996	KINDERGARTEN TEACHER	HYANNIS EAST ELEMENTARY	\$ 13,072.31	\$ - \$ 13,072.31
BRANSFIELD	NAIDE	9/17/2001	BUS MONITOR	TRANSPORTATION OFFICE	\$ 11,005.74	\$ - \$ 11,005.74
BREAKEY	ANNMARIE	1/2/1979	MS ENGLISH TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 54,830.73	\$ - \$ 54,830.73
BRIDGES	STACI A	10/24/1994	ELEM PRESCHOOL TEACHER	CENTERVILLE ELEMENTARY	\$ 40,644.05	\$ - \$ 40,644.05
BRODD	SARAH	11/19/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 271.48	\$ - \$ 271.48
BRODERICK	CHARLYNE	8/2/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 600.00	\$ - \$ 600.00
BRODERICK	CHARLYNE	2/22/1993	HS SPED TEACHER	HIGH SCHOOL	\$ 40,444.99	\$ - \$ 40,444.99

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BROSNAN THERESA	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 200.00	\$ -	\$ 200.00
BROSNAN THERESA V.	9/8/1987	MS ENGLISH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 61,201.57	\$ -	\$ 61,201.57
BROUGHTON COLLEEN ANN	9/8/1987	COOK II	MARSTONS MILLS EAST ELEM	\$ 17,429.75	\$ -	\$ 17,429.75
BROWER SARAH	8/30/2000	MS ENGLISH TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 33,478.48	\$ -	\$ 33,478.48
BROWN ALAN	1/30/1995	NETWORK COORD ASST	MIDDLE SCHOOL HYANNIS	\$ 35,157.29	\$ -	\$ 35,157.29
BROWN ALEXANDER	10/22/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,271.00	\$ -	\$ 2,271.00
BROWN ERICA	7/16/2002	SUMMER CERTIFIED	SYSTEM	\$ 320.00	\$ -	\$ 320.00
BROWN ERICA J	8/31/1994	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 51,482.35	\$ -	\$ 51,482.35
BROWN LAUREL C.	1/2/2001	GR5 CURRICULUM COORD	GRADE 5 SCHOOL	\$ 64,092.34	\$ -	\$ 64,092.34
BROWN SUSAN	3/9/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 195.00	\$ -	\$ 195.00
BROWN WAYNE G	2/11/1982	MS READING/LANG ARTS	MIDDLE SCHOOL MARSTONS MILLS	\$ 56,975.50	\$ -	\$ 56,975.50
BRUINOOGEE ERIC	8/29/2001	PSYCHOLOGIST ELEMENTARY	HYANNIS EAST ELEMENTARY	\$ 44,554.36	\$ -	\$ 44,554.36
BRUNELLE DEBRA L.	9/6/1983	GRADE 1 TEACHER	CENTERVILLE ELEMENTARY	\$ 53,830.63	\$ -	\$ 53,830.63
BRUNSWICK NANCY J.	9/2/1980	MS PHYSICAL EDUCATION	MIDDLE SCHOOL HYANNIS	\$ 59,636.95	\$ -	\$ 59,636.95
BRYAN MARY-GAIL	8/30/2000	MS COUNSELOR	MIDDLE SCHOOL MARSTONS MILLS	\$ 58,376.97	\$ -	\$ 58,376.97
BRYAN MAURA	7/16/2002	SUMMER NON CERT	SYSTEM	\$ 651.00	\$ -	\$ 651.00
BRYANT PRISCILLA D.	12/10/1984	MS RESOURCE ROOM TEACHER	MIDDLE SCHOOL HYANNIS	\$ 51,987.94	\$ -	\$ 51,987.94
BUCKLER MARK A	12/13/1993	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 52,845.53	\$ -	\$ 52,845.53
BUCKMAN JAMES	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 500.00	\$ -	\$ 500.00
BUCKMAN JAMES F.	11/15/1993	HS COUNSELOR	HIGH SCHOOL	\$ 51,124.99	\$ -	\$ 51,124.99
BUDD RICHARD	3/25/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,253.00	\$ -	\$ 2,253.00
BUDZYNKIEWICZ LINDA	9/4/1990	MS WORLD LANGUAGE	MIDDLE SCHOOL MARSTONS MILLS	\$ 53,430.75	\$ -	\$ 53,430.75
BULL NATHANIEL E.	12/19/1984	MS ACES PROG	MIDDLE SCHOOL MARSTONS MILLS	\$ 33,387.32	\$ -	\$ 33,387.32
BUNCE ALLYSON	9/23/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,120.00	\$ -	\$ 2,120.00
BUNKER ANDREW	9/16/2002	TECHNOLOGY ASSISTANT	COTUIT ELEMENTARY	\$ 6,141.48	\$ -	\$ 6,141.48
BURKE BARBARA O.	10/31/1994	ELEMENTARY CHAPTER I READING	HYANNIS WEST ELEMENTARY	\$ 27,737.94	\$ -	\$ 27,737.94
BURKE SALLY	3/4/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 887.28	\$ -	\$ 887.28
BURKE SARKINEN MARY	6/26/1989	HEAD CUSTODIAN+45	HIGH SCHOOL CUSTODIANS	\$ 36,129.82	\$ 6,134.67	\$ 42,264.49
BURNS JENNIFER	9/20/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
BURNS SHEILA F	7/1/2001	ELEMENTARY PRINCIPAL	CENTERVILLE ELEMENTARY	\$ 79,156.48	\$ -	\$ 79,156.48
BUSS PATRICIA L	8/31/1994	MS ENGLISH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 53,430.75	\$ -	\$ 53,430.75
BUSSIERE MAURA	6/19/2000	SUMMER CERTIFIED	SYSTEM	\$ 1,442.04	\$ -	\$ 1,442.04
BUSSIERE MAURA A.	10/17/1994	TECHNOLOGY ASSISTANT	HYANNIS WEST ELEMENTARY	\$ 18,641.51	\$ -	\$ 18,641.51
BUTLER KATHLEEN S	9/24/1984	GRADE 1 TEACHER	MARSTONS MILLS EAST ELEM	\$ 53,830.63	\$ -	\$ 53,830.63
BUTLER MARY E	9/2/1986	GRADE 2 TEACHER	BARNSTABLE WEST BARNSTABLE	\$ 58,234.32	\$ -	\$ 58,234.32
BYRNE KATHLEEN B	11/17/1978	MS MATH TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 51,888.04	\$ -	\$ 51,888.04
CABRAL JO ANNA	12/2/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
CADILLAC ALISON B.	9/5/1989	ELEMENTARY SPED TEACHER	CENTERVILLE ELEMENTARY	\$ 55,579.48	\$ -	\$ 55,579.48
CAHOON CAROL J.	1/25/1988	SECRETARY SEC SUPT	ADMIN - CENTRAL OFFICE	\$ 40,994.59	\$ -	\$ 40,994.59
CAHOON MICKEY	10/22/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,423.00	\$ -	\$ 2,423.00
CAHOON, JR. THOMAS	4/22/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 67.28	\$ -	\$ 67.28
CALDWELL FREDERICK	9/2/1975	HS MATH TEACHER	HIGH SCHOOL	\$ 67,105.95	\$ -	\$ 67,105.95
CALDWELL KEITH R	8/31/1994	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 54,080.75	\$ -	\$ 54,080.75
CALLO GAILE		SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
CALLO GAILE J.	2/1/1994	GRADE 1 TEACHER	HYANNIS WEST ELEMENTARY	\$ 46,444.84	\$ -	\$ 46,444.84
CAMACHO VIDAL J	5/31/1988	MAINTENANCE CRAFTSMAN	ADMIN - CENTRAL OFFICE	\$ 38,426.00	\$ 555.11	\$ 38,981.11
CAMACHO VIRGINIA M.	9/8/1982	PAYROLL ASSISTANT	ADMIN - CENTRAL OFFICE	\$ 40,934.14	\$ -	\$ 40,934.14
CAMARA ANN MARIE	9/4/1979	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 54,387.94	\$ -	\$ 54,387.94

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CAMBARERI DEBORAH	8/28/2002	KINDERGARTEN TEACHER	MARSTONS MILLS ELEMENTARY	\$ 26,303.78	\$ -	\$ 26,303.78
CAMMARANO LESLIE A.	9/5/1989	GRADE 4 TEACHER	CENTERVILLE ELEMENTARY	\$ 27,839.87	\$ -	\$ 27,839.87
CAMPBELL DIANE	11/25/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 266.96	\$ -	\$ 266.96
CAMPBELL ELIZABETH	8/28/2002	ELEMENTARY COUNSELOR	GRADE 5 SCHOOL	\$ 8,108.82	\$ -	\$ 8,108.82
CAMPBELL ELIZABETH	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 800.00	\$ -	\$ 800.00
CAMPBELL JACQUELINE M	9/7/1994	HEALTH ASSISTANT	MIDDLE SCHOOL HYANNIS	\$ 18,988.83	\$ -	\$ 18,988.83
CAMPBELL KATHLEEN G.	12/2/1992	GRADE 2 TEACHER	HYANNIS WEST ELEMENTARY	\$ 42,802.17	\$ -	\$ 42,802.17
CAMPBELL ROBERT	9/5/1989	HOUSEMASTER HS	HIGH SCHOOL	\$ 73,466.20	\$ -	\$ 73,466.20
CAMPBELL SALLY J.	5/8/1990	TEACHER ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 16,779.72	\$ -	\$ 16,779.72
CAMPBELL SUSAN	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 231.00	\$ -	\$ 231.00
CAMPBELL SUSAN M	2/9/1987	TEACHER ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 19,178.76	\$ -	\$ 19,178.76
CAMPERS REILLY PATRICIA	8/28/2002	HS SPED TEACHER	HIGH SCHOOL	\$ 12,073.85	\$ -	\$ 12,073.85
CANNISTRARO KRISTIN E	9/1/1999	BLIND/VISUAL TEACHER	CENTERVILLE ELEMENTARY	\$ 46,901.15	\$ -	\$ 46,901.15
CANNIZZARO MARCO	10/19/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 715.00	\$ -	\$ 715.00
CAPLICE KATHRYN	8/30/2000	TEACHER ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 17,266.69	\$ -	\$ 17,266.69
CAPOBIANCO MARY-BETH	10/25/1993	KINDERGARTEN TEACHER	OSTERVILLE ELEMENTARY	\$ 41,563.58	\$ -	\$ 41,563.58
CAPPARELLA NANCY L.	9/2/1998	MUSIC - VOCAL	HYANNIS WEST ELEMENTARY	\$ 44,905.21	\$ -	\$ 44,905.21
CAPUTO MARIA	6/28/2002	SS SECRETARY	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
CAPUTO MARIA L.	9/15/1993	GRADE 4 TEACHER	HYANNIS EAST ELEMENTARY	\$ 43,990.99	\$ -	\$ 43,990.99
CARCHIE MARGARET	1/3/2000	SCHOOL TUTOR	TUTORS	\$ 6,244.86	\$ -	\$ 6,244.86
CARDULLO ANTHONY C	1/19/1999	TEACHER SUBSTITUTE	MAIL ONLY	\$ 5,526.92	\$ -	\$ 5,526.92
CARE ANDREWS KATHLEEN	10/1/1990	ELEMENTARY SPED TEACHER	MARSTONS MILLS EAST ELEM	\$ 57,419.65	\$ -	\$ 57,419.65
CARE ANDREWS KATHLEEN	7/3/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,340.00	\$ -	\$ 2,340.00
CAREY KATHRYN G	10/7/1993	GRADE 2 TEACHER	BARNSTABLE WEST BARNSTABLE	\$ 58,376.97	\$ -	\$ 58,376.97
CARLISLE ANN	6/19/2000	SS SECRETARY	SYSTEM	\$ 962.73	\$ -	\$ 962.73
CARLISLE ANN P	10/5/1981	SECRETARY SUBSTITUTE	MARSTONS MILLS ELEMENTARY	\$ 29,543.55	\$ 76.01	\$ 29,619.56
CARLISLE DALE A.	7/2/1993	CUSTODIAN	GRADE 5 SCHOOL	\$ 28,364.88	\$ 149.96	\$ 28,514.84
CARLON ELIZABETH	4/4/2001	SCHOOL TUTOR	TUTORS	\$ 2,465.00	\$ -	\$ 2,465.00
CARLON MICHAEL G	9/4/1990	MS ENGLISH TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 58,996.62	\$ -	\$ 58,996.62
CARLSON CAROL	7/1/2002	SUMMER NON CERT	SYSTEM	\$ 1,665.00	\$ -	\$ 1,665.00
CARLSON CAROL J	2/5/1999	TEACHER ASSISTANT SPED	HIGH SCHOOL	\$ 17,117.96	\$ -	\$ 17,117.96
CARLSON JANICE	10/2/2000	BUS MONITOR	TRANSPORTATION OFFICE	\$ 10,936.19	\$ -	\$ 10,936.19
CARON JENNIFER	5/6/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 715.00	\$ -	\$ 715.00
CARROLL LISA A	9/1/1999	SPED RESOURCE ROOM	OSTERVILLE ELEMENTARY	\$ 55,788.63	\$ -	\$ 55,788.63
CARTOCCI RODNEY F	1/31/1994	ELEMENTARY HEALTH ED TEACHER	HYANNIS EAST ELEMENTARY	\$ 55,475.62	\$ -	\$ 55,475.62
CARVALHO MURIEL I.	9/28/1987	SCHOOL SECRETARY	HIGH SCHOOL	\$ 27,748.98	\$ 369.23	\$ 28,118.21
CASEY KATHLEEN	9/5/1972	ELEM READING	GRADE 5 SCHOOL	\$ 56,775.70	\$ -	\$ 56,775.70
CASTORIA ANGELA C	8/31/1987	ASST SUPT ELEMENTARY	ADMIN - CENTRAL OFFICE	\$ 102,968.28	\$ -	\$ 102,968.28
CATOLINE MARGARET	7/18/2002	SUMMER CERTIFIED	SYSTEM	\$ 600.00	\$ -	\$ 600.00
CATOLINE MARGARET E	8/27/1999	HS WORLD LANGUAGE	MIDDLE SCHOOL HYANNIS	\$ 48,500.60	\$ -	\$ 48,500.60
CATTABRIGA BRIAN M.	12/3/2001	DEAN MIDDLE SCHOOL	MIDDLE SCHOOL HYANNIS	\$ 64,801.36	\$ -	\$ 64,801.36
CAUBLE AMY	8/28/2002	JTEC CASE MANAGER	HIGH SCHOOL	\$ 14,711.58	\$ -	\$ 14,711.58
CAVILL RICHARD	5/9/1988	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 46,144.68	\$ -	\$ 46,144.68
CAWTHORNE- HODGKINS ELIZABETH	7/1/2002	CUSTODIAN+50	HIGH SCHOOL CUSTODIANS	\$ 16,826.66	\$ 1,261.53	\$ 18,088.19
CAZEAULT EIBLIS G.	4/4/1994	MS ART	HIGH SCHOOL	\$ 55,544.83	\$ -	\$ 55,544.83
CELESTE DEBORAH	1/2/1990	COOK II	GRADE 5 SCHOOL	\$ 6,883.05	\$ -	\$ 6,883.05
CENSULLO MEREDITH	8/28/2002	SCHOOL NURSE	OSTERVILLE BAY ELEMENTARY	\$ 6,696.27	\$ -	\$ 6,696.27

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Name	Date of Hire	Job Description	School	Gross	Overtime	Total
CERRETANI CATHE	7/1/2001	SS DIRECTOR	SYSTEM	\$ 6,799.00	\$ -	\$ 6,799.00
CERRETANI CATHE A	9/2/1998	MS CHAPTER 1	MIDDLE SCHOOL MARSTONS MILLS	\$ 55,675.62	\$ -	\$ 55,675.62
CHAMPAGNEY MARIE	9/25/2000	SECY SPED 12 MOS	ADMIN - CENTRAL OFFICE	\$ 34,916.31	\$ -	\$ 34,916.31
CHAPMAN MARGARET	9/4/1973	GRADE 2 TEACHER	HYANNIS EAST ELEMENTARY	\$ 54,942.83	\$ -	\$ 54,942.83
CHARETTE JANE A	9/4/1973	GRADE 3 TEACHER	OSTERVILLE BAY ELEMENTARY	\$ 56,733.71	\$ -	\$ 56,733.71
CHARPENTIER DEBORAH	9/7/1971	MS SOCIAL STUDIES TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 54,465.39	\$ -	\$ 54,465.39
CHASE DUNCAN	1/31/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 3,209.00	\$ -	\$ 3,209.00
CHATEAUNEUF JESSICA	12/10/2002	TEACHER ASSISTANT SPED	CENTERVILLE ELEMENTARY	\$ 344.40	\$ -	\$ 344.40
CHENIER KAREN	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 885.50	\$ -	\$ 885.50
CHENIER KAREN O	4/7/1997	TEACHER ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 16,529.52	\$ -	\$ 16,529.52
CHILDRESS KATHLEEN	9/10/2001	MS SPED TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 26,703.43	\$ -	\$ 26,703.43
CHILDS JENNIFER	5/16/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 937.82	\$ -	\$ 937.82
CHILDS LINDA L.	9/2/1986	ELEMENTARY ART TEACHER	MARSTONS MILLS EAST ELEM	\$ 58,711.57	\$ -	\$ 58,711.57
CHILDS PATRICIA A.	9/5/1989	LIBRARY ASSISTANT	MARSTONS MILLS ELEMENTARY	\$ 20,695.04	\$ -	\$ 20,695.04
CHRISTIE JAMES	12/11/2002	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 1,155.60	\$ -	\$ 1,155.60
CIANCE PAUL	11/23/1998	TEACHER SUBSTITUTE	MAIL ONLY	\$ 5,005.00	\$ -	\$ 5,005.00
CIBOROWSKI JAMES	11/5/1984	MS SOCIAL STUDIES TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 51,787.94	\$ -	\$ 51,787.94
CILIBERTO JEANNE N	9/9/1996	TEACHER SUBSTITUTE	MAIL ONLY	\$ 11,196.86	\$ -	\$ 11,196.86
CIMBRON RUBEN	9/23/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 6,892.00	\$ -	\$ 6,892.00
CIRAN LORI P.	1/2/1997	TEACHER ASSISTANT SPED	HIGH SCHOOL	\$ 18,197.40	\$ -	\$ 18,197.40
CLARK AMY	8/28/1996	GRADE 4 TEACHER	CENTERVILLE ELEMENTARY	\$ 7,392.78	\$ -	\$ 7,392.78
CLARK CHRISTINE	1/2/2001	HS BUSINESS EDUCATION	HIGH SCHOOL	\$ 58,929.12	\$ -	\$ 58,929.12
CLARK DONNA D.	9/8/1981	GRADE 1 TEACHER	CENTERVILLE ELEMENTARY	\$ 53,865.28	\$ -	\$ 53,865.28
CLARK ELEANORE	10/28/2002	HS MATH TEACHER	HIGH SCHOOL	\$ 37,174.54	\$ -	\$ 37,174.54
CLARK PAULA	6/28/2002	SUMMER CERTIFIED	MAIL ONLY	\$ 160.00	\$ -	\$ 160.00
CLARK PAULA E.	10/12/1993	MS MATH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 56,212.25	\$ -	\$ 56,212.25
CLARKE KEITH W.	9/5/1989	MS COUNSELOR	MIDDLE SCHOOL MARSTONS MILLS	\$ 63,050.12	\$ -	\$ 63,050.12
CLARKIN DOROTHY	7/10/2000	BUS DRIVER	TRANSPORTATION OFFICE	\$ 14,901.92	\$ -	\$ 14,901.92
CLARKIN FREDRICK	7/10/2000	BUS MONITOR	TRANSPORTATION OFFICE	\$ 3,901.55	\$ -	\$ 3,901.55
CLAUSEN SHARON	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 498.00	\$ -	\$ 498.00
CLEMENTS GREGORY	3/25/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 4,152.00	\$ -	\$ 4,152.00
CLIFFORD KYM L.	9/5/1989	CAFETERIA WORKER	MIDDLE SCHOOL HYANNIS	\$ 7,332.16	\$ -	\$ 7,332.16
CLIGGOTT JANICE	12/3/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,288.35	\$ -	\$ 1,288.35
CLORAN DIANNE J.	4/22/1974	MS MATH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 54,861.53	\$ -	\$ 54,861.53
COAKLEY VIRGINIA	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 1,254.00	\$ -	\$ 1,254.00
COAKLEY VIRGINIA L.	10/21/1993	TEACHER ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 17,997.90	\$ -	\$ 17,997.90
COBB BENJAMIN	9/5/2000	BUS DRIVER	TRANSPORTATION OFFICE	\$ 19,609.04	\$ -	\$ 19,609.04
COBB JANET	6/19/2000	DISPATCHER	TRANSPORTATION OFFICE	\$ 30,123.74	\$ 105.62	\$ 30,229.36
COGLIANO GERARD	11/21/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
COLBY JULIA	9/4/2001	TECHNOLOGY ASSISTANT	MARSTONS MILLS EAST ELEM	\$ 15,002.11	\$ -	\$ 15,002.11
COLE DAVID	1/2/2002	MS MATH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 37,775.99	\$ -	\$ 37,775.99
COLE DIANNE S	2/3/1998	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,430.00	\$ -	\$ 1,430.00
COLE JUDITH	11/4/2002	TEACHER ASSISTANT	CENTERVILLE ELEMENTARY	\$ 3,796.11	\$ -	\$ 3,796.11
COLE JUDITH	4/22/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 390.00	\$ -	\$ 390.00
COLLINS ELEANOR	9/2/1980	MS CHAPTER 1	HIGH SCHOOL	\$ 56,633.61	\$ -	\$ 56,633.61
COLLINS MELISA	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 960.00	\$ -	\$ 960.00
COLLINS MELISA	8/30/1995	TEACHER ASSISTANT SPED	GRADE 5 SCHOOL	\$ 20,463.78	\$ -	\$ 20,463.78
COLON JOHN	12/18/2000	MAINTENANCE PLUMBER	MAINTENANCE	\$ 51,451.76	\$ 2,917.11	\$ 54,368.87

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Name		Date of Hire	Job Description	School	Gross	Overtime	Total
COLWELL	BRUCE	8/29/2001	MS SOCIAL STUDIES TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 42,544.25	\$ -	\$ 42,544.25
COMEAU	KATHERINE S	9/3/1974	GRADE 3 TEACHER	BARNSTABLE WEST BARNSTABLE	\$ 66,469.77	\$ -	\$ 66,469.77
CONLAN	SUSAN J	1/5/1998	SCHOOL TUTOR	TUTORS	\$ 480.00	\$ -	\$ 480.00
CONNOLLY WEILL	E. LEE	8/31/1994	HS ART	HIGH SCHOOL	\$ 58,376.97	\$ -	\$ 58,376.97
CONNON	SUSAN E	8/30/1995	MS MATH TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 51,388.06	\$ -	\$ 51,388.06
CONNOR	PATRICIA M	8/31/1994	MS MATH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 44,524.74	\$ -	\$ 44,524.74
CONNORS	BRIDGET	7/16/2002	SUMMER NON CERT	SYSTEM	\$ 567.00	\$ -	\$ 567.00
CONNORS	PATRICIA ANN	8/31/1994	ASST PRINCIPAL HS	HIGH SCHOOL	\$ 38,028.51	\$ -	\$ 38,028.51
CONSTANTINE	BEVERLY A	9/6/1979	CAFETERIA WORKER	HS CAFE SUBS	\$ 10,409.64	\$ 74.50	\$ 10,484.14
CONTI	HEIDI	6/28/2002	TEACHER SUBSTITUTE	SYSTEM	\$ 360.00	\$ -	\$ 360.00
CONTI	HEIDI	2/7/2000	TEACHER ASSISTANT/SPED MS	MIDDLE SCHOOL MARSTONS MILLS	\$ 18,453.91	\$ -	\$ 18,453.91
CONTI	JOSEPH	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 630.00	\$ -	\$ 630.00
CONWAY	ANN	7/1/2002	SUMMER CERTIFIED	MAIL ONLY	\$ 140.00	\$ -	\$ 140.00
CONWAY	ANN M	9/2/1998	MS CHAPTER 1	MIDDLE SCHOOL MARSTONS MILLS	\$ 58,576.97	\$ -	\$ 58,576.97
CONWAY	MARIANNE	11/18/2002	PREVENTION SPECIALIST	HYANNIS WEST ELEMENTARY	\$ 1,231.25	\$ -	\$ 1,231.25
COOKE	JAMES T	2/8/1977	MS MATH TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 54,130.73	\$ -	\$ 54,130.73
COOKERLY	KAREN M	8/28/1996	ELEM SPEECH/LANG TEACHER	HIGH SCHOOL	\$ 55,475.62	\$ -	\$ 55,475.62
COONEY	ELLEN M	9/5/1995	TEACHER ASSISTANT PRESCHOOL	CENTERVILLE ELEMENTARY	\$ 15,320.61	\$ -	\$ 15,320.61
COOPER	PETER B	11/30/1994	TEACHER ASSISTANT/SPED MS	HIGH SCHOOL	\$ 20,087.86	\$ -	\$ 20,087.86
COOPERRIDER	JEB	11/21/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 9,904.27	\$ -	\$ 9,904.27
COOPERRIDER	MATTHEW	5/21/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 390.00	\$ -	\$ 390.00
CORPAS	REBECCA	9/9/2002	TEACHER ASSISTANT SPED	BARNSTABLE WEST BARNSTABLE	\$ 4,791.67	\$ -	\$ 4,791.67
CORRALES	FREDDY	12/18/2000	CUSTODIAN+50	HIGH SCHOOL CUSTODIANS	\$ 26,316.36	\$ 3,010.36	\$ 29,326.72
CORSINO	LYNN D	9/5/1997	CHAPTER I TEACHER	HYANNIS EAST ELEMENTARY	\$ 39,609.08	\$ -	\$ 39,609.08
COTTO	KATHERINE W.	1/25/1993	KINDERGARTEN TEACHER	OSTERVILLE ELEMENTARY	\$ 46,801.15	\$ -	\$ 46,801.15
COUTO	BENJAMIN	2/25/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
COWGILL	DAWN L	9/2/1998	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 55,475.62	\$ -	\$ 55,475.62
CRADDOCK	MARIANNE	9/23/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,427.98	\$ -	\$ 1,427.98
CRANE	MICHELLE	3/19/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 120.72	\$ -	\$ 120.72
CRAWLEY	TERRY	3/7/1995	CUSTODIAN	MIDDLE SCHOOL HYANNIS	\$ 35,015.53	\$ 827.76	\$ 35,843.29
CREEDON	LINDA	10/1/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 715.00	\$ -	\$ 715.00
CROCKER	KARYN D	9/25/1989	GRADE 3 TEACHER	HYANNIS WEST ELEMENTARY	\$ 51,491.92	\$ -	\$ 51,491.92
CRONIN	KATHLEEN P.	10/17/1986	KINDERGARTEN TEACHER	MARSTONS MILLS ELEMENTARY	\$ 31,937.27	\$ -	\$ 31,937.27
CROSBY	JULIA	2/12/2002	GRADE 3 TEACHER	CENTERVILLE ELEMENTARY	\$ 6,732.20	\$ -	\$ 6,732.20
CROSS	JOANNE	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 115.50	\$ -	\$ 115.50
CROSS	JOANNE	2/12/2001	TEACHER ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 14,107.00	\$ -	\$ 14,107.00
CROSSETTI	NANCY	10/22/1997	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,040.00	\$ -	\$ 1,040.00
CROSSLEY	SUELLEN	11/4/2002	PARENT VOLUNTEER COOR/ELEM	HYANNIS WEST ELEMENTARY	\$ 1,280.50	\$ -	\$ 1,280.50
CROSTON	DOROTHY P.	3/4/1993	TEACHER SUBSTITUTE	MAIL ONLY	\$ 3,315.00	\$ -	\$ 3,315.00
CROWLEY	ELAINE M.	9/5/1989	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 27,367.35	\$ -	\$ 27,367.35
CRUZ	NICHOLAS	1/3/1995	CUSTODIAN	GRADE 5 SCHOOL	\$ 28,707.31	\$ 2,051.20	\$ 30,758.51
CULLINAN	FRANCIS	5/11/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 260.00	\$ -	\$ 260.00
CULLITY	LYNNE	6/28/2000	SUMMER MISC CERTIFIED	MAIL ONLY	\$ 87.50	\$ -	\$ 87.50
CUNNIFF	ANN-MARIE	6/25/2001	SUMMER MISC CERTIFIED	SYSTEM	\$ 987.50	\$ -	\$ 987.50
CUNNIFF	ANN-MARIE	8/30/2000	ELEMENTARY SPED TEACHER	HYANNIS WEST ELEMENTARY	\$ 53,447.80	\$ -	\$ 53,447.80
CURLEY	MARY	1/11/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 386.56	\$ -	\$ 386.56
CURLEY	MARY	7/18/2002	SUMMER NON CERT	MAIL ONLY	\$ 1,243.00	\$ -	\$ 1,243.00
CURLEY-	MAUREEN J	9/6/1988	SPED RESOURCE ROOM	MARSTONS MILLS EAST ELEM	\$ 58,677.01	\$ -	\$ 58,677.01

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GIORDANO							
CURRAN	MARY	6/28/2002	SS SECRETARY	SYSTEM	\$ 1,973.52	\$ -	\$ 1,973.52
CURRAN	MARY E.	12/2/1985	SCHOOL SECRETARY	HYANNIS WEST ELEMENTARY	\$ 32,661.03	\$ -	\$ 32,661.03
CURREY	ERIC W.	9/7/1993	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 46,450.25	\$ -	\$ 46,450.25
CURTIN	ANN-MARIE	2/6/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,885.00	\$ -	\$ 1,885.00
CURTIS	JOHN F	9/1/1997	TEACHER SUBSTITUTE	MAIL ONLY	\$ 4,289.00	\$ -	\$ 4,289.00
CUSOLITO	AURORA	9/2/1980	TEACHER ASSISTANT SPED	HYANNIS EAST ELEMENTARY	\$ 10,405.80	\$ -	\$ 10,405.80
CWYNAR	PHILIP J	9/2/1975	PRESCHOOL SPED TEACHER	MARSTONS MILLS EAST ELEM	\$ 56,075.70	\$ -	\$ 56,075.70
CYBURT	KAROL M	11/25/2002	PREVENTION SPECIALIST	OSTERVILLE BAY ELEMENTARY	\$ 4,760.62	\$ -	\$ 4,760.62
CYBURT	LAURA	10/23/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 178.04	\$ -	\$ 178.04
DAHN	SUSAN B	5/6/1996	GR5 FINANCE DIRECTOR	GRADE 5 SCHOOL	\$ 76,000.08	\$ -	\$ 76,000.08
D'ALESSANDRO	DEBORAH	12/12/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
DALESSIO	JASON	10/24/2001	TEACHER ASSISTANT/SPED HS	HIGH SCHOOL	\$ 18,369.82	\$ -	\$ 18,369.82
DALY	JOHN	10/10/2000	CUSTODIAN	MIDDLE SCHOOL HYANNIS	\$ 23,604.60	\$ 1,107.27	\$ 24,711.87
DANA	JULIE	2/1/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 130.00	\$ -	\$ 130.00
DANBY	JOHN J	12/2/1996	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,584.00	\$ -	\$ 2,584.00
DANIELE	LOUISA	8/28/2002	ELEMENTARY SPED TEACHER	HYANNIS WEST ELEMENTARY	\$ 18,289.40	\$ -	\$ 18,289.40
DARRAH	KAREN L.	1/3/1983	GRADE 4 TEACHER	CENTERVILLE ELEMENTARY	\$ 57,006.73	\$ -	\$ 57,006.73
DAVIDSON	MARY	8/28/2002	HS PM SCHOOL	HIGH SCHOOL	\$ 13,219.29	\$ -	\$ 13,219.29
DAVIES	NICHOLAS	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 320.00	\$ -	\$ 320.00
DAVIES	NICHOLAS C	8/28/2002	MS RESOURCE ROOM TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 9,788.93	\$ -	\$ 9,788.93
DAVIS	CHERYL A.	10/9/2000	COOK II	MIDDLE SCHOOL HYANNIS	\$ 18,518.74	\$ -	\$ 18,518.74
DAVIS	CYNTHIA	12/12/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,757.28	\$ -	\$ 1,757.28
DAVIS	JANET	3/26/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,000.00	\$ -	\$ 1,000.00
DAVIS	JILL	11/16/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 327.28	\$ -	\$ 327.28
DAVIS	LARA	11/13/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 325.00	\$ -	\$ 325.00
DAVIS	LAURIE	5/6/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,300.03	\$ -	\$ 1,300.03
DAVIS	LINDA H	8/27/1999	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 53,430.75	\$ -	\$ 53,430.75
DAVIS	PENNIE A.	4/26/1993	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 52,791.11	\$ -	\$ 52,791.11
DAY	LYNDA M	9/18/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 10,635.20	\$ -	\$ 10,635.20
DEBARROS	DIANE L	11/18/1997	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
DECOSTA	LEANNE	7/1/2001	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,070.00	\$ -	\$ 2,070.00
DECOSTA	LEANNE M	2/2/1995	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 39,656.13	\$ -	\$ 39,656.13
DECOSTA	LEO	10/24/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 845.00	\$ -	\$ 845.00
DEFRANCISCO	RACHEL	8/30/2000	MS ENGLISH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 23,958.22	\$ -	\$ 23,958.22
DEGRACE	DION	4/8/2002	MAINTENANCE SPECIALIST	MAINTENANCE	\$ 699.60	\$ -	\$ 699.60
DEGROFF	JACQUELINE	9/11/2001	ELEMENTARY HEALTH ED TEACHER	GRADE 5 SCHOOL	\$ 31,967.89	\$ -	\$ 31,967.89
DELLEFEMINE	CONSTANCE	3/5/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 780.00	\$ -	\$ 780.00
DELORME	DANA L	5/15/1997	SCHOOL TUTOR	TUTORS	\$ 2,304.00	\$ -	\$ 2,304.00
DEMANCHE	PAUL G	9/2/1986	HS HEALTH EDUCATION	HIGH SCHOOL	\$ 62,684.81	\$ -	\$ 62,684.81
DEMARIA	DONNA M.	12/5/1983	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 57,927.94	\$ -	\$ 57,927.94
DEMARTINO	VINCENT	10/7/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 650.00	\$ -	\$ 650.00
DEMELLO	GEORGE	11/20/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,511.00	\$ -	\$ 2,511.00
DEPONTBRIAND	PAULA K.	9/7/1993	PRESCHOOL SPED TEACHER	MARSTONS MILLS EAST ELEM	\$ 56,133.63	\$ -	\$ 56,133.63
DESOUZA	MARLUCE	10/22/2001	TEACHER ASSISTANT ESL	HYANNIS EAST ELEMENTARY	\$ 7,246.48	\$ -	\$ 7,246.48
DESROSIERS	MARIAN A.	8/28/1996	MS ENGLISH TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 59,071.88	\$ -	\$ 59,071.88
DEUSSER	EDWARD A.	7/1/2001	ELEMENTARY PRINCIPAL	MARSTONS MILLS EAST ELEM	\$ 79,071.46	\$ -	\$ 79,071.46
DEVANEY	JUDITH W.	2/13/1989	HS SPED TEACHER	HIGH SCHOOL	\$ 58,449.65	\$ -	\$ 58,449.65

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DEVENEY	EDWARD	11/25/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 845.00	\$ -	\$ 845.00
DEVER	RUSSELL J	10/15/1996	SUPERINTENDENT	ADMIN - CENTRAL OFFICE	\$ 114,541.15	\$ -	\$ 114,541.15
DIAMOND	EILEEN C	9/7/1993	ELEMENTARY MUSIC - GENERAL	OSTERVILLE BAY ELEMENTARY	\$ 41,110.57	\$ -	\$ 41,110.57
DICKSON	JOANNE	9/10/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 4,240.42	\$ -	\$ 4,240.42
DILLARD	SUSAN	9/27/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 390.00	\$ -	\$ 390.00
DILLEY	CATHLEEN	7/17/2002	SUMMER NON CERT	SYSTEM	\$ 125.00	\$ -	\$ 125.00
DILLEY	CATHLEEN A	12/8/1997	SPED INCLUSION TCH	MIDDLE SCHOOL HYANNIS	\$ 50,256.15	\$ -	\$ 50,256.15
DINKLAGE	CAROL R	9/5/1967	ELEMENTARY COUNSELOR	BARNSTABLE WEST BARNSTABLE	\$ 61,456.85	\$ -	\$ 61,456.85
DISNEY- ARMSTRONG	PATRICIA	9/5/1989	GRADE 3 TEACHER	OSTERVILLE BAY ELEMENTARY	\$ 28,795.96	\$ -	\$ 28,795.96
DODD	DEREK	8/19/2002	TECH SUPPORT CRD GR5	GRADE 5 SCHOOL	\$ 8,613.00	\$ -	\$ 8,613.00
DOHERTY	ELIZABETH	8/28/2002	HS SOCIAL STUDIES TEACHER	HIGH SCHOOL	\$ 12,399.93	\$ -	\$ 12,399.93
DOHERTY	KATHLEEN	10/29/2001	TEACHER ASSISTANT/SPED HS	HIGH SCHOOL	\$ 15,064.11	\$ -	\$ 15,064.11
DOHERTY	LAURA B	9/7/1971	GRADE 4 TEACHER	OSTERVILLE BAY ELEMENTARY	\$ 56,430.63	\$ -	\$ 56,430.63
DOHERTY	SANDRA A	9/4/1979	GRADE 1 TEACHER	HYANNIS WEST ELEMENTARY	\$ 52,753.39	\$ -	\$ 52,753.39
DOHERTY	WILLIAM	10/2/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,210.00	\$ -	\$ 2,210.00
DOLAN	ELIZABETH	8/28/2002	SCHOOL NURSE	HYANNIS WEST ELEMENTARY	\$ 13,793.22	\$ -	\$ 13,793.22
DOLBY	MARJORIE M.	5/17/1994	HS MUSIC GENERAL	COTUIT ELEMENTARY	\$ 51,388.06	\$ -	\$ 51,388.06
DOLGOFF	SHIRLEY	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 1,122.00	\$ -	\$ 1,122.00
DOLGOFF	SHIRLEY A.	10/18/1991	SCHOOL ASSISTANT	OSTERVILLE BAY ELEMENTARY	\$ 8,061.28	\$ -	\$ 8,061.28
DONAHUE	PATRICIA	6/28/2002	SUMMER CERTIFIED	MAIL ONLY	\$ 1,150.00	\$ -	\$ 1,150.00
DONAHUE	PATRICIA B.	9/16/1996	SCHOOL TUTOR	MIDDLE SCHOOL MARSTONS MILLS	\$ 30,771.60	\$ -	\$ 30,771.60
DONALD	BARRETT	6/19/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 3,685.00	\$ -	\$ 3,685.00
DONALD	BARRETT A	8/28/2002	KINDERGARTEN TEACHER	OSTERVILLE ELEMENTARY	\$ 24,292.41	\$ -	\$ 24,292.41
DONEHEY	ROBERT	7/1/2002	ASST PRINCIPAL MIDDLE SCHOOL	MIDDLE SCHOOL MARSTONS MILLS	\$ 39,114.34	\$ -	\$ 39,114.34
DONOHUE	BRIDGIT	9/5/2000	TEACHER ASSISTANT SPED	CENTERVILLE ELEMENTARY	\$ 18,181.81	\$ -	\$ 18,181.81
DONOHUE	PATRICIA	10/26/1999	TEACHER ASSISTANT/SPED MS	MIDDLE SCHOOL HYANNIS	\$ 16,963.22	\$ -	\$ 16,963.22
DONOHUE	PATRICIA	7/6/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 300.00	\$ -	\$ 300.00
DONOVAN	DAWN	3/9/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,500.00	\$ -	\$ 2,500.00
DONOVAN	MICHAEL	9/11/2000	TEACHER SUBSTITUTE	HIGH SCHOOL	\$ 3,640.00	\$ -	\$ 3,640.00
DONOVAN	SEAN W	9/2/1998	HS SOCIAL STUDIES TEACHER	HIGH SCHOOL	\$ 44,846.99	\$ -	\$ 44,846.99
DONOVAN	THAVY	7/2/2001	SUMMER MISC CERTIFIED	SYSTEM	\$ 264.00	\$ -	\$ 264.00
DONOVAN	THAVY	8/30/2000	TEACHER ASSISTANT SPED	CENTERVILLE ELEMENTARY	\$ 19,132.97	\$ -	\$ 19,132.97
DOOLEY	PATRICIA A	8/27/1999	HS PSYCHOLOGIST	HIGH SCHOOL	\$ 54,561.82	\$ -	\$ 54,561.82
DOOLITTLE	ELAINE M	9/3/2002	TECH/FL/LIB ASST SUB	OSTERVILLE ELEMENTARY	\$ 6,617.28	\$ -	\$ 6,617.28
DORR	ELYSE	7/1/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
DORR	ELYSE M	11/13/1979	MS SCIENCE TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 52,288.04	\$ -	\$ 52,288.04
DOUTHWRIGHT	MELVIN N	1/25/1999	CUSTODIAN+50	HIGH SCHOOL CUSTODIANS	\$ 28,389.28	\$ -	\$ 28,389.28
DOYLE	JANE P.	4/1/1987	GRADE 2 TEACHER	HYANNIS WEST ELEMENTARY	\$ 55,775.66	\$ -	\$ 55,775.66
DRAGONE	MAUREEN	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 1,875.00	\$ -	\$ 1,875.00
DRAGONE	MAUREEN A.	9/6/1988	CHAPTER I TEACHER	HYANNIS WEST ELEMENTARY	\$ 58,677.01	\$ -	\$ 58,677.01
DRANETZ	ANITA D	9/5/1972	MS ENGLISH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 56,075.70	\$ -	\$ 56,075.70
DREW	SUSAN J	9/21/1998	TEACHER ASSISTANT/SPED MS	MIDDLE SCHOOL HYANNIS	\$ 17,221.15	\$ -	\$ 17,221.15
DRISCOLL	ELLEN M	8/1/1997	TECHNOLOGY COORDINTOR	MIDDLE SCHOOL MARSTONS MILLS	\$ 67,805.75	\$ -	\$ 67,805.75
DRUDE	LAUREN	1/4/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 390.00	\$ -	\$ 390.00
DRUDE	MARGARET	6/19/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 140.00	\$ -	\$ 140.00
DRUDE	MARGARET H.	9/11/1989	ELEMENTARY HEALTH ED TEACHER	OSTERVILLE BAY ELEMENTARY	\$ 59,843.20	\$ -	\$ 59,843.20
DRUMM	LOIS	11/18/2002	TEACHER ASSISTANT SPED	HYANNIS WEST ELEMENTARY	\$ 1,767.84	\$ -	\$ 1,767.84

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DRYZ	CHERYL	6/19/2000	SS SECRETARY	SYSTEM	\$ 799.20	\$ - \$ 799.20
DRYZ	CHERYL A.	8/21/1989	SCHOOL SECRETARY	HYANNIS EAST ELEMENTARY	\$ 28,245.27	\$ - \$ 28,245.27
DUARTE	DUANE	2/10/1997	CUSTODIAN	CENTERVILLE ELEMENTARY	\$ 29,956.42	\$ 389.40 \$ 30,345.82
DUFFLEY	JOCELYN	8/28/2002	TEACHER ASSISTANT ESL	CENTERVILLE ELEMENTARY	\$ 4,772.33	\$ - \$ 4,772.33
DUFFLEY	KATHLEEN	2/1/2001	TEACHER ASSISTANT/SPED HS	HIGH SCHOOL	\$ 23,109.82	\$ - \$ 23,109.82
DUGAN	NANCY	7/17/2002	SUMMER NON CERT	SYSTEM	\$ 1,720.00	\$ - \$ 1,720.00
DUGAN	NANCY W.	9/2/1986	ELEMENTARY SPED TEACHER	CENTERVILLE ELEMENTARY	\$ 60,770.22	\$ - \$ 60,770.22
DUMAS	JANET	10/25/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 137.90	\$ - \$ 137.90
DUMAS	KRISTOPHER	5/16/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,105.00	\$ - \$ 1,105.00
DUMAS	LYNNE A.	9/8/1987	SCHOOL SECRETARY	HIGH SCHOOL	\$ 27,748.98	\$ 221.54 \$ 27,970.52
DUNCAN	KATHLEEN A	9/5/1989	MS ENGLISH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 56,615.84	\$ - \$ 56,615.84
DUNN	ANN K	9/7/1976	GRADE 3 TEACHER	HYANNIS WEST ELEMENTARY	\$ 42,472.14	\$ - \$ 42,472.14
DUNN	BARBARA M.	10/24/1994	GRADE 4 TEACHER	OSTERVILLE BAY ELEMENTARY	\$ 39,524.99	\$ - \$ 39,524.99
DUNN	KELLY	12/14/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,362.14	\$ - \$ 1,362.14
DUNN	SUE DIANE	8/29/1994	CAFETERIA WORKER	GRADE 5 SCHOOL	\$ 7,882.44	\$ - \$ 7,882.44
DUNN	SUSAN M.	9/28/1993	TECHNOLOGY ASSISTANT	OSTERVILLE ELEMENTARY	\$ 20,591.81	\$ - \$ 20,591.81
DUNNE	SUSAN	2/4/2002	SCHOOL TUTOR	TUTORS	\$ 1,929.50	\$ - \$ 1,929.50
DUNNETT	LORRAINE C.	9/8/1986	ELEMENTARY HEALTH/PE TEACHER	HYANNIS WEST ELEMENTARY	\$ 52,178.54	\$ - \$ 52,178.54
DUPREY	CARLENE E	9/8/1970	GRADE 1 TEACHER	HYANNIS WEST ELEMENTARY	\$ 32.80	\$ - \$ 32.80
DUPUIS	CHRISTINE	8/29/2001	PSYCHOLOGIST ELEMENTARY	OSTERVILLE ELEMENTARY	\$ 39,889.99	\$ - \$ 39,889.99
DURAN	KATHLEEN	6/29/2001	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,750.00	\$ - \$ 2,750.00
DURAN	KATHLEEN M.	12/16/1993	GRADE 2 TEACHER	HYANNIS WEST ELEMENTARY	\$ 40,868.56	\$ - \$ 40,868.56
DUTRA	PATRICIA M.	1/5/1981	SUPERVISORY SEC. - 12 MOS	HIGH SCHOOL	\$ 38,977.62	\$ 2,624.46 \$ 41,602.08
DYKA	KERRY	10/11/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 760.00	\$ - \$ 760.00
EAGAR	THOMAS	8/29/2001	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 14,282.50	\$ - \$ 14,282.50
EAGLE	MARIE G.	7/27/1987	HS COUNSELOR	HIGH SCHOOL	\$ 73,335.68	\$ - \$ 73,335.68
EAMES	PETER H.	9/9/1985	HEAD CUSTODIAN	HYANNIS WEST ELEMENTARY	\$ 36,854.04	\$ 2,883.48 \$ 39,737.52
EARLE	KAREN	2/5/2002	GRADE 2 TEACHER	CENTERVILLE ELEMENTARY	\$ 7,340.16	\$ - \$ 7,340.16
EARLE	MARYLOU	10/22/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 606.75	\$ - \$ 606.75
EASTMAN	ERIN P	3/2/1998	HS COUNSELOR	HIGH SCHOOL	\$ 39,715.99	\$ - \$ 39,715.99
EATON	SARA	8/28/2002	OCCUPATIONAL THERAPIST	GRADE 5 SCHOOL	\$ 11,924.64	\$ - \$ 11,924.64
EBERT	JOANNE	9/21/2001	SCHOOL ASSISTANT SUBSTITUTE	MAIL ONLY	\$ 582.14	\$ - \$ 582.14
EDGEHILLE	TINA	11/19/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 774.00	\$ - \$ 774.00
EDWARDS	SHEILA	7/10/2000	BUS MONITOR	TRANSPORTATION OFFICE	\$ 10,266.60	\$ - \$ 10,266.60
EISENHAUR	BEVERLY A	10/22/1996	HEALTH ASSISTANT SUBSTITUTE	MAIL ONLY	\$ 4,895.16	\$ - \$ 4,895.16
ELDRIDGE	BETTY SUE	5/1/1996	TEACHER ASSISTANT SPED	GRADE 5 SCHOOL	\$ 16,028.04	\$ - \$ 16,028.04
ELDRIDGE	KRISTI	12/20/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 14,015.21	\$ - \$ 14,015.21
ELLIOTT	SYDNEI	9/1/2002	COACH ATHLETIC SALARIES	MAIL ONLY	\$ 1,410.00	\$ - \$ 1,410.00
ELLIS	SUSAN W.	2/27/1984	TEACHER ASSISTANT SPED	OSTERVILLE ELEMENTARY	\$ 16,903.50	\$ - \$ 16,903.50
ELLIS	SUZANNE	9/8/1987	ELEM SPEECH/LANG TEACHER	COTUIT ELEMENTARY	\$ 56,008.67	\$ - \$ 56,008.67
ELSTON	JEANNE	11/13/2000	SPED RESOURCE ROOM	GRADE 5 SCHOOL	\$ 27,870.44	\$ - \$ 27,870.44
ELWORTHY	KATHERINE	12/9/2002	TEACHER ASSISTANT SPED	CENTERVILLE ELEMENTARY	\$ 346.45	\$ - \$ 346.45
EMERY	ELAINE	6/5/2000	TEACHER SUBSTITUTE	TUTORS	\$ 2,662.50	\$ - \$ 2,662.50
ENOS	BARBARA	5/7/2001	TEACHER SUBSTITUTE	HIGH SCHOOL	\$ 827.05	\$ - \$ 827.05
ERHARD	ELLEN	8/30/2000	GRADE 3 TEACHER	COTUIT ELEMENTARY	\$ 33,702.80	\$ - \$ 33,702.80
ERHARD	WILLIAM J	9/2/1980	GRADE 3 TEACHER	OSTERVILLE BAY ELEMENTARY	\$ 61,182.84	\$ - \$ 61,182.84
ERICKSON	JAIME	5/20/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ - \$ 65.00
ESGROW	KIRK	11/19/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 5,354.00	\$ - \$ 5,354.00

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ESHBAUGH	VIRGINIA D.	12/1/1994	LIBRARY ASSISTANT	HIGH SCHOOL	\$ 12,217.86	\$ -	\$ 12,217.86
ESPESETH	DOREEN	11/3/2000	TEACHER SUBSTITUTE	HIGH SCHOOL	\$ 4,466.07	\$ -	\$ 4,466.07
ESTERLE	LINDA	7/16/2002	SUMMER CERTIFIED	SYSTEM	\$ 1,212.50	\$ -	\$ 1,212.50
ESTERLE	LINDA M.	9/4/1985	SCHOOL TUTOR	MIDDLE SCHOOL HYANNIS	\$ 25,740.90	\$ -	\$ 25,740.90
EVANS	JANET K	11/22/1976	KINDERGARTEN TEACHER	OSTERVILLE ELEMENTARY	\$ 58,911.60	\$ -	\$ 58,911.60
EVANS	LYNN M.	9/7/1994	CAFETERIA WORKER	HYANNIS EAST ELEMENTARY	\$ 10,120.24	\$ -	\$ 10,120.24
EVERSON	ANN M.	9/7/1993	MS ENGLISH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 56,311.98	\$ -	\$ 56,311.98
EVORA	WAYNE	9/3/1974	GRADE 4 TEACHER	HYANNIS EAST ELEMENTARY	\$ 54,861.53	\$ -	\$ 54,861.53
FACHADA	PETER V.	11/14/1994	MS PHYSICAL EDUCATION	MIDDLE SCHOOL HYANNIS	\$ 58,871.88	\$ -	\$ 58,871.88
FAIRBAIRN	MARGARET	8/30/1995	KINDERGARTEN TEACHER	CENTERVILLE ELEMENTARY	\$ 49,220.31	\$ -	\$ 49,220.31
FAIRCHILD	REBECCA	2/5/2001	TEACHER ASSISTANT SPED	MIDDLE SCHOOL HYANNIS	\$ 17,420.74	\$ -	\$ 17,420.74
FARLEY	MARYANNE	11/5/1997	GATEWAY SPEC/LINDA PULEO	MIDDLE SCHOOL HYANNIS	\$ 47,349.57	\$ -	\$ 47,349.57
FARLEY	MATTHEW	6/11/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,275.00	\$ -	\$ 2,275.00
FARR	BRIAN K.	5/30/1995	CUSTODIAN	BARNSTABLE WEST BARNSTABLE	\$ 30,032.68	\$ 5,447.68	\$ 35,480.36
FARRELL	JEAN L	11/19/1977	GRADE 4 TEACHER	MARSTONS MILLS EAST ELEM	\$ 56,373.15	\$ -	\$ 56,373.15
BOURGEOIS							
FARRELL	PATRICIA G	7/1/1977	GRADE 1 TEACHER	MARSTONS MILLS ELEMENTARY	\$ 61,056.60	\$ -	\$ 61,056.60
FARRENKOPF	JOAN E.	2/26/1993	TEACHER SUBSTITUTE	MAIL ONLY	\$ 4,095.00	\$ -	\$ 4,095.00
FARROW	ERIN M	6/17/1999	TEACHER SUBSTITUTE	MAIL ONLY	\$ 875.00	\$ -	\$ 875.00
FAVREAU	JANET E.	5/8/1981	GRADE 1 TEACHER	OSTERVILLE ELEMENTARY	\$ 65,897.73	\$ -	\$ 65,897.73
FAWKES	CHRISTINE M.	1/21/1994	ELEM READING	HYANNIS WEST ELEMENTARY	\$ 35,877.47	\$ -	\$ 35,877.47
FAZZINA	ELIZABETH	7/1/2002	SUMMER NON CERT	SYSTEM	\$ 1,078.00	\$ -	\$ 1,078.00
FAZZINA	ELIZABETH	8/28/2002	ASSISTANT SPED	OSTERVILLE BAY ELEMENTARY	\$ 10,361.13	\$ -	\$ 10,361.13
FERREIRA	JUNE	8/13/2002	BUS DRIVER	TRANSPORTATION OFFICE	\$ 1,011.27	\$ -	\$ 1,011.27
FICHERA	MARY T.	10/7/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 11,264.51	\$ -	\$ 11,264.51
FIELDS	ROBERT D.	9/6/1994	CUSTODIAN	GRADE 5 SCHOOL	\$ 30,640.16	\$ 2,324.20	\$ 32,964.36
FIERRO-	G. RAQUEL	9/1/1999	ASST FOREIGN LANGUAGE	CENTERVILLE ELEMENTARY	\$ 1,477.85	\$ -	\$ 1,477.85
MACVEIGH							
FINGADO	PHILIP	8/31/1994	CUSTODIAN	MIDDLE SCHOOL MARSTONS MILLS	\$ 29,756.70	\$ 884.82	\$ 30,641.52
FINN	AMY	10/29/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,300.00	\$ -	\$ 1,300.00
FINNEGAN	KATHLEEN A	12/4/1995	TEACHER SUBSTITUTE	MAIL ONLY	\$ 5,198.57	\$ -	\$ 5,198.57
FINNEMORE	ELIZABETH	11/5/2001	TEACHER SUBSTITUTE	MIDDLE SCHOOL HYANNIS	\$ 14,924.80	\$ -	\$ 14,924.80
FISKE	ISABELLE	11/27/2000	GATEWAY SPEC/LINDA PULEO	GRADE 5 SCHOOL	\$ 17,350.11	\$ -	\$ 17,350.11
FITTON	DEBORAH S	11/4/1998	TEACHER SUBSTITUTE	MAIL ONLY	\$ 338.97	\$ -	\$ 338.97
FITZGERALD	BARBARA	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 2,400.00	\$ -	\$ 2,400.00
FITZGERALD	BARBARA S	9/14/1995	PHYS ED TEACHER	BARNSTABLE WEST BARNSTABLE	\$ 43,226.53	\$ -	\$ 43,226.53
FITZSIMMONS	CHRISTINE	10/12/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 130.00	\$ -	\$ 130.00
FLACKS	JANE	8/30/2000	SCHOOL NURSE	MARSTONS MILLS EAST ELEM	\$ 38,758.40	\$ -	\$ 38,758.40
FLAHERTY	KATHLEEN A	9/5/1972	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 59,962.05	\$ -	\$ 59,962.05
FLEMING	SUSAN E.	1/23/1997	SCHOOL NURSE	MIDDLE SCHOOL MARSTONS MILLS	\$ 35,961.48	\$ -	\$ 35,961.48
FLICK	NANCY L	5/12/1997	SCHOOL TUTOR	TUTORS	\$ 9,274.50	\$ -	\$ 9,274.50
FLYNN	K. JANEL	8/26/2002	MS SPED TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 14,033.36	\$ -	\$ 14,033.36
FOLEY	KATHERINE A	11/9/1977	GRADE 4 TEACHER	BARNSTABLE WEST BARNSTABLE	\$ 58,876.95	\$ -	\$ 58,876.95
FOLEY	TRACY JEAN	10/26/1993	HEALTH ASSISTANT	HIGH SCHOOL	\$ 19,813.92	\$ -	\$ 19,813.92
FORBES	ALICE K	3/12/1999	NURSE SUBSTITUTE	MAIL ONLY	\$ 5,855.21	\$ -	\$ 5,855.21
FOREST	DALE	6/19/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 60.00	\$ -	\$ 60.00
FOREST	DALE S.	9/5/1989	MS SCIENCE TEACHER	MIDDLE SCHOOL HYANNIS	\$ 53,741.92	\$ -	\$ 53,741.92
FORLONEY	DONNA LEE	1/8/1979	ELEMENTARY PRINCIPAL	OSTERVILLE ELEMENTARY	\$ 85,903.87	\$ -	\$ 85,903.87

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FORNOFF	DALE	8/30/2000	HS COUNSELOR	HIGH SCHOOL	\$ 38,616.39	\$ -	\$ 38,616.39
FORTIER	MICHAEL P	1/8/1992	HS BUSINESS EDUCATION	HIGH SCHOOL	\$ 53,430.75	\$ -	\$ 53,430.75
FORTIN	DOMENIQUE S	12/21/1998	TEACHER ASSISTANT/SPED MS	MIDDLE SCHOOL MARSTONS MILLS	\$ 16,722.55	\$ -	\$ 16,722.55
FOURNIER	LISA J.	1/7/1988	ELEMENTARY MUSIC - INSTRUMENTL	MIDDLE SCHOOL HYANNIS	\$ 33,191.14	\$ -	\$ 33,191.14
FOX	MARY THERESE	8/29/2001	MS SPED TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 58,871.88	\$ -	\$ 58,871.88
FRANCIS	STEVEN	7/1/2001	SS DIRECTOR	SYSTEM	\$ 3,570.00	\$ -	\$ 3,570.00
FRANCIS	STEVEN C.	7/1/2001	ATHLETIC DIRECTOR	HIGH SCHOOL	\$ 67,873.86	\$ -	\$ 67,873.86
FRANCO	GINA	8/28/2002	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 10,969.29	\$ -	\$ 10,969.29
FRANCO	GLORIA A.	9/16/1992	SUPERVISORY SEC. - 12 MOS	MIDDLE SCHOOL MARSTONS MILLS	\$ 34,716.70	\$ 589.07	\$ 35,305.77
FRANKENSTEIN	SARA	12/3/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 260.00	\$ -	\$ 260.00
RIDGWAY							
FRATUS	JUDITH	9/4/2001	TEACHER ASSISTANT SPED	GRADE 5 SCHOOL	\$ 18,038.82	\$ -	\$ 18,038.82
FRAZEL	HEATHER J	8/27/1998	GRADE 4 TEACHER	OSTERVILLE BAY ELEMENTARY	\$ 39,524.99	\$ -	\$ 39,524.99
FRAZIER	RICHARD A	4/26/1976	HEAD CUSTODIAN	MARSTONS MILLS ELEMENTARY	\$ 37,056.52	\$ 4,658.54	\$ 41,715.06
FREEMAN	NANCY	11/1/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 5,168.00	\$ -	\$ 5,168.00
FRENCH	DENISE	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 858.00	\$ -	\$ 858.00
FRENCH	DENISE	9/6/1988	TEACHER ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 19,298.58	\$ -	\$ 19,298.58
FRENCH	SUSAN	12/9/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
FREW	LYNORE K	10/4/1971	ENRICHMENT SPECIALIST	MARSTONS MILLS EAST ELEM	\$ 61,479.15	\$ -	\$ 61,479.15
FRIEL	CAROL ANN	9/4/1990	HEALTH/PE TEACHER	CENTERVILLE ELEMENTARY	\$ 56,985.25	\$ -	\$ 56,985.25
FRUEAN	SANDRA A.	1/26/1994	HEALTH/PE TEACHER	OSTERVILLE ELEMENTARY	\$ 48,829.46	\$ -	\$ 48,829.46
FRYE	BEVERLY	9/28/1993	CAFETERIA WORKER	MIDDLE SCHOOL MARSTONS MILLS	\$ 11,719.93	\$ -	\$ 11,719.93
FUHRMAN	M JANET	9/3/1969	MS SPEECH	MIDDLE SCHOOL HYANNIS	\$ 62,357.83	\$ -	\$ 62,357.83
GAGNON	MARY W	8/30/1995	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 43,510.02	\$ -	\$ 43,510.02
GALLAGHER	JENNIFER	9/1/1999	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 27,840.05	\$ -	\$ 27,840.05
GALLAGHER	MOLLIE A.	9/8/1992	GRADE 4 TEACHER	HYANNIS EAST ELEMENTARY	\$ 53,517.65	\$ -	\$ 53,517.65
GALLANT	DIANE	9/4/2001	TEACHER ASSISTANT SPED	HYANNIS WEST ELEMENTARY	\$ 12,336.63	\$ -	\$ 12,336.63
GALLANT	STEPHEN T	5/5/1980	MS PHYSICAL EDUCATION	MIDDLE SCHOOL MARSTONS MILLS	\$ 53,033.39	\$ -	\$ 53,033.39
GANNON	ELIZABETH	8/28/2002	MS READING/LANG ARTS	MIDDLE SCHOOL MARSTONS MILLS	\$ 12,403.29	\$ -	\$ 12,403.29
GARDINER	PATRICIA	8/31/1994	MS SCIENCE TEACHER	MIDDLE SCHOOL HYANNIS	\$ 54,195.35	\$ -	\$ 54,195.35
GARDNER	CYNTHIA B	8/30/2000	SCHOOL NURSE	COTUIT ELEMENTARY	\$ 22,697.55	\$ -	\$ 22,697.55
GARDNER	GARY	1/25/2002	MS SCIENCE TEACHER	MIDDLE SCHOOL HYANNIS	\$ 57,838.67	\$ -	\$ 57,838.67
GARDNER	JAMES	10/2/2001	ASSISTANT SUBSTITUTE	MAIL ONLY	\$ 3,000.00	\$ -	\$ 3,000.00
GARLICK	DANA N	9/7/1994	TEACHER SUBSTITUTE	MAIL ONLY	\$ 780.00	\$ -	\$ 780.00
GARNER	CHRISTINA	8/28/2002	MS SPEECH THERAPIST	MIDDLE SCHOOL MARSTONS MILLS	\$ 19,644.21	\$ -	\$ 19,644.21
GARNER	ROSEANNE L.	10/6/1994	ELEM SPEECH/LANG TEACHER	OSTERVILLE BAY ELEMENTARY	\$ 55,555.62	\$ -	\$ 55,555.62
GARREFFI	FERN	8/6/2002	SUMMER CERTIFIED	SYSTEM	\$ 131.25	\$ -	\$ 131.25
GARREFFI	FERN F.	11/14/1988	ELEMENTARY SPEECH/LANG TEACHER	CENTERVILLE ELEMENTARY	\$ 33,765.15	\$ -	\$ 33,765.15
GARREFFI	RACHEL	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 651.00	\$ -	\$ 651.00
GARRISON	JEFFREY	7/1/2002	CUSTODIAN	GRADE 5 SCHOOL	\$ 11,107.20	\$ 218.40	\$ 11,325.60
GARRITY	DEBORAH	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 120.00	\$ -	\$ 120.00
GARRITY	DEBORAH J	8/27/1997	ELEMENTARY COUNSELOR	GRADE 5 SCHOOL	\$ 22,345.33	\$ -	\$ 22,345.33
GASKILL	ROBERT E	9/3/1969	MS PHYSICAL EDUCATION	MIDDLE SCHOOL MARSTONS MILLS	\$ 54,387.94	\$ -	\$ 54,387.94
GATES	MARY ELISE	11/6/1981	GRADE 4 TEACHER	MARSTONS MILLS EAST ELEM	\$ 57,481.62	\$ -	\$ 57,481.62
GAUTHIER	ANDREW J.	5/17/1994	MS SCIENCE TEACHER	MIDDLE SCHOOL HYANNIS	\$ 16,217.64	\$ -	\$ 16,217.64
GAUTHIER	KAREN	9/7/1993	MS COUNSELOR	MIDDLE SCHOOL HYANNIS	\$ 58,278.05	\$ -	\$ 58,278.05
GAVENAS	ALGIS R	5/12/1999	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,430.00	\$ -	\$ 1,430.00
GAVIN	KENNETH J	9/4/1979	CHAPTER I READING	GRADE 5 SCHOOL	\$ 59,958.51	\$ -	\$ 59,958.51

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GAVIN	LAURA	1/2/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,172.00	\$ -	\$ 2,172.00
GAVIN	LINDA	1/31/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 3,524.00	\$ -	\$ 3,524.00
GEARY	ROBERT W	8/1/1972	HS LIBRARIAN	HIGH SCHOOL	\$ 59,133.51	\$ -	\$ 59,133.51
GELSTHORPE	MARY C.	10/12/1994	TEACHER SUBSTITUTE	MAIL ONLY	\$ 747.50	\$ -	\$ 747.50
GIACOBBI	MICHAEL	6/27/2002	HEAD CUSTODIAN	HYANNIS EAST ELEMENTARY	\$ 33,396.10	\$ 3,099.03	\$ 36,495.13
GIARDINO	TONI	5/22/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
GIASULLO	ROSEMARY	11/5/2001	MS SPED TEACHER	MIDDLE SCHOOL HYANNIS	\$ 6,961.23	\$ -	\$ 6,961.23
GIBSON	CHERYL	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
GIBSON	CHERYL	9/4/1979	ELEM READING	CENTERVILLE ELEMENTARY	\$ 56,633.61	\$ -	\$ 56,633.61
GIBSON	DENNIS H.	6/11/1984	HEAD CUSTODIAN	MIDDLE SCHOOL MARSTONS MILLS	\$ 36,940.14	\$ 1,762.38	\$ 38,702.52
GIFFORD	JAMES	1/11/2002	BUS DRIVER	TRANSPORTATION OFFICE	\$ 21.84	\$ -	\$ 21.84
GIFFORD	SANDY J	7/12/1999	TRANSPORTATION COORD	ADMIN - CENTRAL OFFICE	\$ 43,874.64	\$ 1,436.25	\$ 45,310.89
GIGLIOTTI	FRANK	7/1/2000	ELEMENTARY PRINCIPAL	BARNSTABLE WEST BARNSTABLE	\$ 79,571.57	\$ -	\$ 79,571.57
GILBERT	DEBORAH A.	9/5/1989	PAYROLL CLERK	ADMIN - CENTRAL OFFICE	\$ 35,828.65	\$ -	\$ 35,828.65
GILBERT	VIRGINIA F.	1/19/1993	GRADE 1 TEACHER	CENTERVILLE ELEMENTARY	\$ 51,491.15	\$ -	\$ 51,491.15
GILL	HOLLY	5/30/1997	GRADE 3 TEACHER	HYANNIS WEST ELEMENTARY	\$ 40,014.34	\$ -	\$ 40,014.34
GILL	HOLLY	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
GILL	KATHLEEN	7/1/2002	SUMMER NON CERT	SYSTEM	\$ 2,721.25	\$ -	\$ 2,721.25
GILL	KATHLEEN	7/9/2001	SUMMER MISC CERTIFIED	MAIL ONLY	\$ 560.00	\$ -	\$ 560.00
GILL	LAURA L	8/27/1997	ELEMENTARY MUSIC - GENERAL	HYANNIS EAST ELEMENTARY	\$ 37,440.87	\$ -	\$ 37,440.87
GLATKI	GARY W	9/2/1975	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 61,566.85	\$ -	\$ 61,566.85
GLAZER	JANET	9/26/1991	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,357.34	\$ -	\$ 1,357.34
GLENNON	JENNIE	8/28/2002	HS PM SCHOOL	HIGH SCHOOL	\$ 10,969.29	\$ -	\$ 10,969.29
GOBEIL	LEONARD C	10/9/1998	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,860.00	\$ -	\$ 2,860.00
GODBOUT	SHIRLEY	7/17/2002	SUMMER NON CERT	SYSTEM	\$ 203.71	\$ -	\$ 203.71
GODBOUT	SHIRLEY N	8/30/2000	TECH SPECIALIST	HIGH SCHOOL	\$ 14,908.12	\$ -	\$ 14,908.12
GOLDEN	ADELE S.	9/2/1998	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 47,659.21	\$ -	\$ 47,659.21
GOODE	PETER	6/28/2002	SUMMER MISC CERTIFIED	MAIL ONLY	\$ 3,000.00	\$ -	\$ 3,000.00
GOODE	PETER	2/7/1986	MS READING/LANG ARTS	MIDDLE SCHOOL MARSTONS MILLS	\$ 53,930.79	\$ -	\$ 53,930.79
GOODWIN	JEAN M. B.	8/28/2002	HS RESOURCE ROOM	HIGH SCHOOL	\$ 23,832.91	\$ -	\$ 23,832.91
GOODWIN	JEAN M.B.	6/19/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 75.00	\$ -	\$ 75.00
GOODWIN	THOMAS	9/5/2000	BUS DRIVER	TRANSPORTATION OFFICE	\$ 2,907.50	\$ -	\$ 2,907.50
GORRILL	DAVID	8/31/1994	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 56,133.63	\$ -	\$ 56,133.63
GOULD	STEVEN	2/13/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 325.00	\$ -	\$ 325.00
GRACE	ELAINE L	10/30/1978	MAINT SECRETARY	MAINTENANCE	\$ 41,139.15	\$ 150.53	\$ 41,289.68
GRAF	EDITH	10/9/2001	HS SPED ESL TEACHER	HIGH SCHOOL	\$ 54,456.47	\$ -	\$ 54,456.47
GRAHAM	CHRISTINA	6/19/2000	SUMMER CERTIFIED	SYSTEM	\$ 3,075.00	\$ -	\$ 3,075.00
GRAHAM	CHRISTINA A	8/27/1999	HS SPED TEACHER	MIDDLE SCHOOL HYANNIS	\$ 55,148.06	\$ -	\$ 55,148.06
GRANT	JUDITH	9/2/1986	GRADE 4 TEACHER	HYANNIS EAST ELEMENTARY	\$ 46,380.78	\$ -	\$ 46,380.78
GRAVES	PATRICIA M	9/6/1983	PRINCIPAL HIGH SCHOOL	HIGH SCHOOL	\$ 91,050.45	\$ -	\$ 91,050.45
GREEN	FRANK E	11/1/1987	HS ATHLETIC TRAINER	HIGH SCHOOL	\$ 40,414.84	\$ -	\$ 40,414.84
GREENE	GALE H	9/3/1974	GRADE 3 TEACHER	CENTERVILLE ELEMENTARY	\$ 54,507.94	\$ -	\$ 54,507.94
GREENE-STARR	SHERYL	9/15/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 260.00	\$ -	\$ 260.00
GREER	MEGAN E	8/29/2001	ASST FOREIGN LANGUAGE	HYANNIS EAST ELEMENTARY	\$ 7,309.64	\$ -	\$ 7,309.64
GREGG	PAUL	2/4/2002	GRADE 2 TEACHER	CENTERVILLE ELEMENTARY	\$ 7,293.18	\$ -	\$ 7,293.18
GREGORY	EILEEN	2/24/1986	SCHOOL ASSISTANT	MARSTONS MILLS ELEMENTARY	\$ 13,814.68	\$ -	\$ 13,814.68
GRIFFITH	G. SCOTT	8/31/1994	MS COUNSELOR	MIDDLE SCHOOL HYANNIS	\$ 58,653.16	\$ -	\$ 58,653.16
GRIFFITH	G. SCOTT	7/17/2002	SUMMER CERTIFIED	SYSTEM	\$ 1,900.00	\$ -	\$ 1,900.00

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GRONDIN	CATHERINE	2/4/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 3,111.42	\$ -	\$ 3,111.42
GROVER	JOAN C	3/2/1998	SCHOOL CLERK/P.TIME/	CENTERVILLE ELEMENTARY	\$ 13,972.04	\$ -	\$ 13,972.04
GUAZZALOCA	EDWARD F.	9/2/1998	MS SCIENCE TEACHER	MIDDLE SCHOOL HYANNIS	\$ 61,038.62	\$ -	\$ 61,038.62
GUIMOND	GILBERT	8/31/1994	ELEM HEALTH/PE TEACHER	GRADE 5 SCHOOL	\$ 46,335.25	\$ -	\$ 46,335.25
GUNTER	JAMES	10/6/1998	TEACHER SUBSTITUTE	MIDDLE SCHOOL HYANNIS	\$ 6,370.00	\$ -	\$ 6,370.00
GUSTAFSON	MAXINE A	9/5/1972	GRADE 2 TEACHER	COTUIT ELEMENTARY	\$ 61,554.15	\$ -	\$ 61,554.15
GUY	JERRY	11/29/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 5,265.00	\$ -	\$ 5,265.00
GUY	MARJORIE L.	9/4/1984	KINDERGARTEN TEACHER	MARSTONS MILLS ELEMENTARY	\$ 53,830.63	\$ -	\$ 53,830.63
GYRA	MARY A.	9/4/1984	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 28,715.36	\$ -	\$ 28,715.36
GYRA	MICHAEL F.	3/29/1988	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 60,288.55	\$ -	\$ 60,288.55
HABERL	MELISSA A.	9/7/1993	ELEMENTARY COUNSELOR	CENTERVILLE ELEMENTARY	\$ 51,482.35	\$ -	\$ 51,482.35
HADFIELD	STACY A	8/28/1996	GRADE 2 TEACHER	HYANNIS EAST ELEMENTARY	\$ 43,583.51	\$ -	\$ 43,583.51
HAGAN	ANN E.	11/20/1992	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 47,480.69	\$ -	\$ 47,480.69
HAIGHT	ERIN	8/29/2001	MS ENGLISH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 39,888.71	\$ -	\$ 39,888.71
HALL	RICHARD	12/12/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,170.00	\$ -	\$ 1,170.00
HALL	STEPHEN	12/13/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 325.00	\$ -	\$ 325.00
HALLETT-LAROCHE	KAREN	9/10/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,756.29	\$ -	\$ 1,756.29
HALLORAN	COLLEEN K	6/21/1995	JTEC CLERICAL ASST.	HIGH SCHOOL	\$ 16,230.67	\$ -	\$ 16,230.67
HALLORAN	MARY JANE	9/11/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 8,753.05	\$ -	\$ 8,753.05
HAMBLY	JENNIFER	8/28/2002	OCCUPATIONAL THERAPIST	OSTERVILLE ELEMENTARY	\$ 11,436.98	\$ -	\$ 11,436.98
HAMBLY	JOY K	9/6/1977	ELEM READING	MARSTONS MILLS EAST ELEM	\$ 56,633.61	\$ -	\$ 56,633.61
HAMILTON-MILNE	CATHERINE	4/6/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 519.03	\$ -	\$ 519.03
HAMMETT	STEVEN R.	11/27/1987	AUDIO/VISUAL TECHNICIAN	HIGH SCHOOL	\$ 36,782.10	\$ 8,509.69	\$ 45,291.79
HAMMOND	KATHLEEN	8/30/2000	MS LIBRARIAN	MIDDLE SCHOOL HYANNIS	\$ 59,171.88	\$ -	\$ 59,171.88
HANNAH	JANICE P.	9/11/1985	ELEMENTARY MUSIC - GENERAL	MIDDLE SCHOOL HYANNIS	\$ 51,787.94	\$ -	\$ 51,787.94
HANSEN	JAMES	11/8/1999	MAINTENANCE CTAFTSMAN	MAINTENANCE	\$ 15,317.96	\$ 286.02	\$ 15,603.98
HANSEN	JENNIFER	9/3/2002	TEACHER ASSISTANT SPED	CENTERVILLE ELEMENTARY	\$ 6,861.80	\$ -	\$ 6,861.80
HANSEN	JOANNE	11/16/1998	TEACHER SUBSTITUTE	MIDDLE SCHOOL HYANNIS	\$ 19,106.06	\$ -	\$ 19,106.06
HANSEN	KATELYN	7/1/2002	SUMMER NON CERT	SYSTEM	\$ 1,050.00	\$ -	\$ 1,050.00
HANSEN	KATELYN	5/23/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 487.50	\$ -	\$ 487.50
HARMON	JANET	8/29/2001	MS MATH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 39,738.36	\$ -	\$ 39,738.36
HARMON	KRISTEN	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 3,000.00	\$ -	\$ 3,000.00
HARMON	KRISTEN E	8/31/1994	HS MATH TEACHER	HIGH SCHOOL	\$ 49,201.15	\$ -	\$ 49,201.15
HARMON	STEVEN	12/4/1995	GRADE 4 TEACHER	HYANNIS WEST ELEMENTARY	\$ 40,839.63	\$ -	\$ 40,839.63
HARPER	CAROLE A.	3/10/1994	SCHOOL ASSISTANT	HYANNIS EAST ELEMENTARY	\$ 8,679.81	\$ -	\$ 8,679.81
HARRELL	LIZA J	5/18/1999	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
HARRIGAN	WILFRED	9/3/1974	MS MUSIC INSTRUMENTAL	MIDDLE SCHOOL MARSTONS MILLS	\$ 56,430.63	\$ -	\$ 56,430.63
HARRINGTON	BARBARA K	9/12/1973	SPEECH/LANG TEACHER	HYANNIS EAST ELEMENTARY	\$ 60,281.68	\$ -	\$ 60,281.68
HARRIS-BROWN	RUTH	10/14/1982	KINDERGARTEN TEACHER	BARNSTABLE WEST BARNSTABLE	\$ 53,830.63	\$ -	\$ 53,830.63
HART-CHASE	DEBRA	9/6/1977	ELEMENTARY ART TEACHER	OSTERVILLE ELEMENTARY	\$ 53,930.73	\$ -	\$ 53,930.73
HARVEY	KATHERINE A	8/20/2001	SUVERVISOR/MULTICULTURAL LIB	ADMIN - CENTRAL OFFICE	\$ 22,966.50	\$ -	\$ 22,966.50
HASSINGER	WAYNE	2/7/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,820.00	\$ -	\$ 1,820.00
HAULMAN	GEORGE	12/23/2001	BUS DRIVER	TRANSPORTATION OFFICE	\$ 274.24	\$ -	\$ 274.24
HAVEN-CAMERON	PAULA	11/26/2002	TEACHER ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 590.40	\$ -	\$ 590.40
HAYES	BRIAN	6/24/2002	HEAD CUSTODIAN	COTUIT ELEMENTARY	\$ 36,404.66	\$ 12,093.00	\$ 48,497.66
HAYES	EDITH	1/2/2002	SCHOOL ASSISTANT SUBSTITUTE	MAIL ONLY	\$ 324.80	\$ -	\$ 324.80
HAYES	KIM	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 600.00	\$ -	\$ 600.00

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HAYES	KIM	8/28/2002	ELEMENTARY SPED TEACHER	GRADE 5 SCHOOL	\$ 15,926.62	\$ -	\$ 15,926.62
HAYES	REBECCA	10/3/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 715.00	\$ -	\$ 715.00
HAZARD	KRISTINA I.	6/9/1992	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 27,697.72	\$ -	\$ 27,697.72
HECKER	BARBARA A.	9/8/1987	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 60,091.57	\$ -	\$ 60,091.57
HEFTY	KATHRYN	8/30/2000	MS PSYCHOLOGIST	MIDDLE SCHOOL MARSTONS MILLS	\$ 57,379.65	\$ -	\$ 57,379.65
HELEEN	HOWARD G	9/1/1997	TEACHER SUBSTITUTE	MAIL ONLY	\$ 8,985.00	\$ -	\$ 8,985.00
HEMPEL	KATHLEEN F	4/28/1997	SCHOOL SECRETARY	MIDDLE SCHOOL HYANNIS	\$ 26,542.77	\$ 73.85	\$ 26,616.62
HENDERSON	JULIA	7/1/2002	SUMMER MISC NON-CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
HENDERSON	JULIA	8/28/2002	SPED ENG AS A SEC LANG	MIDDLE SCHOOL MARSTONS MILLS	\$ 22,859.29	\$ -	\$ 22,859.29
HENDRICK	DAVID	1/1/1995	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,877.00	\$ -	\$ 2,877.00
HENDRICKS	CLAYTON R.	9/2/1983	CUSTODIAN	MAIL ONLY	\$ 27,186.76	\$ 1,249.62	\$ 28,436.38
HENNIGAN	ROBYN J.	8/31/1994	TECHNOLOGY ASSISTANT	HYANNIS EAST ELEMENTARY	\$ 18,648.83	\$ -	\$ 18,648.83
HERON	MARGARET	12/7/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 7,177.63	\$ -	\$ 7,177.63
HESSE	JONATHAN K	2/9/1996	TEACHER SUBSTITUTE	MAIL ONLY	\$ 4,011.12	\$ -	\$ 4,011.12
HEWITT	KELLY	10/3/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,532.14	\$ -	\$ 2,532.14
HIBBARD	ANN	11/19/1987	GRADE 3 TEACHER	MARSTONS MILLS EAST ELEM	\$ 53,730.79	\$ -	\$ 53,730.79
HICKS	JACQUELINE	7/31/2002	SUMMER NON CERT	SYSTEM	\$ 320.00	\$ -	\$ 320.00
HICKS	JACQUELINE	1/14/2002	TEACHER ASSISTANT/SPED MS	MIDDLE SCHOOL MARSTONS MILLS	\$ 12,423.07	\$ -	\$ 12,423.07
HIEB	JENNIFER	10/13/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,037.14	\$ -	\$ 1,037.14
HIGGINS	COLLEEN	9/8/1970	MS SOCIAL STUDIES TEACHER	MIDDLE SCHOOL HYANNIS	\$ 56,808.98	\$ -	\$ 56,808.98
HILL	LAUREN	12/4/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 651.92	\$ -	\$ 651.92
HILL	PATRICIA M	8/27/1999	MS MATH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 55,475.62	\$ -	\$ 55,475.62
HILL	SANDRA	6/19/2000	SS SECRETARY	SYSTEM	\$ 1,050.24	\$ -	\$ 1,050.24
HILL	SANDRA J.	9/8/1986	SECRETARY	GRADE 5 SCHOOL	\$ 27,913.08	\$ -	\$ 27,913.08
HINTON	CAROL	11/5/2001	SECRETARY SUBSTITUTE	HIGH SCHOOL	\$ 9,667.44	\$ -	\$ 9,667.44
HOBLE	NANCY	9/11/2000	GR5 ADMIN ASST	GRADE 5 SCHOOL	\$ 29,254.55	\$ -	\$ 29,254.55
HODGIN	STANLEY	2/11/2002	BUS DRIVER	TRANSPORTATION OFFICE	\$ 18,700.08	\$ -	\$ 18,700.08
HOFFMAN	DONNA	10/9/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 618.95	\$ -	\$ 618.95
HOLLAND	KATHERINE	10/24/2002	SCHOOL TUTOR	TUTORS	\$ 1,218.75	\$ -	\$ 1,218.75
HOLLAND	KENNETH	9/11/2000	HS MATH TEACHER	HIGH SCHOOL	\$ 40,856.51	\$ -	\$ 40,856.51
HOLMES	CHRISTOPHER	12/1/1997	TEACHER SUBSTITUTE	MAIL ONLY	\$ 340.00	\$ -	\$ 340.00
HOOK	COLLEEN	4/10/2000	TEACHER ASSISTANT	CENTERVILLE ELEMENTARY	\$ 18,034.94	\$ -	\$ 18,034.94
HORGAN	PATRICIA B.	9/4/1990	KINDERGARTEN TEACHER	MARSTONS MILLS EAST ELEM	\$ 53,430.75	\$ -	\$ 53,430.75
HOUDE	ELIZABETH	8/28/2002	MS SPED TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 13,555.64	\$ -	\$ 13,555.64
HOUGHTON	PAMELA K.	9/6/1983	GRADE 1 TEACHER	HYANNIS WEST ELEMENTARY	\$ 55,875.50	\$ -	\$ 55,875.50
HOULE	MEREDITH	10/11/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 18,409.70	\$ -	\$ 18,409.70
HOURIHAN	AMANDA J	6/29/1998	SCHOOL TUTOR	TUTORS	\$ 1,684.28	\$ -	\$ 1,684.28
HOURIHAN	REGINA R.	1/25/1983	MS MATH TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 55,675.62	\$ -	\$ 55,675.62
HOWARD	ANNE E.	9/7/1993	ELEM READING	BARNSTABLE WEST BARNSTABLE	\$ 58,376.97	\$ -	\$ 58,376.97
HOWARD	BARBARA	12/26/1997	TEACHER SUBSTITUTE	CENTERVILLE ELEMENTARY	\$ 4,372.50	\$ -	\$ 4,372.50
HOWARD	MELISSA	9/1/1999	ASST FOREIGN LANGUAGE	GRADE 5 SCHOOL	\$ 17,902.59	\$ -	\$ 17,902.59
HOWARD	STEVEN A.	9/21/1992	GRADE 2 TEACHER	HYANNIS WEST ELEMENTARY	\$ 42,762.17	\$ -	\$ 42,762.17
HOWE	ALICE S.	9/29/1986	ELEMENTARY COUNSELOR	GRADE 5 SCHOOL	\$ 17,673.15	\$ -	\$ 17,673.15
HOWELL	M KAREN	8/28/2000	BUS MONITOR	MAIL ONLY	\$ 26.13	\$ -	\$ 26.13
HOWLAND	DALE C.	8/29/1994	FOREMAN	HIGH SCHOOL CUSTODIANS	\$ 33,344.99	\$ 17,144.74	\$ 50,489.73
HOXIE	ROBERT	1/2/2002	BUS DRIVER	TRANSPORTATION OFFICE	\$ 16,905.76	\$ -	\$ 16,905.76
HUFNAGEL	ELIZABETH L.	10/2/1991	TEACHER ASSISTANT SPED	GRADE 5 SCHOOL	\$ 16,552.80	\$ -	\$ 16,552.80
HUGHES	FAITH M.	9/4/1990	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 58,376.97	\$ -	\$ 58,376.97

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HUGHES	KEVIN	10/28/2002	CUSTODIAN	MARSTONS MILLS EAST ELEM	\$ 1,760.80	\$ -	\$ 1,760.80
HUGHES	SHARON	10/22/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 3,523.00	\$ -	\$ 3,523.00
HUNT	BARBARA	6/27/2000	BUS MONITOR	TRANSPORTATION OFFICE	\$ 12,982.98	\$ -	\$ 12,982.98
HUNT	BRIAN	7/1/2002	HEAD CUSTODIAN	CENTERVILLE ELEMENTARY	\$ 32,738.12	\$ 2,655.96	\$ 35,394.08
HUNT	ROBERT	12/16/1986	CUSTODIAN	HIGH SCHOOL CUSTODIANS	\$ 29,949.20	\$ -	\$ 29,949.20
HURLEY	CAITLIN	8/29/2001	SPED INCLUSION TCH	GRADE 5 SCHOOL	\$ 31,814.97	\$ -	\$ 31,814.97
HURLEY	GINA	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 374.35	\$ -	\$ 374.35
HURLEY	GINA A.	9/6/1989	PSYCHOMETRIST	HIGH SCHOOL	\$ 61,207.48	\$ -	\$ 61,207.48
HURLEY	JOHN	12/17/1993	TEACHER SUBSTITUTE	MAIL ONLY	\$ 455.00	\$ -	\$ 455.00
HURLEY	KAREN A	8/30/1995	ELEMENTARY CHAPTER I MATH	HYANNIS EAST ELEMENTARY	\$ 52,647.06	\$ -	\$ 52,647.06
HURNEY	ROBIN	8/28/2002	TEACHER ASSISTANT/SPED HS	HIGH SCHOOL	\$ 6,310.72	\$ -	\$ 6,310.72
HUTCHINSON	ROBERT B	9/3/1969	MS ART	MIDDLE SCHOOL MARSTONS MILLS	\$ 56,976.77	\$ -	\$ 56,976.77
IAMPIERI	ELIZABETH	12/17/2001	TEACHER ASSISTANT/SPED MS	MIDDLE SCHOOL MARSTONS MILLS	\$ 472.85	\$ -	\$ 472.85
INGALLS	FAITH	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
INGALLS	FAITH	3/5/1986	ELEMENTARY SPED TEACHER	GRADE 5 SCHOOL	\$ 56,490.22	\$ -	\$ 56,490.22
INGER	SHARON S	12/14/1993	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 52,178.81	\$ -	\$ 52,178.81
INGRAM	BARBARA	2/4/2002	TEACHER SUBSTITUTE	GRADE 5 SCHOOL	\$ 20,929.65	\$ -	\$ 20,929.65
INGRAM	ELEANOR C.	9/6/1988	OCCUPATIONAL THERAPIST	MARSTONS MILLS EAST ELEM	\$ 50,837.70	\$ -	\$ 50,837.70
IRELAND	LYNN	8/27/2001	TEACHER ASSISTANT SPED	HYANNIS EAST ELEMENTARY	\$ 15,646.91	\$ -	\$ 15,646.91
JAMISON	JOHN L	8/5/1996	TEACHER SUBSTITUTE	MAIL ONLY	\$ 8,679.00	\$ -	\$ 8,679.00
JARVIS	BARBARA A.	9/2/1986	GRADE 4 TEACHER	HYANNIS EAST ELEMENTARY	\$ 61,376.85	\$ -	\$ 61,376.85
JAY	CAROL J.	9/3/1985	GRADE 1 TEACHER	MARSTONS MILLS ELEMENTARY	\$ 62,958.35	\$ -	\$ 62,958.35
JAY	JESSICA	3/25/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 63.68	\$ -	\$ 63.68
JENNINGS	DONNA M.	9/1/1981	COOK III	HS CAFE SUBS	\$ 28,893.04	\$ 326.94	\$ 29,219.98
JESSOP	DAWN	2/12/2002	GRADE 1 TEACHER	CENTERVILLE ELEMENTARY	\$ 6,829.66	\$ -	\$ 6,829.66
JEZARD	JANE	7/17/2002	SUMMER CERTIFIED	SYSTEM	\$ 3,140.00	\$ -	\$ 3,140.00
JEZARD	JANE F.	9/4/1990	HS SPED TEACHER	HIGH SCHOOL	\$ 70,674.47	\$ -	\$ 70,674.47
JOCHIM	MAUREEN	7/18/2002	SUMMER CERTIFIED	SYSTEM	\$ 200.00	\$ -	\$ 200.00
JOCHIM	MAUREEN C	9/3/1996	HS RESOURCE ROOM	HIGH SCHOOL	\$ 51,108.88	\$ -	\$ 51,108.88
JOHANSEN	CANDACE	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 962.50	\$ -	\$ 962.50
JOHANSEN	CANDACE B	1/19/1999	TA SPED PRESCHOOL	MARSTONS MILLS EAST ELEM	\$ 15,291.26	\$ -	\$ 15,291.26
JOHNSON	FRANCES K.	9/3/1991	HS ART	HIGH SCHOOL	\$ 51,388.06	\$ -	\$ 51,388.06
JOHNSON	JANET	9/2/1975	HS BUSINESS EDUCATION	HIGH SCHOOL	\$ 61,717.10	\$ -	\$ 61,717.10
JOHNSON	LORI A.	3/28/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 845.00	\$ -	\$ 845.00
JOHNSON	MATTHEW	8/29/2001	HIGH SCHOOL ALP PROG	HIGH SCHOOL	\$ 40,608.69	\$ -	\$ 40,608.69
JOHNSON	MATTHEW	7/18/2002	SUMMER CERTIFIED	SYSTEM	\$ 800.00	\$ -	\$ 800.00
JOHNSON	SANDRA	7/1/2001	SUMMER NON CERT	SYSTEM	\$ 2,755.86	\$ -	\$ 2,755.86
JOHNSON	SANDRA A.	8/29/1994	SCHOOL SECRETARY	HIGH SCHOOL	\$ 27,426.91	\$ -	\$ 27,426.91
JOHNSON	TIMOTHY G	9/1/1999	KINDERGARTEN TEACHER	BARNSTABLE WEST BARNSTABLE	\$ 36,919.78	\$ -	\$ 36,919.78
JOHNSON	WADE B	9/1/1999	HS COUNSELOR	HIGH SCHOOL	\$ 50,883.99	\$ -	\$ 50,883.99
JONES	AMY B	10/21/1997	KINDERGARTEN TEACHER	MARSTONS MILLS EAST ELEM	\$ 39,524.99	\$ -	\$ 39,524.99
JONES	BARBARA J	9/6/1977	HS HOME ECONOMICS	HIGH SCHOOL	\$ 63,200.39	\$ -	\$ 63,200.39
JONES	JEANNE	11/22/1999	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,402.18	\$ -	\$ 2,402.18
JONES	JULIE E	9/7/1976	PRESCHOOL SPED TEACHER	MARSTONS MILLS EAST ELEM	\$ 63,707.60	\$ -	\$ 63,707.60
JONES	MAUREEN	12/11/2000	BUS DRIVER	TRANSPORTATION OFFICE	\$ 957.32	\$ -	\$ 957.32
JOY	SUSAN	6/2/1988	SCHOOL TUTOR	MARSTONS MILLS EAST ELEM	\$ 36,573.50	\$ -	\$ 36,573.50
JOY	SUSAN	7/1/2002	SUMMER CERTIFIED	SYSTEM	\$ 1,050.00	\$ -	\$ 1,050.00
JUSINO	BASILIO	12/28/1998	CUSTODIAN	HIGH SCHOOL CUSTODIANS	\$ 28,517.92	\$ 11,815.21	\$ 40,333.13

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JUST	JENNIFER	8/29/2001	HS COUNSELOR	HIGH SCHOOL	\$ 36,279.60	\$ -	\$ 36,279.60
KADDY	RAFFAELE	8/29/2001	OUT OF DISTR COORDINATOR	MAIL ONLY	\$ 6,180.00	\$ -	\$ 6,180.00
KAHUS	JEANIE R	8/27/1999	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 46,801.15	\$ -	\$ 46,801.15
KALAF	LANA	4/29/2002	ELEMENTARY SPED TEACHER	GRADE 5 SCHOOL	\$ 31,986.31	\$ -	\$ 31,986.31
KANE	JOHN P	5/1/1973	TEACHER SUBSTITUTE	MAIL ONLY	\$ 4,500.00	\$ -	\$ 4,500.00
KARLE	RITA G.	1/4/1982	HEALTH ASSISTANT	COTUIT ELEMENTARY	\$ 23,435.36	\$ -	\$ 23,435.36
KARNIALA	R.ANNELI	3/22/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,040.00	\$ -	\$ 1,040.00
KARRAS	SAMANTHA	1/18/2001	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 31,659.97	\$ -	\$ 31,659.97
KASER	STEVEN	6/19/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 500.00	\$ -	\$ 500.00
KASER	STEVEN B	8/27/1997	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 45,260.71	\$ -	\$ 45,260.71
KEATING	JOSEPH	5/22/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 780.00	\$ -	\$ 780.00
KEATING	MICHELLE A.	5/28/1993	GRADE 2 TEACHER	MARSTONS MILLS ELEMENTARY	\$ 41,346.49	\$ -	\$ 41,346.49
KEENAN	KENNETH J	9/3/1985	GRADE 3 TEACHER	MARSTONS MILLS EAST ELEM	\$ 55,875.50	\$ -	\$ 55,875.50
KEENAN	MARY JO	1/3/1977	GRADE 2 TEACHER	MARSTONS MILLS EAST ELEM	\$ 51,922.69	\$ -	\$ 51,922.69
KEENAN	OWEN	7/1/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,070.00	\$ -	\$ 2,070.00
KEENAN	OWEN	8/30/2000	HS MATH TEACHER	HIGH SCHOOL	\$ 55,345.09	\$ -	\$ 55,345.09
KEITH	KIM	6/19/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 720.00	\$ -	\$ 720.00
KEITH	KIM F.	10/12/1993	LIBRARY ASSISTANT	COTUIT ELEMENTARY	\$ 21,112.58	\$ -	\$ 21,112.58
KELLEHER	PATRICIA	7/17/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 690.00	\$ -	\$ 690.00
KELLEHER	PATRICIA A.	11/22/1993	TEACHER ASSISTANT SPED	GRADE 5 SCHOOL	\$ 17,820.16	\$ -	\$ 17,820.16
KELLEY	JEAN	11/28/1983	SCHOOL SECRETARY	HIGH SCHOOL	\$ 28,516.67	\$ 563.71	\$ 29,080.38
KELLY	KAREN	10/10/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 5,151.20	\$ -	\$ 5,151.20
KELLY	KAREN S.	9/7/1993	MS ART	MIDDLE SCHOOL HYANNIS	\$ 51,388.06	\$ -	\$ 51,388.06
KELLY	SHEILA	1/31/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,323.00	\$ -	\$ 2,323.00
KENNARD	AMY J	8/27/1999	MS MATH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 37,803.69	\$ -	\$ 37,803.69
KENNEDY	ELIZABETH	1/18/2000	TEACHER ASSISTANT/SPED MS	MIDDLE SCHOOL HYANNIS	\$ 16,719.37	\$ -	\$ 16,719.37
KENNEDY	JAMES	9/22/1998	CUSTODIAN	CENTERVILLE ELEMENTARY	\$ 32,277.41	\$ 1,686.67	\$ 33,964.08
KENNEDY	KAREN	9/1/1999	HS COUNSELOR	HIGH SCHOOL	\$ 51,194.90	\$ -	\$ 51,194.90
KENNEDY	PATRICIA	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 2,175.00	\$ -	\$ 2,175.00
KENNEDY	PATRICIA L.	1/4/1993	SPED RESOURCE ROOM	CENTERVILLE ELEMENTARY	\$ 50,740.28	\$ -	\$ 50,740.28
KENNEY	JANE	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 480.00	\$ -	\$ 480.00
KENNEY	JANE M.	9/6/1988	ELEM LIBRARIAN	MARSTONS MILLS EAST ELEM	\$ 56,015.66	\$ -	\$ 56,015.66
KENT	JOHN	2/4/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 455.00	\$ -	\$ 455.00
KEPPLER	PATRICIA	7/3/2000	SUMMER CERTIFIED	SYSTEM	\$ 1,450.00	\$ -	\$ 1,450.00
KEPPLER	PATRICIA M	9/7/1999	MS SPED TEACHER	MIDDLE SCHOOL HYANNIS	\$ 59,426.97	\$ -	\$ 59,426.97
KERN	BARBARA L.	9/16/1992	TEACHER ASSISTANT SPED	OSTERVILLE BAY ELEMENTARY	\$ 16,507.50	\$ -	\$ 16,507.50
KERR	SUSAN L	8/27/1997	GRADE 3 TEACHER	HYANNIS WEST ELEMENTARY	\$ 46,801.15	\$ -	\$ 46,801.15
KERWIN	CHRISTINE	9/5/2000	TEACHER ASSISTANT SPED	CENTERVILLE ELEMENTARY	\$ 5,158.76	\$ -	\$ 5,158.76
KERWIN	CHRISTINE	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 462.00	\$ -	\$ 462.00
KHOURY	DAVID	7/10/2000	CUSTODIAN	HIGH SCHOOL CUSTODIANS	\$ 26,438.79	\$ -	\$ 26,438.79
KICELUK	ANN F	3/24/1999	TEACHER SUBSTITUTE	MAIL ONLY	\$ 983.25	\$ -	\$ 983.25
KING	BARBARA J	2/28/1997	MS SPED TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 51,682.35	\$ -	\$ 51,682.35
KING	ELIZABETH	8/28/2002	ELEMENTARY SPEECH/LANG TEACHER	MARSTONS MILLS EAST ELEM	\$ 20,139.72	\$ -	\$ 20,139.72
KRASENBRINK							
KING	ELIZABETH	7/16/2002	SUMMER CERTIFIED	SYSTEM	\$ 1,715.00	\$ -	\$ 1,715.00
KRASENBRINK							
KING	KRISTIN	3/6/2002	TCH ASST ALP PROG - MS/MSMM	MIDDLE SCHOOL MARSTONS MILLS	\$ 4,940.52	\$ -	\$ 4,940.52
KINGMAN	LAUREN	2/25/2002	SCHOOL SECRETARY	HIGH SCHOOL	\$ 24,292.55	\$ 1,212.89	\$ 25,505.44

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KINGMAN	ROBERT F	9/5/1972	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 61,988.94	\$ -	\$ 61,988.94
KINGMAN	WENDY S	10/16/1992	ELEMENTARY SPEECH/LANG TEACHER	GRADE 5 SCHOOL	\$ 55,915.62	\$ -	\$ 55,915.62
KING-OBORG	PATRICIA	2/24/1997	SCHOOL NURSE	MIDDLE SCHOOL HYANNIS	\$ 38,652.11	\$ -	\$ 38,652.11
KIPNES	ROBYN L	5/17/1999	SCHOOL SECRETARY	MIDDLE SCHOOL HYANNIS	\$ 25,036.30	\$ 70.38	\$ 25,106.68
KJOLLER	MICHELE L	10/2/1998	ELEMENTARY SPED TEACHER	CENTERVILLE ELEMENTARY	\$ 33,683.67	\$ -	\$ 33,683.67
KLAMM	HOLLY	12/9/2002	TEACHER ASSISTANT SPED	CENTERVILLE ELEMENTARY	\$ 459.20	\$ -	\$ 459.20
KNELL	MARY	9/23/2002	BUS DRIVER	TRANSPORTATION OFFICE	\$ 186.13	\$ -	\$ 186.13
KNITTLE	ELIZABETH	8/30/2000	MS ENGLISH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 58,376.97	\$ -	\$ 58,376.97
KOEHLER	DAVID A	11/10/1993	HS SOCIAL STUDIES TEACHER	HIGH SCHOOL	\$ 38,194.36	\$ -	\$ 38,194.36
KOHLER	ROSEMARY	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 1,254.00	\$ -	\$ 1,254.00
KOHLER	ROSEMARY H	9/5/1997	TEACHER ASSISTANT SPED	CENTERVILLE ELEMENTARY	\$ 16,684.27	\$ -	\$ 16,684.27
KOKERNAK	STEPHEN	11/5/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 340.74	\$ -	\$ 340.74
KOOPMAN	ELLEN H.	1/31/1986	MS MATH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 19,644.21	\$ -	\$ 19,644.21
KOZLOSKI	RUTH	6/4/2001	CO TEACHER	CENTERVILLE ELEMENTARY	\$ 9,366.86	\$ -	\$ 9,366.86
KOZLOSKI	RUTH	7/1/2002	SUMMER NON CERT	SYSTEM	\$ 962.50	\$ -	\$ 962.50
KRAUS	MELISSA	1/16/1997	ELEMENTARY SPEECH/LANG TEACHER	HYANNIS WEST ELEMENTARY	\$ 53,361.95	\$ -	\$ 53,361.95
KUET	KEN	9/5/2000	CUSTODIAN	HIGH SCHOOL CUSTODIANS	\$ 26,451.65	\$ 2,258.92	\$ 28,710.57
KULL	KARLA L.	7/10/1990	HS MATH TEACHER	MAIL ONLY	\$ 54,195.35	\$ -	\$ 54,195.35
KUNKEL	DONNA R	9/6/1977	GRADE 1 TEACHER	BARNSTABLE WEST BARNSTABLE	\$ 58,876.95	\$ -	\$ 58,876.95
KUNTZMAN	LANCE	7/1/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,070.00	\$ -	\$ 2,070.00
KUNTZMAN	LANCE	8/30/2000	HS SOCIAL STUDIES TEACHER	HIGH SCHOOL	\$ 41,536.86	\$ -	\$ 41,536.86
LABADIE	MARIE J.	10/21/1994	SCHOOL SECRETARY	COTUIT ELEMENTARY	\$ 28,178.98	\$ 73.85	\$ 28,252.83
LABADIE	MARIE J	6/19/2000	SS SECRETARY	SYSTEM	\$ 984.60	\$ -	\$ 984.60
LABOULIERE	PAUL D	1/4/1971	HS PM SCHOOL	HIGH SCHOOL	\$ 55,730.67	\$ -	\$ 55,730.67
LABRAN	EDITH S	8/2/1999	PRINCIPAL MIDDLE SCHOOL	MIDDLE SCHOOL MARSTONS MILLS	\$ 82,109.04	\$ -	\$ 82,109.04
LACEY	SHEILA A	11/14/1995	PREVENTION SPECIALIST	OSTERVILLE ELEMENTARY	\$ 12,419.54	\$ -	\$ 12,419.54
LAHTEINE	VALERIE K	11/21/1996	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 41,811.14	\$ -	\$ 41,811.14
LALIBERTE	SANDRA A	10/31/1997	LIBRARY ASSISTANT	MARSTONS MILLS EAST ELEM	\$ 18,679.69	\$ -	\$ 18,679.69
LANAHAN	SUSAN	3/23/2001	TEACHER SUBSTITUTE	HYANNIS EAST ELEMENTARY	\$ 11,447.54	\$ -	\$ 11,447.54
LANCIANI	RONALD	10/22/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 4,009.00	\$ -	\$ 4,009.00
LANDERS	LINDA A.	9/23/1985	LIBRARY ASSISTANT	OSTERVILLE ELEMENTARY	\$ 19,465.70	\$ -	\$ 19,465.70
LANG	ANNEMARIE S.	11/6/1992	TEACHER SUBSTITUTE	HIGH SCHOOL	\$ 16,221.22	\$ -	\$ 16,221.22
LANNON	ELIZABETH D	9/5/1967	ELEMENTARY MUSIC - GENERAL	BARNSTABLE WEST BARNSTABLE	\$ 56,430.63	\$ -	\$ 56,430.63
LARIVIERE	MARILYN J	10/3/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
LARRAIN	M CAROLINA	9/4/2001	TEACHER ASST FOREIGN LANGUAGE	OSTERVILLE BAY ELEMENTARY	\$ 13,480.16	\$ -	\$ 13,480.16
LAVERY	PATRICIA H	4/26/1996	TEACHER ASSISTANT	GRADE 5 SCHOOL	\$ 16,664.64	\$ -	\$ 16,664.64
LAWRENCE	PATRICIA A	7/1/2001	DIRECTOR PM SCHOOL	HIGH SCHOOL	\$ 66,453.45	\$ -	\$ 66,453.45
LAWSON	ADRIANNE	10/26/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,600.00	\$ -	\$ 2,600.00
LAWSON	JEANNIE L	9/2/1980	HS SOCIAL STUDIES TEACHER	HIGH SCHOOL	\$ 59,208.51	\$ -	\$ 59,208.51
LAWSON	PATRICK	7/9/2001	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
LEACH	DANA	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 647.50	\$ -	\$ 647.50
LEARY	DEBORAH A	9/2/1998	MS CHAPTER 1	MIDDLE SCHOOL HYANNIS	\$ 55,475.62	\$ -	\$ 55,475.62
LEARY	SUSANNE H.	8/24/1992	ELEMENTARY PRINCIPAL	COTUIT ELEMENTARY	\$ 88,153.78	\$ -	\$ 88,153.78
LEBLANC	FRANCIS	8/30/2000	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 36,825.73	\$ -	\$ 36,825.73
LEBLANC	JAMES	7/10/2000	BUS DRIVER	TRANSPORTATION OFFICE	\$ 2,196.78	\$ -	\$ 2,196.78
LECLAIR	JAMES N	1/2/1974	GRADE 2 TEACHER	MARSTONS MILLS ELEMENTARY	\$ 54,030.83	\$ -	\$ 54,030.83
LEE	JULIE M.	10/9/1984	SPED RESOURCE ROOM	COTUIT ELEMENTARY	\$ 53,830.63	\$ -	\$ 53,830.63
LEEMAN	LINDA L.	9/1/1984	MS READING/LANG ARTS	MIDDLE SCHOOL MARSTONS MILLS	\$ 61,348.25	\$ -	\$ 61,348.25

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LEGRAND	LAWRENCE	10/14/1982	ELEMENTARY MUSIC - INSTRUMENTL	MIDDLE SCHOOL MARSTONS MILLS	\$ 51,787.94	\$ -	\$ 51,787.94
LEHMAN	ANNE-LAURE	3/27/2000	SCHOOL TUTOR	TUTORS	\$ 5,243.75	\$ -	\$ 5,243.75
LEIDNER	BROOKE	2/4/2002	GRADE 3 TEACHER	CENTERVILLE ELEMENTARY	\$ 7,523.38	\$ -	\$ 7,523.38
LEJAVA	ARLENE	11/19/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 42,667.14	\$ -	\$ 42,667.14
LEJAVA	WENDY L	8/30/1995	HS MATH TEACHER	HIGH SCHOOL	\$ 45,928.09	\$ -	\$ 45,928.09
LENHART	CARL L	9/2/1998	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 66,895.54	\$ -	\$ 66,895.54
LENNON	CAROLYN	11/9/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 715.00	\$ -	\$ 715.00
LEONARD	JAMES	11/18/2002	TEACHER SUBSTITUTE	HIGH SCHOOL	\$ 3,066.66	\$ -	\$ 3,066.66
LEPORE	PAULA J	10/6/1997	SCHOOL ASSISTANT	COTUIT ELEMENTARY	\$ 12,031.43	\$ -	\$ 12,031.43
LETENDRE	NORMAND G	9/3/1969	HS MATH TEACHER	HIGH SCHOOL	\$ 61,376.85	\$ -	\$ 61,376.85
LEVESQUE	CHARLOTTE A	9/1/1998	TEACHER SUBSTITUTE	MAIL ONLY	\$ 4,200.00	\$ -	\$ 4,200.00
LEVINE	BETHANY	11/7/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,815.00	\$ -	\$ 2,815.00
LEVINE	ROBERT G	11/2/1976	HS MATH TEACHER	HIGH SCHOOL	\$ 54,796.08	\$ -	\$ 54,796.08
LEWIS	CHRISTINE M	1/2/2002	PREVENTION SPECIALIST	CENTERVILLE ELEMENTARY	\$ 10,746.19	\$ -	\$ 10,746.19
LEWIS	FREDERICK	9/29/1998	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,923.82	\$ -	\$ 1,923.82
LEWIS	TERRY A	8/27/2001	TECH/FOR/LIB ASST SUBSTITUTE	MAIL ONLY	\$ 784.29	\$ -	\$ 784.29
LILLY	STEVEN	8/28/2002	HS SOCIAL STUDIES TEACHER	HIGH SCHOOL	\$ 11,596.65	\$ -	\$ 11,596.65
LINDSLEY	PATRICIA A.	9/30/1991	HEALTH ASSISTANT	OSTERVILLE ELEMENTARY	\$ 19,788.24	\$ -	\$ 19,788.24
LINDY	STACEY	9/17/2001	TECHNOLOGY ASSISTANT	COTUIT ELEMENTARY	\$ 9,283.64	\$ -	\$ 9,283.64
LINEHAN	FREDERICK V.	9/1/1981	HS ACES PROG	HIGH SCHOOL	\$ 70,201.31	\$ -	\$ 70,201.31
LINNELL	ELAINE	9/19/1978	COOK III	HS CAFE SUBS	\$ 35,336.38	\$ 383.48	\$ 35,719.86
LITHWIN	WENDY M.	3/16/1994	GRADE 2 TEACHER	HYANNIS EAST ELEMENTARY	\$ 47,820.22	\$ -	\$ 47,820.22
LITTLETON	DAVID	11/1/2002	TEACHER SUBSTITUTE	HYANNIS WEST ELEMENTARY	\$ 131.20	\$ -	\$ 131.20
LIVRAMENTO	KAREN J	10/10/1995	PREVENTION SPECIALIST	COTUIT ELEMENTARY	\$ 11,128.08	\$ -	\$ 11,128.08
LODOWSKY	KELLY	8/29/2001	MS SCIENCE TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 34,150.75	\$ -	\$ 34,150.75
LOGAN MALIZIA	SUSAN E.	9/3/1985	SPED RESOURCE ROOM	HYANNIS EAST ELEMENTARY	\$ 55,875.50	\$ -	\$ 55,875.50
LOGAN	NANCY	8/28/2002	TEACHER ASSISTANT SPED	HYANNIS EAST ELEMENTARY	\$ 26,508.64	\$ -	\$ 26,508.64
LOISELLE	MIRIAM G.	9/6/1988	GRADE 2 TEACHER	CENTERVILLE ELEMENTARY	\$ 53,730.79	\$ -	\$ 53,730.79
LONCICH	JULIE	10/16/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,560.00	\$ -	\$ 1,560.00
LONG	BRENNA	6/28/2002	SUMMER CERTIFIED	MAIL ONLY	\$ 160.00	\$ -	\$ 160.00
LONG	BRENNA J.	2/11/1993	GRADE 1 TEACHER	HYANNIS EAST ELEMENTARY	\$ 50,958.44	\$ -	\$ 50,958.44
LONGORIA	ANDREW	11/29/2002	SCHOOL TUTOR	TUTORS	\$ 57,231.22	\$ -	\$ 57,231.22
LOPES	CARL A	9/5/1978	HS ART	HIGH SCHOOL	\$ 64,840.54	\$ -	\$ 64,840.54
LOPES	KATHRYN M	8/27/1997	SCHOOL SECRETARY - 12 MOS	HIGH SCHOOL	\$ 34,591.00	\$ 369.23	\$ 34,960.23
LOSORDO	KENNETH J.	9/8/1992	ELEMENTARY CHAPTER I MATH	GRADE 5 SCHOOL	\$ 52,731.11	\$ -	\$ 52,731.11
LOUCKS	MARYELLEN	8/28/2002	SCHOOL NURSE	CENTERVILLE ELEMENTARY	\$ 13,366.94	\$ -	\$ 13,366.94
LOUGHNAN	MEG	8/30/2000	SPED INCLUSION TCH	GRADE 5 SCHOOL	\$ 60,381.97	\$ -	\$ 60,381.97
LOVELL	LESTER B	9/8/1975	HEAD CUSTODIAN	OSTERVILLE ELEMENTARY	\$ 37,108.38	\$ 4,059.10	\$ 41,167.48
LOVELY	ALLAN	10/3/2002	BUS DRIVER	TRANSPORTATION OFFICE	\$ 81.02	\$ -	\$ 81.02
LUCAS	KAROLA	1/16/1997	CUSTODIAN	MIDDLE SCHOOL HYANNIS	\$ 29,363.52	\$ 1,299.96	\$ 30,663.48
LUCICH	ANN-MARIE	5/8/1989	TEACHER ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 28,724.16	\$ -	\$ 28,724.16
LUCIER	AMY	8/29/2001	MS SOCIAL STUDIES TEACHER	MIDDLE SCHOOL HYANNIS	\$ 34,028.48	\$ -	\$ 34,028.48
LUKAS	NANCY	9/7/2000	TEACHER ASSISTANT SPED	COTUIT ELEMENTARY	\$ 19,067.26	\$ -	\$ 19,067.26
LUONGO	PAULA	9/6/2000	TEACHER ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 21,660.60	\$ -	\$ 21,660.60
LYNCH	LYNDA	7/1/2001	SS SECRETARY	SYSTEM	\$ 2,490.59	\$ -	\$ 2,490.59
LYNCH	LYNDA M	9/28/1998	SCHOOL SECRETARY	MIDDLE SCHOOL MARSTONS MILLS	\$ 26,129.22	\$ 73.85	\$ 26,203.07
LYON	JENNIFER	9/10/2002	SCHOOL ASSISTANT	MARSTONS MILLS ELEMENTARY	\$ 5,025.89	\$ -	\$ 5,025.89
LYONS	MARY	11/19/2001	CAREER ACADEMY COORDINATOR	HIGH SCHOOL	\$ 43,005.77	\$ -	\$ 43,005.77

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LYTLE	GRACE	8/29/2001	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 31,454.97	\$ -	\$ 31,454.97
MACALLISTER	KIMBERLY A.	11/12/1993	GRADE 3 TEACHER	HYANNIS EAST ELEMENTARY	\$ 38,194.36	\$ -	\$ 38,194.36
MACCONNELL	STEPHEN C.	3/6/1987	MAINTENANCE LABORER	MAINTENANCE	\$ 32,608.40	\$ 564.81	\$ 33,173.21
MACDONALD	DIANNA	7/1/2002	SUMMER NON CERT	SYSTEM	\$ 2,412.50	\$ -	\$ 2,412.50
MACDONALD	DIANNA	10/28/1996	TEACHER ASSISTANT/SPED HS	HIGH SCHOOL	\$ 19,736.38	\$ -	\$ 19,736.38
MACDONALD	SARAH	7/17/2002	SUMMER NON CERT	SYSTEM	\$ 707.04	\$ -	\$ 707.04
MACDONALD	SARAH	8/27/2001	SCHOOL SECRETARY	OSTERVILLE ELEMENTARY	\$ 25,608.29	\$ -	\$ 25,608.29
MACFARLANE	WAYNE A.	10/25/1982	HEAD CUSTODIAN	GRADE 5 SCHOOL	\$ 35,296.60	\$ 2,208.17	\$ 37,504.77
MACH	ANN M	9/2/1998	MS SPED TEACHER	MIDDLE SCHOOL HYANNIS	\$ 54,195.35	\$ -	\$ 54,195.35
MACHADO	VERNA M.	10/28/1992	ELEM PRESCHOOL TEACHER	HYANNIS EAST ELEMENTARY	\$ 54,373.11	\$ -	\$ 54,373.11
MACHON	ALLEN H	9/2/1980	ELEMENTARY MUSIC - INSTRUMENTL	GRADE 5 SCHOOL	\$ 56,075.60	\$ -	\$ 56,075.60
MACKENZIE	ANDREA	5/13/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 519.42	\$ -	\$ 519.42
MACKIEWICZ	KAREN D	10/5/1998	MS ART	MIDDLE SCHOOL MARSTONS MILLS	\$ 41,850.34	\$ -	\$ 41,850.34
MACLEAN	ANNE	9/24/2001	TEACHER ASSISTANT SPED	HIGH SCHOOL	\$ 14,718.27	\$ -	\$ 14,718.27
MACLEAN	ROY	9/20/2001	BUS MONITOR	TRANSPORTATION OFFICE	\$ 10,940.47	\$ -	\$ 10,940.47
MACLEOD	JOHN	7/1/2002	SS DIRECTOR	HIGH SCHOOL	\$ 6,799.00	\$ -	\$ 6,799.00
MACLEOD	JOHN	9/2/1998	HS SOCIAL STUDIES TEACHER	HIGH SCHOOL	\$ 46,165.42	\$ -	\$ 46,165.42
MACNEILL	LAURA J	11/27/1995	SCHOOL CLERK	HYANNIS EAST ELEMENTARY	\$ 17,633.50	\$ -	\$ 17,633.50
MACRIDIS	MARY A	4/29/1999	TEACHER SUBSTITUTE	MAIL ONLY	\$ 3,736.86	\$ -	\$ 3,736.86
MADDALENA	ROBIN	9/23/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,105.00	\$ -	\$ 1,105.00
MAGNER	MICHAEL S	9/1/1999	HS COUNSELOR	HIGH SCHOOL	\$ 45,254.03	\$ -	\$ 45,254.03
MAKER	KAREN T.	2/8/1989	ELEMENTARY ART TEACHER	COTUIT ELEMENTARY	\$ 51,388.06	\$ -	\$ 51,388.06
MALONE	VINNI MARIE	8/27/1999	SCHOOL SECRETARY	HIGH SCHOOL	\$ 26,129.22	\$ 178.46	\$ 26,307.68
MALOY	SANDRA H.	9/28/1989	GRADE 3 TEACHER	COTUIT ELEMENTARY	\$ 59,231.37	\$ -	\$ 59,231.37
MAMLOCK	LAUREN	9/9/2002	TEACHER ASSISTANT	BARNSTABLE WEST BARNSTABLE	\$ 3,053.50	\$ -	\$ 3,053.50
MANDEVILLE-	DIANE	8/29/2001	GATEWAY SPEC/LINDA PULEO	GRADE 5 SCHOOL	\$ 32,099.87	\$ -	\$ 32,099.87
MCNAMARA							
MANFREDI	CAROL A.	9/4/1990	HEALTH ASSISTANT	BARNSTABLE WEST BARNSTABLE	\$ 22,022.78	\$ -	\$ 22,022.78
MANFREDI	MEGHANN	12/20/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 363.24	\$ -	\$ 363.24
MANION	FRAN	9/4/1990	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 34,510.68	\$ -	\$ 34,510.68
MANOS	MARIA	5/6/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 257.14	\$ -	\$ 257.14
MARCOTTE	ANN-MARIE	9/17/2001	TEACHER ASSISTANT SPED	BARNSTABLE WEST BARNSTABLE	\$ 6,873.64	\$ -	\$ 6,873.64
MARK	CAITLIN G	3/16/1998	SCHOOL ASSIST SUBSTITUTE	MAIL ONLY	\$ 186.42	\$ -	\$ 186.42
MARK	KATHLEEN M.	9/26/1988	SCHOOL ASSISTANT	COTUIT ELEMENTARY	\$ 19,222.96	\$ -	\$ 19,222.96
MARKS	LEISA	8/31/1994	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 48,592.26	\$ -	\$ 48,592.26
MARKS	LEISA	7/29/2002	SUMMER CERTIFIED	SYSTEM	\$ 1,465.00	\$ -	\$ 1,465.00
MARKWELL	STEPHANIE	8/28/2002	SPED RESOURCE ROOM	BARNSTABLE WEST BARNSTABLE	\$ 12,733.35	\$ -	\$ 12,733.35
MARNEY	THERESA	5/24/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
MARTIN	ANN L.	9/8/1981	MS PHYSICAL EDUCATION	MIDDLE SCHOOL HYANNIS	\$ 53,865.28	\$ -	\$ 53,865.28
MARTIN	MARYLOU	12/18/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 127.36	\$ -	\$ 127.36
MARTY	ROBERT	4/3/2001	SCHOOL TUTOR	TUTORS	\$ 1,550.00	\$ -	\$ 1,550.00
MARZ	PAUL L	8/27/1997	SCH DOCTOR	MAIL ONLY	\$ 17,218.24	\$ -	\$ 17,218.24
MASON	LESTER D	3/20/1998	TEACHER SUBSTITUTE	MAIL ONLY	\$ 7,605.00	\$ -	\$ 7,605.00
MASON	MARY J	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 300.00	\$ -	\$ 300.00
MASON	MARY J.	9/8/1987	HS HOME ECONOMICS	HIGH SCHOOL	\$ 62,885.77	\$ -	\$ 62,885.77
MASON	SHARON	8/29/2001	MS SPED TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 55,475.62	\$ -	\$ 55,475.62
MATTSON	ELISSA	7/1/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 1,035.00	\$ -	\$ 1,035.00
MAZZEO	BRENDA A.	9/8/1992	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 56,733.63	\$ -	\$ 56,733.63

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MCAULIFFE LINDA	6/19/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 375.00	\$ -	\$ 375.00
MCBRIEN JACQUELINE	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 1,221.00	\$ -	\$ 1,221.00
MCBRIEN JACQUELINE E	8/31/1994	TEACHER ASSISTANT	HYANNIS EAST ELEMENTARY	\$ 19,388.11	\$ -	\$ 19,388.11
MCCAREY CAROLE A.	9/2/1986	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 55,913.78	\$ -	\$ 55,913.78
MCCARTHY CAITLIN	2/25/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 325.00	\$ -	\$ 325.00
MCCARTHY HEATHER K.	10/15/1992	MS SOCIAL STUDIES TEACHER	MIDDLE SCHOOL HYANNIS	\$ 53,584.58	\$ -	\$ 53,584.58
CATTABRIGA MCCARTHY DARLENE	1/25/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 520.00	\$ -	\$ 520.00
MCCARTHY ELAINE	11/18/2002	SCHOOL NURSE	OSTERVILLE BAY ELEMENTARY	\$ 2,721.04	\$ -	\$ 2,721.04
MCCARTHY JOELLE	8/28/2002	KINDERGARTEN TEACHER	HYANNIS WEST ELEMENTARY	\$ 7,547.83	\$ -	\$ 7,547.83
MCCARTHY LAUREL	8/28/2002	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 28,457.36	\$ -	\$ 28,457.36
MCCARTHY LAUREL	6/19/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 1,250.00	\$ -	\$ 1,250.00
MCCARTHY PHYLLIS	2/1/1993	SCHOOL CLERK	GRADE 5 SCHOOL	\$ 16,187.92	\$ -	\$ 16,187.92
MCCARTHY RICHARD M.	7/1/1993	FOREMAN+50	MIDDLE SCHOOL HYANNIS	\$ 33,704.58	\$ 3,835.22	\$ 37,539.80
MCCARTHY STACY L	9/5/1995	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 39,081.79	\$ -	\$ 39,081.79
MCCARTY CAROLE	11/12/2002	MS RESOURCE ROOM TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 7,569.73	\$ -	\$ 7,569.73
MCCORMACK JULIA	8/28/2002	OCCUPATIONAL THERAPIST	MARSTONS MILLS ELEMENTARY	\$ 13,355.64	\$ -	\$ 13,355.64
MCCORMACK SARAH	8/29/2001	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 32,054.97	\$ -	\$ 32,054.97
MCCRACKEN ANNELIESE	8/29/2001	MS WORLD LANGUAGE	MIDDLE SCHOOL MARSTONS MILLS	\$ 4,001.63	\$ -	\$ 4,001.63
MCDEVITT MICHELLE	3/6/2001	TEACHER SUBSTITUTE	GRADE 5 SCHOOL	\$ 13,261.07	\$ -	\$ 13,261.07
MCDONALD DANIEL	5/24/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 520.00	\$ -	\$ 520.00
MCDONALD LESLIE	7/17/2002	SUMMER NON CERT	SYSTEM	\$ 824.88	\$ -	\$ 824.88
MCDONALD LESLIE J	9/4/2001	SCHOOL SECRETARY	OSTERVILLE BAY ELEMENTARY	\$ 25,364.50	\$ -	\$ 25,364.50
MCDONALD PATRICIA S	9/3/1985	GRADE 1 TEACHER	MARSTONS MILLS EAST ELEM	\$ 53,830.63	\$ -	\$ 53,830.63
MCDONALD THOMAS F	9/4/1973	ELEMENTARY PRINCIPAL	GRADE 5 SCHOOL	\$ 98,699.96	\$ -	\$ 98,699.96
MCEACHERN MARIE	3/10/1987	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 54,344.47	\$ -	\$ 54,344.47
MCEACHERN MARIE	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 770.00	\$ -	\$ 770.00
MCGONAGLE ELIZABETH	3/19/2002	SCHOOL TUTOR	TUTORS	\$ 840.00	\$ -	\$ 840.00
MCGONIGLE MERCY	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 660.00	\$ -	\$ 660.00
MCGONIGLE MERCY E.	9/9/1993	TEACHER ASSISTANT	HYANNIS WEST ELEMENTARY	\$ 14,286.62	\$ -	\$ 14,286.62
MCHUGH ELIZABETH	11/8/1999	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
MCHUGH JOANNE P	6/8/1998	TEACHER SUBSTITUTE	CENTERVILLE ELEMENTARY	\$ 130.00	\$ -	\$ 130.00
MCILVIN JENNIFER	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 2,187.50	\$ -	\$ 2,187.50
MCILVIN JENNIFER V	8/31/1994	ELEMENTARY SPED TEACHER	MARSTONS MILLS EAST ELEM	\$ 28,986.22	\$ -	\$ 28,986.22
MCKANE LINDA T.	10/18/1982	HS PERSONAL DEVELOPMENT TCHR	HIGH SCHOOL	\$ 55,901.39	\$ -	\$ 55,901.39
MCKNIGHT ROBERT	12/12/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,160.44	\$ -	\$ 1,160.44
MCLANE MARTHA J.	9/7/1994	HS SYSTEMS ADMINISTRATOR	HIGH SCHOOL	\$ 37,451.09	\$ 466.66	\$ 37,917.75
MCLAUGHLIN LOIS	8/28/2002	HIGH SCHOOL ALP PROG	HIGH SCHOOL	\$ 19,644.21	\$ -	\$ 19,644.21
MCLAUGHLIN MAUREEN	8/30/2000	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 39,673.76	\$ -	\$ 39,673.76
MCLEAN PATRICIA	11/6/2001	EMPLOYMENT SPECIALIST	HIGH SCHOOL	\$ 20,307.20	\$ -	\$ 20,307.20
MCLEAVEY-FISHER CATHERINE M.	11/3/1994	TEACHER ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 18,111.66	\$ -	\$ 18,111.66
MCLELLAN DAVID	2/26/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 845.00	\$ -	\$ 845.00
MCLEOD III JOHN W	9/3/1985	BTA PRESIDENT	BARNSTABLE WEST BARNSTABLE	\$ 56,533.51	\$ -	\$ 56,533.51
MCLEOD JANET B	10/8/1987	GRADE 4 TEACHER	BARNSTABLE WEST BARNSTABLE	\$ 55,879.52	\$ -	\$ 55,879.52
MCMAHON VERONICA C	9/5/1995	TEACHER ASSISTANT	GRADE 5 SCHOOL	\$ 16,607.76	\$ -	\$ 16,607.76
MCNAMARA CAITILIN	2/11/2002	TEACHER ASSISTANT SPED	GRADE 5 SCHOOL	\$ 5,628.08	\$ -	\$ 5,628.08
MCNAMARA JEAN M.	9/14/1987	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 57,018.64	\$ -	\$ 57,018.64

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MCNAUGHTON	ALLISON	6/28/2002	SUMMER MISC CERTIFIED	MAIL ONLY	\$ 3,000.00	\$ -	\$ 3,000.00
MCNAUGHTON	ALLISON J.	1/15/1986	MS MATH TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 55,810.22	\$ -	\$ 55,810.22
MCNULTY	MAUREEN A.	6/8/1981	TEACHER SUBSTITUTE	MAIL ONLY	\$ 6,223.46	\$ -	\$ 6,223.46
MCPARTLAND	AUDREY	6/19/2000	SUMMER CERTIFIED	SYSTEM	\$ 1,020.00	\$ -	\$ 1,020.00
MCPARTLAND	AUDREY K	8/30/2000	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 34,078.48	\$ -	\$ 34,078.48
MCPHERSON	SHARON K	5/22/1989	ADMIN ASST SUPERINTENDENT	ADMIN - CENTRAL OFFICE	\$ 51,708.33	\$ 2,744.71	\$ 54,453.04
MEADE	TERRI A	3/23/1998	TEACHER ASSISTANT SPED	HYANNIS WEST ELEMENTARY	\$ 16,543.85	\$ -	\$ 16,543.85
MEDEIROS	MARY	5/30/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 197.28	\$ -	\$ 197.28
MEDEIROS	TERRI	8/28/2002	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 19,912.14	\$ -	\$ 19,912.14
MEDUSKI	JEAN	7/2/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 310.00	\$ -	\$ 310.00
MEDWIN	KATHE	1/31/2000	TEACHER ASSISTANT/SPED HS	HIGH SCHOOL	\$ 27,694.83	\$ -	\$ 27,694.83
MEGATHLIN	KAREN	8/29/2001	HS SPED TEACHER	HIGH SCHOOL	\$ 58,871.88	\$ -	\$ 58,871.88
MEGATHLIN	KAREN	7/16/2002	SUMMER CERTIFIED	SYSTEM	\$ 600.00	\$ -	\$ 600.00
MENDLES	JOHN	11/19/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 715.00	\$ -	\$ 715.00
MERCURI	MARIA R.	10/11/1991	GRADE 2 TEACHER	OSTERVILLE ELEMENTARY	\$ 53,430.75	\$ -	\$ 53,430.75
MERRILL	DOREEN M.	1/4/1992	GRADE 3 TEACHER	COTUIT ELEMENTARY	\$ 52,291.11	\$ -	\$ 52,291.11
METRANO	ANTHONY	8/29/2001	HS COUNSELOR	HIGH SCHOOL	\$ 31,408.86	\$ -	\$ 31,408.86
MICHAEL	THOMAS	3/12/2002	PER DIEM MS ASST PRINCIPAL	MAIL ONLY	\$ 9,152.00	\$ -	\$ 9,152.00
MIKA	JOHN	7/1/2002	ASST PRINCIPAL HS	HIGH SCHOOL	\$ 78,226.48	\$ -	\$ 78,226.48
MILLER	MARGARET	9/23/1997	TEACHER ASSISTANT/SPED MS	MIDDLE SCHOOL MARSTONS MILLS	\$ 19,636.17	\$ -	\$ 19,636.17
MILLER	MARGARET	7/9/2001	SUMMER MISC CERTIFIED	SYSTEM	\$ 160.00	\$ -	\$ 160.00
MILLER	NANCY D.	8/28/1996	ELEMENTARY ART TEACHER	HYANNIS WEST ELEMENTARY	\$ 56,516.82	\$ -	\$ 56,516.82
MILLS	JOHN P	8/28/1996	HS ACES PROG	HIGH SCHOOL	\$ 42,709.42	\$ -	\$ 42,709.42
MILNE	FRANCES	2/18/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ -	\$ -	\$ -
MILOS	MAUREEN	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 320.00	\$ -	\$ 320.00
MILOS	MAUREEN E.	9/7/1993	MS ACES PROG	MIDDLE SCHOOL HYANNIS	\$ 53,510.75	\$ -	\$ 53,510.75
MIMS	DEBORAH	2/14/2002	BUS DRIVER	TRANSPORTATION OFFICE	\$ 17,573.97	\$ -	\$ 17,573.97
MINARIK	LYNDA	8/29/2001	SCHOOL NURSE	HYANNIS WEST ELEMENTARY	\$ 19,022.32	\$ -	\$ 19,022.32
MINDEL	SIDNEY	10/8/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 650.00	\$ -	\$ 650.00
MINOR	MISSY	1/6/2003	TEACHER ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 2,999.76	\$ -	\$ 2,999.76
MIORANDI	RALPH	6/28/2002	SUMMER MISC CERTIFIED	MAIL ONLY	\$ 3,000.00	\$ -	\$ 3,000.00
MIORANDI	RALPH E.	2/7/1986	MS SCIENCE TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 51,888.10	\$ -	\$ 51,888.10
MITCHELL	CATHERINE	8/28/2002	HS RESOURCE ROOM	HIGH SCHOOL	\$ 17,862.34	\$ -	\$ 17,862.34
MITCHELL	PATRICIA E	9/13/1977	TEACHER ASSISTANT SPED	CENTERVILLE ELEMENTARY	\$ 17,128.02	\$ -	\$ 17,128.02
MITCHELL	TRACEY	10/29/2002	SCHOOL SECRETARY SUB	MAIL ONLY	\$ 457.92	\$ -	\$ 457.92
MOHRE	JANET B.	9/8/1981	HS HEALTH EDUCATION	HIGH SCHOOL	\$ 57,485.15	\$ -	\$ 57,485.15
MOLINARI	DANIEL	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 962.50	\$ -	\$ 962.50
MOLINARI	NANCY A.	3/18/1994	SECY SPED	ADMIN - CENTRAL OFFICE	\$ 29,640.96	\$ -	\$ 29,640.96
MONIZ	MARYKATE	1/27/2003	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 650.00	\$ -	\$ 650.00
MONROE	DENISE	8/28/2002	MS SCIENCE TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 10,969.29	\$ -	\$ 10,969.29
MONROE	JOSETTE M.	1/3/1991	TEACHER ASSISTANT	CENTERVILLE ELEMENTARY	\$ 18,567.87	\$ -	\$ 18,567.87
MONSON, JR.	LEONARD	8/30/2000	MS MATH TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 37,167.48	\$ -	\$ 37,167.48
MONTESI	PATRICIA J	8/27/1997	ELEM READING	COTUIT ELEMENTARY	\$ 56,133.63	\$ -	\$ 56,133.63
MOORE	CHRISTINE A.	3/22/1993	TEACHER ASSISTANT SPED	CENTERVILLE ELEMENTARY	\$ 17,892.66	\$ -	\$ 17,892.66
MORALES	HARRY J	9/1/1999	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 59,462.11	\$ -	\$ 59,462.11
MORAN	SHARLENE	9/6/1989	MS CHPT 1 READING	MIDDLE SCHOOL HYANNIS	\$ 58,376.97	\$ -	\$ 58,376.97
MORASSI	JEFFREY S	8/27/1999	GRADE 1 TEACHER	MARSTONS MILLS EAST ELEM	\$ 38,194.36	\$ -	\$ 38,194.36
MORASSI	JENNIFER	7/1/2002	SUMMER MISC CERTIFIED	HIGH SCHOOL	\$ 2,070.00	\$ -	\$ 2,070.00

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Name	Date of Hire	Job Description	School	Gross	Overtime	Total
MORASSI JENNIFER	5/15/1998	HS MATH TEACHER	HIGH SCHOOL	\$ 38,374.36	\$ -	\$ 38,374.36
MORGAN DEBORA R	7/26/1999	TECHNOLOGY COORD GR5	GRADE 5 SCHOOL	\$ 56,374.89	\$ -	\$ 56,374.89
MORGAN J. BRADLEY	6/24/2002	CUSTODIAN	HYANNIS EAST ELEMENTARY	\$ 29,101.26	\$ 119.13	\$ 29,220.39
MORGAN KAITLYN	5/29/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 195.00	\$ -	\$ 195.00
MORGAN RUTHANNE M	1/5/1998	SCHOOL TUTOR	TUTORS	\$ 700.00	\$ -	\$ 700.00
MORGAN SUZANNE L	11/19/1996	SCHOOL ASSISTANT	MARSTONS MILLS EAST ELEM	\$ 9,900.86	\$ -	\$ 9,900.86
MORGAN-BROWN DENISE L	9/4/1973	MS PHYSICAL EDUCATION	MIDDLE SCHOOL MARSTONS MILLS	\$ 54,861.53	\$ -	\$ 54,861.53
MORIN C PAMELA	9/5/1973	GRADE 1 TEACHER	BARNSTABLE WEST BARNSTABLE	\$ 57,351.60	\$ -	\$ 57,351.60
MORIN PATRICIA S	9/9/1997	SCHOOL ASSISTANT	HYANNIS EAST ELEMENTARY	\$ 8,269.15	\$ -	\$ 8,269.15
MORITZ BARBARA A	10/7/1992	CS2 MS ENTREPRENEUR	MIDDLE SCHOOL HYANNIS	\$ 50,455.47	\$ -	\$ 50,455.47
MORRISSEY PAUL	9/12/1994	HS SOCIAL STUDIES TEACHER	HIGH SCHOOL	\$ 49,178.87	\$ -	\$ 49,178.87
MORSE BARBARA L	12/13/1977	LIBRARY ASSIST HIGH SCHOOL	HIGH SCHOOL	\$ 16,864.90	\$ -	\$ 16,864.90
MORSE KAITLIN	1/9/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 195.00	\$ -	\$ 195.00
MORSE KARI C	8/27/1997	GRADE 4 TEACHER	MAIL ONLY	\$ 21,907.61	\$ -	\$ 21,907.61
MORSE WILLIAM	7/11/2000	CUSTODIAN	HIGH SCHOOL CUSTODIANS	\$ 26,782.16	\$ 5,785.20	\$ 32,567.36
MOSBY LORETTA	11/19/2001	SPED TA SUBSTITUTE	MAIL ONLY	\$ 3,239.60	\$ -	\$ 3,239.60
MOSHER JAMES	12/9/1996	TEACHER ASSIST PED	GRADE 5 SCHOOL	\$ 23,379.28	\$ -	\$ 23,379.28
MOTTA LOIS	8/28/2002	SCHOOL TUTOR	TUTORS	\$ 2,690.00	\$ -	\$ 2,690.00
MOTTE KATHLEEN	10/1/2001	TA SPED PRESCHOOL	MARSTONS MILLS EAST ELEM	\$ 6,212.35	\$ -	\$ 6,212.35
MOYNIHAN DENNIS P	9/4/1990	GRADE 4 TEACHER	MARSTONS MILLS EAST ELEM	\$ 53,430.75	\$ -	\$ 53,430.75
MULCAHY JAMES	8/28/2002	HS PHYS ED/HEALTH	HIGH SCHOOL	\$ 12,877.29	\$ -	\$ 12,877.29
MULGREW MICHAEL D.	9/7/1993	MS ENGLISH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 48,346.89	\$ -	\$ 48,346.89
MULHOLLAND LETISHA L	12/19/1996	GRADE 1 TEACHER	CENTERVILLE ELEMENTARY	\$ 41,574.36	\$ -	\$ 41,574.36
MULLALY WILLIAM T.	4/26/1993	MAINTENANCE MECHANIC	MAINTENANCE	\$ 43,132.80	\$ 2,405.08	\$ 45,537.88
MULLEN DONNA M.	11/6/1997	FINANCE CLERK	ADMIN - CENTRAL OFFICE	\$ 35,774.83	\$ -	\$ 35,774.83
MULLIN JENNIFER	6/28/2002	SUMMER MISC CERTIFIED	MAIL ONLY	\$ 300.00	\$ -	\$ 300.00
MULLIN JENNIFER	11/30/1998	MS ENGLISH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 36,745.11	\$ -	\$ 36,745.11
MURPHY KARA	12/2/2002	CO TEACHER	CENTERVILLE ELEMENTARY	\$ 4,730.95	\$ -	\$ 4,730.95
MURPHY KAREN	1/2/2003	BUS DRIVER	TRANSPORTATION OFFICE	\$ 197.65	\$ -	\$ 197.65
MURPHY KATHLEEN	4/22/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 254.28	\$ -	\$ 254.28
MURPHY MARTHA	3/9/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,000.00	\$ -	\$ 1,000.00
MURPHY VIRGINIA S	9/4/1973	GRADE 4 TEACHER	CENTERVILLE ELEMENTARY	\$ 42,472.14	\$ -	\$ 42,472.14
MURPHY-JOAN	9/6/1983	GRADE 2 TEACHER	BARNSTABLE WEST BARNSTABLE	\$ 53,830.63	\$ -	\$ 53,830.63
WIGHTMAN						
MURRAY PRISCILLA	8/29/2001	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 34,750.75	\$ -	\$ 34,750.75
MUTARELLI DANIELLE	2/2/2000	ASST FOREIGN LANGUAGE	MARSTONS MILLS ELEMENTARY	\$ 3,140.44	\$ -	\$ 3,140.44
MUTRIE STEPHANIE	5/23/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 325.00	\$ -	\$ 325.00
MYERS ELIZABETH F	9/5/1989	GRADE 2 TEACHER	MARSTONS MILLS EAST ELEM	\$ 34,575.68	\$ -	\$ 34,575.68
NADOLNY LAURA E	9/4/1979	SPEECH THERAPIST	MARSTONS MILLS EAST ELEM	\$ 59,857.93	\$ -	\$ 59,857.93
NANN DONALD	3/25/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,069.00	\$ -	\$ 2,069.00
NASH ANGELA	8/28/2002	JTEC SOCIAL WORKER	HIGH SCHOOL	\$ 11,924.64	\$ -	\$ 11,924.64
NAWOICHIK LONNIE R	2/24/1997	SCHOOL ASSISTANT	HYANNIS WEST ELEMENTARY	\$ 8,627.85	\$ -	\$ 8,627.85
NEDD WESLEY	11/30/2000	CUSTODIAN	HIGH SCHOOL CUSTODIANS	\$ 26,191.90	\$ 3,803.99	\$ 29,995.89
NEISER ELIZABETH H.	9/8/1992	GRADE 2 TEACHER	CENTERVILLE ELEMENTARY	\$ 52,094.74	\$ -	\$ 52,094.74
NELSON SUZANNE	9/24/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,527.50	\$ -	\$ 1,527.50
NEMETZ-GAIL	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 480.00	\$ -	\$ 480.00
HAUSSMANN						
NEMETZ-GAIL	10/2/1997	LIBRARY ASSISTANT	HYANNIS WEST ELEMENTARY	\$ 18,102.02	\$ -	\$ 18,102.02

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HAUSSMANN							
NERI	AMY	7/1/2002	SUMMER NON CERT	SYSTEM	\$ 2,175.00	\$ -	\$ 2,175.00
NERI	AMY K	9/15/1997	TEACHER ASSISTANT/SPED HS	HIGH SCHOOL	\$ 23,800.66	\$ -	\$ 23,800.66
NETTO	MICHELE	8/28/2002	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 12,883.86	\$ -	\$ 12,883.86
NEWTON	JOSEPH	1/2/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 39.80	\$ -	\$ 39.80
NICHOLS	MARY-BETH	9/22/1989	CHAPTER I TEACHER	HYANNIS WEST ELEMENTARY	\$ 30,732.08	\$ -	\$ 30,732.08
NICHOLSON	MARGARET M	9/11/1997	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 13,617.71	\$ -	\$ 13,617.71
NICKANDROS	ELAINE	4/23/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 524.56	\$ -	\$ 524.56
NICKERSON	DALE	7/10/2000	SUMMER MISC NON-CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
NICKERSON	DALE	10/13/1998	TEACHER ASSISTANT/SPED MS	MIDDLE SCHOOL HYANNIS	\$ 17,762.47	\$ -	\$ 17,762.47
NICKERSON	EVELYN L.	11/1/1992	CAFETERIA WORKER	MIDDLE SCHOOL MARSTONS MILLS	\$ 10,179.37	\$ -	\$ 10,179.37
NICKERSON	GARY	7/8/2002	CUSTODIAN	HIGH SCHOOL CUSTODIANS	\$ 29,868.75	\$ 1,080.18	\$ 30,948.93
NICKERSON	NANCY	1/14/1987	SPED RESOURCE ROOM	HYANNIS WEST ELEMENTARY	\$ 60,642.41	\$ -	\$ 60,642.41
NICKERSON	P. LUCEY	12/6/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 455.00	\$ -	\$ 455.00
NICOLAS	NANCY	7/5/2001	SUMMER NON CERT	SYSTEM	\$ 3,600.00	\$ -	\$ 3,600.00
NICOLAS	NANCY E	9/5/1995	TECHNOLOGY ASSISTANT	CENTERVILLE ELEMENTARY	\$ 21,578.26	\$ -	\$ 21,578.26
NIEMI	CHERYL A	1/19/1999	TEACHER SUBSTITUTE	MAIL ONLY	\$ -	\$ -	\$ -
NIEMI	JENNIFER	1/28/2002	ASST FOREIGN LANGUAGE	CENTERVILLE ELEMENTARY	\$ 1,034.16	\$ -	\$ 1,034.16
NOLAN	JUDITH L	11/20/1995	COMM SVC LRNG COORD	HIGH SCHOOL	\$ 22,386.84	\$ 628.83	\$ 23,015.67
NOLAN	MICHELLE	5/31/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 455.00	\$ -	\$ 455.00
NOLAN	WILLIAM	9/2/1986	ELEMENTARY COUNSELOR	HYANNIS WEST ELEMENTARY	\$ 57,368.23	\$ -	\$ 57,368.23
NOONAN	SARA T	7/1/1974	SCHOOL SECRETARY	HIGH SCHOOL	\$ 34,449.30	\$ 380.03	\$ 34,829.33
NOONE	ROSEMARY	8/29/2001	HS MATH TEACHER	HIGH SCHOOL	\$ 25,424.30	\$ -	\$ 25,424.30
NOREEN	MAURA	10/1/2001	GRADE 1 TEACHER	OSTERVILLE ELEMENTARY	\$ 35,310.10	\$ -	\$ 35,310.10
NORMAN	RICHARD H	2/1/1993	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,839.00	\$ -	\$ 2,839.00
NORWOOD FIZELL	WENDY L.	9/8/1992	KINDERGARTEN TEACHER	OSTERVILLE ELEMENTARY	\$ 56,133.63	\$ -	\$ 56,133.63
NOURI	MARILYN	2/2/2000	CS2 GRADE 5 ENTREPRENEUR	HIGH SCHOOL	\$ 50,018.69	\$ -	\$ 50,018.69
NOVAK	JOHN	10/29/2002	CUSTODIAN	HYANNIS EAST ELEMENTARY	\$ 3,298.40	\$ 279.00	\$ 3,577.40
NUNES	SUSAN J.	9/4/1990	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 56,075.62	\$ -	\$ 56,075.62
NUSBAUM	JULIET	8/28/2002	TEACHER ASSISTANT ESL	MIDDLE SCHOOL MARSTONS MILLS	\$ 6,009.78	\$ -	\$ 6,009.78
OAKLEY	BRUCE	2/10/1987	CUSTODIAN	OSTERVILLE ELEMENTARY	\$ 5,485.62	\$ -	\$ 5,485.62
OAKLEY	FRANKLIN	7/10/2000	BUS DRIVER	TRANSPORTATION OFFICE	\$ 33.75	\$ -	\$ 33.75
OAKLEY	RODNEY P.	8/29/1994	HEAD CUSTODIAN	MARSTONS MILLS EAST ELEM	\$ 36,224.84	\$ 9,056.95	\$ 45,281.79
OAKLEY	SCOTT A	10/15/1996	CUSTODIAN	MIDDLE SCHOOL HYANNIS	\$ 29,699.20	\$ 244.97	\$ 29,944.17
OBERTMAN	JARED	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 560.00	\$ -	\$ 560.00
OBERTON	JANICE	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
OBERTON	JANICE A.	10/19/1987	GRADE 3 TEACHER	HYANNIS WEST ELEMENTARY	\$ 46,536.57	\$ -	\$ 46,536.57
OBERTON	RICHARD	10/8/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 4,875.00	\$ -	\$ 4,875.00
O'BRIEN	ANNETTE	10/17/1977	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 53,930.73	\$ -	\$ 53,930.73
O'BRIEN	JILL	9/27/1991	GRADE 4 TEACHER	CENTERVILLE ELEMENTARY	\$ 15,103.16	\$ -	\$ 15,103.16
O'BRIEN	KATHLEEN	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 320.00	\$ -	\$ 320.00
O'BRIEN	KATHLEEN	8/30/2000	MS RESOURCE ROOM TEACHER	MIDDLE SCHOOL HYANNIS	\$ 40,983.16	\$ -	\$ 40,983.16
O'BRIEN	TINA	11/21/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 325.00	\$ -	\$ 325.00
OCKERBLOOM	MAURA T.	9/9/1993	TEACHER ASSISTANT	HYANNIS EAST ELEMENTARY	\$ 16,176.62	\$ -	\$ 16,176.62
O'CLAIR	JEANMARIE	10/8/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 12,394.63	\$ -	\$ 12,394.63
O'CONNELL	KAREN J.	9/8/1992	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 50,188.88	\$ -	\$ 50,188.88
O'CONNOR	KATHRYN	7/1/2001	SS DIRECTOR	SYSTEM	\$ 6,799.00	\$ -	\$ 6,799.00
O'CONNOR	KATHRYN A	9/5/1978	CHAPTER I MATH	HYANNIS EAST ELEMENTARY	\$ 60,689.95	\$ -	\$ 60,689.95

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O'CONNOR	THOMAS J	12/2/1996	GR5 BEHAVIOR-REG ED.	GRADE 5 SCHOOL	\$ 56,155.62	\$ -	\$ 56,155.62	
O'CONNOR	YVONNE	6/19/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 43.75	\$ -	\$ 43.75	
O'CONNOR	YVONNE	9/4/1990	PRESCHOOL SPED TEACHER	MARSTONS MILLS EAST ELEM	\$ 58,376.97	\$ -	\$ 58,376.97	
O'HARA	THERESA L.	9/26/1991	GRADE 1 TEACHER	HYANNIS WEST ELEMENTARY	\$ 53,430.75	\$ -	\$ 53,430.75	
OHRN	LYNN	2/4/2002	GRADE 2 TEACHER	CENTERVILLE ELEMENTARY	\$ 19,731.51	\$ -	\$ 19,731.51	
O'KEEFFE	TIMOTHY	4/10/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,976.00	\$ -	\$ 2,976.00	
O'LEARY	ROBERT M	9/5/1978	MS SOCIAL STUDIES TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 59,413.51	\$ -	\$ 59,413.51	
O'NEIL	CORINNE	10/15/2001	HS SPED TEACHER	HIGH SCHOOL	\$ 55,858.21	\$ -	\$ 55,858.21	
O'NEIL	CORINNE	7/1/2002	SUMMER CERTIFIED	SYSTEM	\$ 490.00	\$ -	\$ 490.00	
O'NEIL	JASEN	9/23/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 975.00	\$ -	\$ 975.00	
O'NEIL	LOUISE	12/3/2001	SECRETARY SUBSTITUTE	HIGH SCHOOL	\$ 555.60	\$ -	\$ 555.60	
O'NEIL	NANCY J	10/5/1999	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,015.00	\$ -	\$ 2,015.00	
O'NEILL	ALICE E	10/7/1999	TEACHER SUBSTITUTE	MAIL ONLY	\$ -	\$ -	\$ -	
ORCUTT	SALLY L.	9/8/1992	ELEM READING	OSTERVILLE BAY ELEMENTARY	\$ 58,376.97	\$ -	\$ 58,376.97	
ORFANOS	ELIZABETH	4/1/1972	LIBRARY ASST MIDDLE SCHOOL	GRADE 5 SCHOOL	\$ 19,393.31	\$ -	\$ 19,393.31	
ORFANOS	ELIZABETH	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 640.00	\$ -	\$ 640.00	
ORFITELLI	KAREN	8/29/2001	HS PM SCHOOL	HIGH SCHOOL	\$ 27,373.23	\$ -	\$ 27,373.23	
ORR	BETHANN	6/19/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 1,300.00	\$ -	\$ 1,300.00	
ORR	BETHANN R	9/1/1999	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 42,594.07	\$ -	\$ 42,594.07	
OSBORNE	MARY M	9/8/1998	TEACHER ASSISTANT/SPED MS	MIDDLE SCHOOL MARSTONS MILLS	\$ 9,902.84	\$ -	\$ 9,902.84	
O'SHAUGHNESSY	CAROLYN	7/1/2002	SUMMER NON CERT	SYSTEM	\$ 1,937.25	\$ -	\$ 1,937.25	
O'SHAUGHNESSY	CAROLYN R.F.	9/4/1991	TEACHER ASSISTANT SPED	MIDDLE SCHOOL HYANNIS	\$ 19,901.73	\$ -	\$ 19,901.73	
OSTRANDER	PHYLLIS	5/24/2001	SCHOOL ASSISTANT SUBSTITUTE	MAIL ONLY	\$ 203.46	\$ -	\$ 203.46	
O'TOOLE	ED	6/28/2002	SUMMER CERTIFIED	MAIL ONLY	\$ 160.00	\$ -	\$ 160.00	
O'TOOLE	EDWARD	9/3/1985	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 60,898.12	\$ -	\$ 60,898.12	
O'TOOLE	MICHAEL I.	8/28/1996	GRADE 4 TEACHER	HYANNIS WEST ELEMENTARY	\$ 42,709.42	\$ -	\$ 42,709.42	
OTTO	JOAN	9/5/2000	BUS MONITOR	TRANSPORTATION OFFICE	\$ 7,291.34	\$ -	\$ 7,291.34	
OUIMETTE	MARSHA	2/28/1991	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,820.00	\$ -	\$ 1,820.00	
OWEN	SEAN	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00	
OWEN	SEAN P	7/6/1998	GRADE 1 TEACHER	OSTERVILLE ELEMENTARY	\$ 45,548.00	\$ -	\$ 45,548.00	
PADGETT	MARY JOYCE	12/4/1989	ELEM READING	HYANNIS EAST ELEMENTARY	\$ 56,114.08	\$ -	\$ 56,114.08	
PALMER	PATRICIA	10/18/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 421.83	\$ -	\$ 421.83	
PAPARO	FRANCES	4/19/1983	SECRETARY DIR SPED	ADMIN - CENTRAL OFFICE	\$ 41,240.42	\$ -	\$ 41,240.42	
PAPPAS	RONALD C	12/26/1995	CUSTODIAN	HYANNIS WEST ELEMENTARY	\$ 29,829.67	\$ 1,739.83	\$ 31,569.50	
PARKE	ROBERT	2/24/1986	CUSTODIAN	MIDDLE SCHOOL MARSTONS MILLS	\$ 29,949.20	\$ 1,794.17	\$ 31,743.37	
PARKE	SUSAN	9/19/1977	GRADE 2 TEACHER	BARNSTABLE WEST BARNSTABLE	\$ 58,876.95	\$ -	\$ 58,876.95	
PARKER	FLORENCE M.	9/5/1989	KINDERGARTEN TEACHER	HYANNIS WEST ELEMENTARY	\$ 53,730.79	\$ -	\$ 53,730.79	
PARKER	VIRGINIA B.	1/27/1986	MS SOCIAL STUDIES TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 19,844.21	\$ -	\$ 19,844.21	
PARMENTER	RICHARD	4/23/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 4,968.00	\$ -	\$ 4,968.00	
PARTAIN	DEBORAH	8/28/2002	MS MATH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 17,539.29	\$ -	\$ 17,539.29	
PASKO	WILLIAM W	9/3/1974	MS SCIENCE TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 54,940.83	\$ -	\$ 54,940.83	
PASSAMONTE	BONNIE	9/10/2001	BUS DRIVER	TRANSPORTATION OFFICE	\$ 20,637.85	\$ -	\$ 20,637.85	
PATRIQUIN	JOHN	11/3/1997	CUSTODIAN	MIDDLE SCHOOL MARSTONS MILLS	\$ 29,713.83	\$ 1,245.02	\$ 30,958.85	
PATRIQUIN	MICHAEL	5/28/2002	CUSTODIAN	MARSTONS MILLS ELEMENTARY	\$ 11,750.72	\$ 294.30	\$ 12,045.02	
PATRIQUIN	MYLES	11/5/2001	CUSTODIAN+50	HIGH SCHOOL CUSTODIANS	\$ 25,594.40	\$ 7,204.15	\$ 32,798.55	
PATTERSON	HELEN R	8/28/2002	SCHOOL TUTOR	CENTERVILLE ELEMENTARY	\$ 25,165.11	\$ -	\$ 25,165.11	
PAULHUS	MARIE	9/10/2001	TEACHER ASSISTANT ESL	HYANNIS EAST ELEMENTARY	\$ 19,034.04	\$ -	\$ 19,034.04	
PAULHUS	MARIE	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 1,212.50	\$ -	\$ 1,212.50	

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PAYNE COOK ELIZABETH M	12/2/1996	MS SPED TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 54,395.35	\$ -	\$ 54,395.35
PEARSON CHARLES	7/16/1990	MAINTENANCE HVAC	MAINTENANCE	\$ 62,667.20	\$ 6,775.55	\$ 69,442.75
PEARSONS SCOTT T	3/17/1997	HS SOCIAL WORKER	HIGH SCHOOL	\$ 60,381.03	\$ -	\$ 60,381.03
PECK ROBERT W.	9/7/1993	HS PHYSICAL EDUCATION	HIGH SCHOOL	\$ 61,852.97	\$ -	\$ 61,852.97
PEDERSEN GRACE	7/1/2002	SUMMER NON CERT	SYSTEM	\$ 2,275.00	\$ -	\$ 2,275.00
PEDERSEN GRACE L.	10/21/1994	TEACHER ASSISTANT/SPED HS	HIGH SCHOOL	\$ 19,101.39	\$ -	\$ 19,101.39
PELKEY MARY B.	5/19/1987	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,417.86	\$ -	\$ 1,417.86
PELLS VICTORINE M	11/3/1997	CHILDCARE WORKER	CENTERVILLE ELEMENTARY	\$ 21,305.20	\$ -	\$ 21,305.20
PENDER-BOKANOVICH ELAINE	2/4/2002	GRADE 1 TEACHER	OSTERVILLE ELEMENTARY	\$ 24,000.52	\$ -	\$ 24,000.52
PENINGER AMY	7/1/2002	SUMMER CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
PENINGER AMY	8/28/2002	GRADE 3 TEACHER	MARSTONS MILLS EAST ELEM	\$ 13,980.60	\$ -	\$ 13,980.60
PENNINGTON JOY P.	9/4/1984	KINDERGARTEN TEACHER	CENTERVILLE ELEMENTARY	\$ 54,316.28	\$ -	\$ 54,316.28
PEREIRA JESSICA	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 1,518.00	\$ -	\$ 1,518.00
PEREIRA JESSICA	5/20/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 313.56	\$ -	\$ 313.56
PERKINS JANE	12/3/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
PERRONE JR MICHAEL	8/6/2001	FINANCE DIRECTOR	ADMIN - CENTRAL OFFICE	\$ 85,389.72	\$ -	\$ 85,389.72
PERRY DIANE E	6/28/1999	CUSTODIAN	MARSTONS MILLS EAST ELEM	\$ 28,051.55	\$ 3,595.31	\$ 31,646.86
PERRY JOAN	6/19/2000	SS SECRETARY	SYSTEM	\$ 721.11	\$ -	\$ 721.11
PERRY JOAN E.	9/24/1984	SCHOOL SECRETARY	GRADE 5 SCHOOL	\$ 28,643.33	\$ 296.72	\$ 28,940.05
PERRY MARY ANNE	11/13/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,750.13	\$ -	\$ 1,750.13
PERRY RICHARD A.	8/20/1990	MAINTENANCE CRAFTSMAN	MAINTENANCE	\$ 38,376.00	\$ 4,745.07	\$ 43,121.07
PERSICO PATRICIA M.	9/8/1992	GRADE 4 TEACHER	COTUIT ELEMENTARY	\$ 54,195.35	\$ -	\$ 54,195.35
PERSUITTE JOYCE A	4/12/1993	HS SOCIAL STUDIES TEACHER	HIGH SCHOOL	\$ 53,705.75	\$ -	\$ 53,705.75
PETERS ABRAM	7/26/1994	HEAD CUSTODIAN+20	MIDDLE SCHOOL HYANNIS	\$ 36,218.36	\$ 2,665.47	\$ 38,883.83
PETERS PATRICIA	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
PETERS PATRICIA A.	9/4/1984	GRADE 2 TEACHER	OSTERVILLE ELEMENTARY	\$ 61,101.55	\$ -	\$ 61,101.55
PETERSON LEA M.	9/18/1987	SUPERVISORY SEC. - 12 MOS	MIDDLE SCHOOL HYANNIS	\$ 35,827.20	\$ 83.57	\$ 35,910.77
PETERSON LESLIE	1/28/2002	TEACHER ASSISTANT SPED	HIGH SCHOOL	\$ 10,372.89	\$ -	\$ 10,372.89
PETERSON SHIRLEY E	3/12/1979	SECY SPED 10 MOS	ADMIN - CENTRAL OFFICE	\$ 31,828.93	\$ -	\$ 31,828.93
PETROVITS MARK B.	6/29/1992	MAINTENANCE SPECIALIST 2	MAINTENANCE	\$ 44,379.20	\$ 6,769.40	\$ 51,148.60
PETZE MICHAEL	8/29/2001	HS SOCIAL STUDIES TEACHER	HIGH SCHOOL	\$ 31,454.97	\$ -	\$ 31,454.97
PFEIFER LAURETTA S	9/26/1988	GRADE 2 TEACHER	CENTERVILLE ELEMENTARY	\$ 57,447.06	\$ -	\$ 57,447.06
PHILLIPS BETTY A	9/29/1995	TEACHER SUBSTITUTE	MAIL ONLY	\$ 715.00	\$ -	\$ 715.00
PHILLIPS MICHELLE	2/4/1994	TEACHER SUBSTITUTE	MAIL ONLY	\$ 9,282.00	\$ -	\$ 9,282.00
PIERCE CLARA	2/12/2001	BUS MONITOR	TRANSPORTATION OFFICE	\$ 6,037.99	\$ -	\$ 6,037.99
PIEROZZI DENNIS	3/25/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,749.00	\$ -	\$ 1,749.00
PIEROZZI MARIA	9/11/2000	MS PHYS ED/HEALTH	MIDDLE SCHOOL MARSTONS MILLS	\$ 57,952.75	\$ -	\$ 57,952.75
PIERPONT REBECCA	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 1,254.00	\$ -	\$ 1,254.00
PIERPONT REBECCA	8/28/2000	SCHOOL SECRETARY	MIDDLE SCHOOL MARSTONS MILLS	\$ 24,729.72	\$ -	\$ 24,729.72
PIKE CHARLOTTE	9/8/1970	GRADE 3 TEACHER	HYANNIS WEST ELEMENTARY	\$ 58,514.12	\$ -	\$ 58,514.12
PINA HELEN G.	9/7/1994	SCHOOL SECRETARY	MIDDLE SCHOOL MARSTONS MILLS	\$ 27,191.18	\$ -	\$ 27,191.18
PINA PAUL	9/1/2002	COACH ATHLETIC SALARIES	MAIL ONLY	\$ 1,641.00	\$ -	\$ 1,641.00
PIRES KAREN M.	9/28/1993	COOK I	COTUIT ELEMENTARY	\$ 14,210.10	\$ -	\$ 14,210.10
PITA DENISE	8/30/2000	MS ENGLISH TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 50,501.07	\$ -	\$ 50,501.07
PITRE ERIN	8/30/2000	SPED ENG AS A SEC LANG	HYANNIS EAST ELEMENTARY	\$ 43,869.42	\$ -	\$ 43,869.42
PLATT STEPHANIE A S	8/29/2001	GATEWAY SPEC/LINDA PULEO	MAIL ONLY	\$ 22,106.25	\$ -	\$ 22,106.25
PLUMB DEBORAH	8/29/2001	TEACHER ASSISTANT SPED	HYANNIS WEST ELEMENTARY	\$ 11,268.54	\$ -	\$ 11,268.54

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PLUMMER CARL	1/2/2001	CUSTODIAN	OSTERVILLE ELEMENTARY	\$ 17,817.31	\$ 600.00	\$ 18,417.31
POLACZAK NANCY	8/28/2002	TEACHER ASSISTANT SPED	GRADE 5 SCHOOL	\$ 20,288.08	\$ -	\$ 20,288.08
POLEY CARLA	10/12/2001	SCHOOL TUTOR	TUTORS	\$ 6,645.00	\$ -	\$ 6,645.00
POLICE JENNIFER	10/21/1996	PREVENTION SPECIALIST	MARSTONS MILLS EAST ELEM	\$ 22,072.60	\$ -	\$ 22,072.60
POMETTI PAMELA	8/28/2002	PSYCHOLOGIST ELEMENTARY	GRADE 5 SCHOOL	\$ 20,926.79	\$ -	\$ 20,926.79
POND ROBERT	3/22/2002	BUS DRIVER	TRANSPORTATION OFFICE	\$ 12,403.32	\$ -	\$ 12,403.32
POON NANCY	7/16/2002	SUMMER NON CERT	SYSTEM	\$ 693.00	\$ -	\$ 693.00
PORRAZZO BETTY-ANN	9/7/1971	ELEMENTARY CHAPTER I MATH	GRADE 5 SCHOOL	\$ 59,536.94	\$ -	\$ 59,536.94
PORT JENNIFER	5/20/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 195.00	\$ -	\$ 195.00
POTTS LISA M	9/3/1991	HS PM SCHOOL	HIGH SCHOOL	\$ 38,202.71	\$ -	\$ 38,202.71
POWELL ANN S	9/4/1980	CAFETERIA WORKER	HYANNIS WEST ELEMENTARY	\$ 6,187.94	\$ -	\$ 6,187.94
POWELL DEBRA M.	3/5/1985	COOK II	CENTERVILLE ELEMENTARY	\$ 21,952.30	\$ -	\$ 21,952.30
POWELL MARC	5/8/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 765.70	\$ -	\$ 765.70
POWELL SHARON	8/28/2002	MS SPED TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 21,796.94	\$ -	\$ 21,796.94
POWERS JANE E.	9/6/1984	TEACHER SUBSTITUTE	MAIL ONLY	\$ 227.50	\$ -	\$ 227.50
POWERS JANET E	1/15/1992	GRADE 1 TEACHER	MARSTONS MILLS EAST ELEM	\$ 51,388.06	\$ -	\$ 51,388.06
POYANT LUCIEN	5/17/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 390.00	\$ -	\$ 390.00
PRATT-GORRILL CHRISTINE	9/4/1990	GRADE 4 TEACHER	MARSTONS MILLS EAST ELEM	\$ 56,133.63	\$ -	\$ 56,133.63
PRESBREY JANICE M.	9/4/1985	MS ENGLISH TEACHER	MIDDLE SCHOOL HYANNIS	\$ 53,209.67	\$ -	\$ 53,209.67
PRICE WALTER E.	3/1/1995	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,976.00	\$ -	\$ 2,976.00
PRINCI BRENDAN	2/9/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,814.28	\$ -	\$ 1,814.28
PRITCHETT LOUIS	10/21/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 390.00	\$ -	\$ 390.00
PROC CYNTHIA	6/19/2000	SS SECRETARY	SYSTEM	\$ 918.96	\$ -	\$ 918.96
PROC CYNTHIA L	11/5/1993	SCHOOL SECRETARY	BARNSTABLE WEST BARNSTABLE	\$ 28,330.15	\$ 73.85	\$ 28,404.00
PROC JENNIFER	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 1,358.00	\$ -	\$ 1,358.00
PROTO DANIEL	7/17/2002	SUMMER NON CERT	SYSTEM	\$ 2,680.00	\$ -	\$ 2,680.00
PROTO DANIEL	9/10/2001	TECH SPECIALIST	MIDDLE SCHOOL MARSTONS MILLS	\$ 27,819.52	\$ -	\$ 27,819.52
PROVITOLA NICOLE	11/26/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 291.53	\$ -	\$ 291.53
PULEO LINDA	9/4/1979	GATEWAY SPEC/LINDA PULEO	MIDDLE SCHOOL MARSTONS MILLS	\$ 56,805.78	\$ -	\$ 56,805.78
PULEO VINCENT	9/17/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 8,657.50	\$ -	\$ 8,657.50
PUTZ JOSEPH	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 396.00	\$ -	\$ 396.00
PUTZ JOSEPH	9/7/2000	TEACHER ASSISTANT SPED	HYANNIS EAST ELEMENTARY	\$ 16,480.99	\$ -	\$ 16,480.99
QUINTILIANI PATRICIA	7/1/2002	SUMMER CERTIFIED	SYSTEM	\$ 2,100.00	\$ -	\$ 2,100.00
QUINTILIANI PATRICIA	8/28/2002	TEACHER ASSISTANT SPED	HIGH SCHOOL	\$ 6,842.08	\$ -	\$ 6,842.08
RAFFERTY PATRICIA	2/7/2000	SCHOOL TUTOR	TUTORS	\$ 9,478.25	\$ -	\$ 9,478.25
RAFTERY MARCIA	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 300.00	\$ -	\$ 300.00
RAFTERY MARCIA R.	1/23/1989	HS HOME ECONOMICS	HIGH SCHOOL	\$ 52,411.25	\$ -	\$ 52,411.25
RAITTO DIANE C	9/6/1989	SCHOOL CLERK	HIGH SCHOOL	\$ 21,153.10	\$ 165.74	\$ 21,318.84
RAMIREZ ALISSA	8/28/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 25.00	\$ -	\$ 25.00
RAMIREZ LAURIE	9/13/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,724.00	\$ -	\$ 2,724.00
RANDALL JULIA	11/16/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 716.70	\$ -	\$ 716.70
RANK JENNIFER	5/24/1999	HS MATH TEACHER	HIGH SCHOOL	\$ 35,895.11	\$ -	\$ 35,895.11
RAUSCH CYNTHIA	9/23/2002	HEALTH ASSISTANT SUBSTITUTE	MAIL ONLY	\$ 965.30	\$ -	\$ 965.30
RAVENELLE ANDRE R.	12/28/1992	ASST SUPT SECONDARY	ADMIN - CENTRAL OFFICE	\$ 97,798.48	\$ -	\$ 97,798.48
READY LINDA	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
READY LINDA L.	9/8/1992	GRADE 2 TEACHER	HYANNIS EAST ELEMENTARY	\$ 52,191.11	\$ -	\$ 52,191.11
REED JOHN L	5/21/1973	EQUITY OFFICER	HIGH SCHOOL	\$ 58,703.71	\$ -	\$ 58,703.71
REEDER PAMELA S	8/28/1996	MS SCIENCE TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 52,391.11	\$ -	\$ 52,391.11

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REGAN	MONICA	9/5/1989	SPED ENG AS A SEC LANG	HYANNIS EAST ELEMENTARY	\$ 62,133.82	\$ -	\$ 62,133.82
REID	MARIA D.	11/25/1986	MS ART	MIDDLE SCHOOL HYANNIS	\$ 52,408.10	\$ -	\$ 52,408.10
REILLY	MELISSA	6/19/2000	SUMMER CERTIFIED	SYSTEM	\$ 612.50	\$ -	\$ 612.50
REILLY	MELISSA	8/30/2000	HS SPED TEACHER	MAIL ONLY	\$ 22,016.01	\$ -	\$ 22,016.01
REMMERS	JEANNE	7/3/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 634.50	\$ -	\$ 634.50
REMMERS	JEANNE	9/19/1983	HEALTH ASSISTANT	GRADE 5 SCHOOL	\$ 21,909.24	\$ -	\$ 21,909.24
RENCHKOVSKY	NICOLE	8/29/2001	MS SPED TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 26,969.14	\$ -	\$ 26,969.14
RENCHKOVSKY	NIKKI	7/2/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
REYNOLDS	VIRGINIA	8/29/2001	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 44,928.09	\$ -	\$ 44,928.09
REYNOSO	WELLINGTON	3/25/2002	TEACHER ASSISTANT ESL	HYANNIS EAST ELEMENTARY	\$ 6,092.65	\$ -	\$ 6,092.65
RHUDE	DIANE M.	2/3/1982	GRADE 4 TEACHER	COTUIT ELEMENTARY	\$ 57,207.98	\$ -	\$ 57,207.98
RHUDE	J LAWRENCE	9/26/1995	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,166.80	\$ -	\$ 2,166.80
RICH	KELLY A	11/10/1997	GATEWAY SECRETARY/ P.TIME	GRADE 5 SCHOOL	\$ 10,555.08	\$ -	\$ 10,555.08
RICHARDS	CATHERINE	1/8/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 3,055.00	\$ -	\$ 3,055.00
RICHARDSON	ANN L	9/14/1998	SAFE SCHOOLS COORD	CENTERVILLE ELEMENTARY	\$ 56,172.41	\$ -	\$ 56,172.41
RICHARDSON	JACQUELINE	1/28/2002	TEACHER SUBSTITUTE	MIDDLE SCHOOL HYANNIS	\$ 17,672.22	\$ -	\$ 17,672.22
RIDENOUR	SUSAN S	5/6/2002	SECRETARY SUBSTITUTE	MAIL ONLY	\$ 357.67	\$ -	\$ 357.67
RIDGWAY	JILL M.	9/22/1986	HS COUNSELOR	MIDDLE SCHOOL MARSTONS MILLS	\$ 55,962.77	\$ -	\$ 55,962.77
RIEBER	KAHIL	10/21/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,365.00	\$ -	\$ 1,365.00
RIEDEL	ERIC H	1/27/1969	DEAN MIDDLE SCHOOL	MIDDLE SCHOOL HYANNIS	\$ 8,475.00	\$ -	\$ 8,475.00
RIGBY	GERARD	8/28/2002	MS ACES PROG	MIDDLE SCHOOL MARSTONS MILLS	\$ 21,366.79	\$ -	\$ 21,366.79
RIGOLLET	MARY M	10/15/1991	CS2 HS ENTREPRENEUR	HIGH SCHOOL	\$ 51,761.60	\$ -	\$ 51,761.60
RILEY	MARY ANN	9/2/1986	GRADE 2 TEACHER	MARSTONS MILLS EAST ELEM	\$ 53,765.35	\$ -	\$ 53,765.35
RISEBOROUGH	BRUCE	8/30/2000	MS SCIENCE TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 41,296.51	\$ -	\$ 41,296.51
RITTER	SUSAN	9/10/2001	TEACHER ASSISTANT/SPED MS	MIDDLE SCHOOL HYANNIS	\$ 18,131.46	\$ -	\$ 18,131.46
RITZO	CELINE	6/28/2002	SUMMER MISC CERTIFIED	MAIL ONLY	\$ 1,500.00	\$ -	\$ 1,500.00
RITZO	CELINE R.	9/6/1988	MS SCIENCE TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 58,877.01	\$ -	\$ 58,877.01
RIVERA	THERESA L	11/11/1997	TEACHER SUBSTITUTE	CENTERVILLE ELEMENTARY	\$ 6,685.00	\$ -	\$ 6,685.00
RIZZO	EILEEN T	8/19/2002	TECH SPECIALIST	MIDDLE SCHOOL MARSTONS MILLS	\$ 14,586.19	\$ -	\$ 14,586.19
ROBBINS	MARY E.	10/5/1992	LIBRARY ASSISTANT	CENTERVILLE ELEMENTARY	\$ 19,147.69	\$ -	\$ 19,147.69
ROBERTS	CHRISTINA	10/22/2001	GRADE 3 TEACHER	OSTERVILLE BAY ELEMENTARY	\$ 30,619.59	\$ -	\$ 30,619.59
ROBERTS	KARA	5/31/1989	GRADE 2 TEACHER	COTUIT ELEMENTARY	\$ 53,145.45	\$ -	\$ 53,145.45
ROBERTS	KELLY	2/14/2000	GRADE 2 TEACHER	MARSTONS MILLS EAST ELEM	\$ 34,685.11	\$ -	\$ 34,685.11
ROBERTSON	BRUCE	7/9/2001	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,090.00	\$ -	\$ 2,090.00
ROBERTSON	BRUCE	11/15/1990	MS MATH TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 53,549.06	\$ -	\$ 53,549.06
ROBINSON	APRIL	9/30/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 645.13	\$ -	\$ 645.13
ROBINSON	CAROLINE	9/4/2001	BUS DRIVER	TRANSPORTATION OFFICE	\$ 9,372.33	\$ -	\$ 9,372.33
ROBINSON-LAWRENCE	KELLY	8/30/2000	GRADE 3 TEACHER	OSTERVILLE BAY ELEMENTARY	\$ 34,628.11	\$ -	\$ 34,628.11
ROBINSON-LAWRENCE	KELLY	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
ROCHER	EDOUARD	3/11/2002	SCHOOL TUTOR	TUTORS	\$ 1,343.75	\$ -	\$ 1,343.75
ROCKWOOD	KATHLEEN B.	9/9/1993	TEACHER ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 16,695.84	\$ -	\$ 16,695.84
RODERICK	CYNTHIA L.	3/20/1991	KINDERGARTEN TEACHER	HYANNIS EAST ELEMENTARY	\$ 53,430.75	\$ -	\$ 53,430.75
RODERICK	STEPHEN A.	5/10/1993	MAINTENANCE CRAFTSMAN	MAINTENANCE	\$ 38,376.00	\$ 823.77	\$ 39,199.77
ROGEAN	CARLENE A	10/21/2002	TEACHER ASSISTANT	HYANNIS WEST ELEMENTARY	\$ 8,145.57	\$ -	\$ 8,145.57
ROGEAN	JOYCE	12/6/1976	HOUSEMASTER HS	HIGH SCHOOL	\$ 71,856.24	\$ -	\$ 71,856.24
ROME	LORI	9/3/2002	TEACHER ASSISTANT	MARSTONS MILLS EAST ELEM	\$ 3,954.78	\$ -	\$ 3,954.78

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ROMERO	GUADALUPE S	8/27/2001	CHILDCARE WORKER	CENTERVILLE ELEMENTARY	\$ 23,114.51	\$ -	\$ 23,114.51
RONCKA	JOYCE	11/20/2000	HLTH/PREV ASST SUB	HIGH SCHOOL	\$ 325.00	\$ -	\$ 325.00
ROONEY	JAMES T	7/6/1993	HEAD CUSTODIAN	BARNSTABLE WEST BARNSTABLE	\$ 33,678.50	\$ 6,942.79	\$ 40,621.29
ROONEY	LOIS	7/10/2000	BUS MONITOR	TRANSPORTATION OFFICE	\$ 13,161.27	\$ -	\$ 13,161.27
ROQUE	INES	8/28/2002	MS ACES PROG	MIDDLE SCHOOL MARSTONS MILLS	\$ 11,569.29	\$ -	\$ 11,569.29
ROSENBLATT	NED J.	8/30/1995	HS MUSIC VOCAL/CHORUS	HIGH SCHOOL	\$ 59,210.20	\$ -	\$ 59,210.20
ROSSICONE	BARBARA	8/28/2002	TCH ASST ALP PROG	MIDDLE SCHOOL MARSTONS MILLS	\$ 5,986.82	\$ -	\$ 5,986.82
ROTHENBERG	SUSAN R	9/2/1980	SPEECH/LANG TEACHER	MARSTONS MILLS EAST ELEM	\$ 58,996.95	\$ -	\$ 58,996.95
ROTHERA	KRISTEN	6/19/2000	SUMMER NON CERT	SYSTEM	\$ 2,457.81	\$ -	\$ 2,457.81
ROTHERA	KRISTEN L	6/29/1998	SCHOOL TUTOR	MAIL ONLY	\$ 14,234.10	\$ -	\$ 14,234.10
ROUILLE	DOROTHY K	8/27/2001	INSTRUCTOR/ECH GRANT	CENTERVILLE ELEMENTARY	\$ 30,797.31	\$ -	\$ 30,797.31
ROWE	MARY KATHLEEN	12/5/2002	CO TEACHER	CENTERVILLE ELEMENTARY	\$ 614.76	\$ -	\$ 614.76
RUDERMAN	BRUCE	9/5/2000	CUSTODIAN	HIGH SCHOOL CUSTODIANS	\$ 26,519.36	\$ 7,266.93	\$ 33,786.29
RUGAR	AMY M	9/2/1998	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 36,843.69	\$ -	\$ 36,843.69
RUGGIERI	KRISTINE L.	1/14/1993	GRADE 2 TEACHER	OSTERVILLE ELEMENTARY	\$ 42,373.23	\$ -	\$ 42,373.23
RUMBERGER	KIMBERLY	8/28/2002	TECHNOLOGY ASSISTANT	BARNSTABLE WEST BARNSTABLE	\$ 12,310.18	\$ -	\$ 12,310.18
RUMBERGER	TIMOTHY	8/14/2000	FOREIGN LANG. DIR	MARSTONS MILLS EAST ELEM	\$ 61,883.25	\$ -	\$ 61,883.25
RUSS	EDINA	9/24/2001	TEACHER ASSISTANT ESL	MIDDLE SCHOOL HYANNIS	\$ 7,301.45	\$ -	\$ 7,301.45
RUSSELL	ROBERT T	9/8/1964	PRINCIPAL MIDDLE SCHOOL	MIDDLE SCHOOL HYANNIS	\$ 92,432.86	\$ -	\$ 92,432.86
RUTHERFORD	CAROL	11/1/1999	TEACHER SUBSTITUTE	MAIL ONLY	\$ 12,211.24	\$ -	\$ 12,211.24
RYAN	NATALIE	4/8/1998	SCHOOL TUTOR	TUTORS	\$ 68.00	\$ -	\$ 68.00
SALLEY	CHRISTY J.	10/26/1993	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 45,340.89	\$ -	\$ 45,340.89
SANDBORG	NANCY W	8/29/1994	FINANCE CLERK	ADMIN - CENTRAL OFFICE	\$ 36,629.84	\$ -	\$ 36,629.84
SANDERS	DELORES	9/25/1992	CAFETERIA WORKER	CENTERVILLE ELEMENTARY	\$ 7,929.48	\$ -	\$ 7,929.48
SANDS	MICHAL A	9/3/1996	TEACHER ASSISTANT/SPED MS	MIDDLE SCHOOL HYANNIS	\$ 17,542.01	\$ -	\$ 17,542.01
SANDS	RENATE H.	9/11/1985	HS SPED ESL TEACHER	HIGH SCHOOL	\$ 56,133.63	\$ -	\$ 56,133.63
SANTOS	MICHAEL	4/22/2002	FOREMAN+60	HIGH SCHOOL CUSTODIANS	\$ 30,627.63	\$ 6,100.03	\$ 36,727.66
SARGENT	ELIZABETH	6/4/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 62.14	\$ -	\$ 62.14
SARHANIS	SOPHIA M	12/10/1996	HS SOCIAL STUDIES TEACHER	HIGH SCHOOL	\$ 44,928.09	\$ -	\$ 44,928.09
SARKINEN	APRYL	7/6/2000	SUMMER CERTIFIED	SYSTEM	\$ 1,450.00	\$ -	\$ 1,450.00
SARKINEN	APRYL A.	9/1/1999	TEACHER ASSISTANT SPED	GRADE 5 SCHOOL	\$ 18,700.18	\$ -	\$ 18,700.18
SARKINEN	LEE A	7/12/1971	WORKING SUPERVISOR	MAINTENANCE	\$ 59,052.92	\$ 7,737.05	\$ 66,789.97
SARTELL	JOHN	2/1/1999	MAINTENANCE LABORER	MAINTENANCE	\$ 31,968.16	\$ 5,141.34	\$ 37,109.50
SAUNDERS	CHARLOTTE E.	9/20/1989	TEACHER SUBSTITUTE	MAIL ONLY	\$ 505.70	\$ -	\$ 505.70
SAWAYER	GARY	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 400.00	\$ -	\$ 400.00
SAWAYER	GARY M.	2/26/1993	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 51,482.35	\$ -	\$ 51,482.35
SCAGLIONE-PECK	NANCY	9/2/1998	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 38,654.08	\$ -	\$ 38,654.08
SCANDURRA	PATRICIA M.	2/10/1993	MS HEALTH EDUCATION	MIDDLE SCHOOL HYANNIS	\$ 56,413.63	\$ -	\$ 56,413.63
SCHAEFER	NANCY	1/5/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,722.50	\$ -	\$ 2,722.50
SCHALK	ROBERT A	6/24/2002	CUSTODIAN	MARSTONS MILLS ELEMENTARY	\$ 25,277.12	\$ 204.24	\$ 25,481.36
SCHLEGEL	DEBRA L.	9/12/1990	GRADE 3 TEACHER	HYANNIS EAST ELEMENTARY	\$ 58,632.01	\$ -	\$ 58,632.01
SCHLEGEL	WILLIAM	9/3/1985	HS SOCIAL STUDIES TEACHER	MAIL ONLY	\$ 51,563.55	\$ -	\$ 51,563.55
SCHLOERB	MARCIA	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 1,837.50	\$ -	\$ 1,837.50
SCHLOERB	MARCIA R	9/7/1976	GRADE 3 TEACHER	BARNSTABLE WEST BARNSTABLE	\$ 66,693.60	\$ -	\$ 66,693.60
SCHMITT	DEBORAH	10/29/2002	SCHOOL ASSISTANT	OSTERVILLE ELEMENTARY	\$ 1,115.20	\$ -	\$ 1,115.20
SCHNEIDER	SHARON A	8/27/1999	SCHOOL SECRETARY	HIGH SCHOOL	\$ 26,856.90	\$ 369.23	\$ 27,226.13
SCHULMAN	BONNIE	4/23/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 3,809.84	\$ -	\$ 3,809.84
SCHULTZ	AMELIA	10/11/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00

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Name		Date of Hire	Job Description	School	Gross	Overtime	Total
SCHULZ	KARIN LEE	9/4/1984	HEALTH/PE TEACHER	MARSTONS MILLS ELEMENTARY	\$ 57,370.50	\$ -	\$ 57,370.50
SCISSONS	KIM	10/22/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 130.00	\$ -	\$ 130.00
SCOTT	PENNY	7/1/2001	DIR PUPIL PERS SVCS	ADMIN - CENTRAL OFFICE	\$ 83,640.05	\$ -	\$ 83,640.05
SCUDDER	JOHN	9/4/2001	MS SCIENCE TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 39,118.53	\$ -	\$ 39,118.53
SCULLY	FREDERICK J	8/14/1989	ELEMENTARY PRINCIPAL	HYANNIS WEST ELEMENTARY	\$ 85,813.00	\$ -	\$ 85,813.00
SEGRETARIO	ANTHONY	2/15/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 260.00	\$ -	\$ 260.00
SEGUIN	MARY JO	8/30/2000	GRADE 2 TEACHER	HYANNIS EAST ELEMENTARY	\$ 20,878.55	\$ -	\$ 20,878.55
SEIDEL	ELIAS	1/10/2000	TEACHER ASSISTANT SPED	HYANNIS EAST ELEMENTARY	\$ 22,333.93	\$ -	\$ 22,333.93
SEMPRINI	SUE CAROL	10/7/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 6,621.20	\$ -	\$ 6,621.20
SENIOR	KIM	12/2/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 195.00	\$ -	\$ 195.00
SEYMOUR	LINDA V	8/1/1995	SCH LCH ADMIN ASST	HS CAFE SUBS	\$ 34,142.36	\$ -	\$ 34,142.36
SHALIAN	HERMINE F.	1/2/2001	COOK I	HS CAFE SUBS	\$ 13,257.80	\$ -	\$ 13,257.80
SHAPIRO	LEONARD	1/25/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,316.40	\$ -	\$ 2,316.40
SHARK	CHARLES I.	1/25/1983	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 73,125.37	\$ -	\$ 73,125.37
SHARPE	SUSAN	10/28/2002	TEACHER ASSISTANT SPED	MARSTONS MILLS ELEMENTARY	\$ 18,705.89	\$ -	\$ 18,705.89
SHARRER	CANDY	1/3/2000	FACILITIES COORD	ADMIN - CENTRAL OFFICE	\$ 32,027.23	\$ 1,678.66	\$ 33,705.89
SHAW	JOHN	8/29/2001	PSYCHOLOGIST ELEMENTARY	MIDDLE SCHOOL HYANNIS	\$ 58,951.88	\$ -	\$ 58,951.88
SHEA	BONNIE	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 1,237.50	\$ -	\$ 1,237.50
SHEA	BONNIE	9/10/2001	TEACHER ASSISTANT ESL	HYANNIS WEST ELEMENTARY	\$ 16,437.14	\$ -	\$ 16,437.14
SHEA	LAUREN E.	9/8/1992	ELEMENTARY CHAPTER I MATH	GRADE 5 SCHOOL	\$ 54,795.35	\$ -	\$ 54,795.35
SHEETS	JENNIFER	5/20/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 66.92	\$ -	\$ 66.92
SHEILDS	MARGARET	2/12/2002	GRADE 2 TEACHER	CENTERVILLE ELEMENTARY	\$ 6,732.16	\$ -	\$ 6,732.16
SHERBERTES	PAUL M	12/2/1996	TEACHER SUBSTITUTE	MAIL ONLY	\$ 3,111.00	\$ -	\$ 3,111.00
SHERIDAN	MICHELE L	12/29/1997	SCHOOL TUTOR	TUTORS	\$ 4,470.00	\$ -	\$ 4,470.00
SHORTT	MEGAN	8/30/2000	MS WORLD LANGUAGE	MIDDLE SCHOOL HYANNIS	\$ 32,893.30	\$ -	\$ 32,893.30
SHOURIE	YANIZA	8/28/2002	ASST FOREIGN LANGUAGE	CENTERVILLE ELEMENTARY	\$ 3,930.85	\$ -	\$ 3,930.85
SHRUM	JOANN	12/14/1982	KINDERGARTEN TEACHER	HYANNIS EAST ELEMENTARY	\$ 61,808.85	\$ -	\$ 61,808.85
SIFFLARD	SUSAN M.	10/18/1993	SCHOOL NURSE	OSTERVILLE BAY ELEMENTARY	\$ 24,965.18	\$ -	\$ 24,965.18
SILK	LINDA D.	9/3/1991	CHAPTER I READING	HYANNIS EAST ELEMENTARY	\$ 58,421.97	\$ -	\$ 58,421.97
SILKS	JOHN M.	10/22/1987	HS INDUSTRIAL ARTS	HIGH SCHOOL	\$ 53,625.45	\$ -	\$ 53,625.45
SILVA	PAMELA	9/2/1998	HS PM SCHOOL	HIGH SCHOOL	\$ 25,295.31	\$ -	\$ 25,295.31
SIMON	SUSAN	9/5/1978	MS ENGLISH TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 53,930.73	\$ -	\$ 53,930.73
SIMONETTI	MARY V.	9/15/1989	MS CHAPTER 1 MATH	MIDDLE SCHOOL HYANNIS	\$ 57,780.36	\$ -	\$ 57,780.36
SKAGGS	KRISTIN M.	9/8/1992	GRADE 3 TEACHER	COTUIT ELEMENTARY	\$ 26,233.12	\$ -	\$ 26,233.12
SLATER	DIANA A.	8/31/1994	MS MUSIC VOCAL/CHORUS	MIDDLE SCHOOL HYANNIS	\$ 52,793.73	\$ -	\$ 52,793.73
SLAVINSKY	SHEILA M.	8/31/1994	GRADE 3 TEACHER	OSTERVILLE BAY ELEMENTARY	\$ 51,388.06	\$ -	\$ 51,388.06
SMITH	CRISTINA T	9/24/1996	SCHOOL TUTOR	TUTORS	\$ 19,438.28	\$ -	\$ 19,438.28
SMITH	DAVID C.	9/3/1985	DEAN MIDDLE SCHOOL	MIDDLE SCHOOL MARSTONS MILLS	\$ 66,997.45	\$ -	\$ 66,997.45
SMITH	DONALD D.	11/19/1986	TEACHER SUBSTITUTE	HIGH SCHOOL	\$ 4,553.00	\$ -	\$ 4,553.00
SMITH EWALD	TARA	7/29/2002	SUMMER CERTIFIED	SYSTEM	\$ 1,945.00	\$ -	\$ 1,945.00
SMITH EWALD	TARA	1/10/2000	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 37,053.46	\$ -	\$ 37,053.46
SMITH	JANE P	1/19/1979	GRADE 1 TEACHER	HYANNIS EAST ELEMENTARY	\$ 54,730.63	\$ -	\$ 54,730.63
SMITH	KENNETH	8/30/2000	TEACHER ASSISTANT/SPED HS	MIDDLE SCHOOL MARSTONS MILLS	\$ 23,355.25	\$ -	\$ 23,355.25
SMITH	KENNETH	6/18/2001	SUMMER MISC CERTIFIED	SYSTEM	\$ 142.50	\$ -	\$ 142.50
SMITH	KEVIN	1/29/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,689.03	\$ -	\$ 1,689.03
SMITH	MARY F.	6/13/1994	SECRETARY ELEM SUPT 8 HRS	ADMIN - CENTRAL OFFICE	\$ 40,496.69	\$ -	\$ 40,496.69
SMITH	MAUREEN C	12/4/1996	TEACHER SUBSTITUTE	MAIL ONLY	\$ 704.47	\$ -	\$ 704.47
SMITH	WILLIAM	2/10/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 3,827.00	\$ -	\$ 3,827.00

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Name	Date of Hire	Job Description	School	Gross	Overtime	Total
SNELL NORMA JEAN	10/1/2001	TEACHER ASSISTANT SPED	CENTERVILLE ELEMENTARY	\$ 11,626.58	\$ -	\$ 11,626.58
SOARES SANDRA	8/29/2001	GRADE 2 TEACHER	HYANNIS EAST ELEMENTARY	\$ 31,460.56	\$ -	\$ 31,460.56
SOARES SANDRA	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
SOARES SUSAN W.	12/5/1997	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 52,791.11	\$ -	\$ 52,791.11
SODERBERG KATHERINE L	6/3/1987	COOK II	HYANNIS WEST ELEMENTARY	\$ 18,164.78	\$ -	\$ 18,164.78
SOUZA JOHN	10/22/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,271.00	\$ -	\$ 2,271.00
SPALLONE ANTHONY R	9/6/1978	MS SCIENCE TEACHER	MIDDLE SCHOOL HYANNIS	\$ 56,136.77	\$ -	\$ 56,136.77
SPANO ANTHONY	9/13/2002	TEACHER ASSISTANT SPED	CENTERVILLE ELEMENTARY	\$ 1,984.78	\$ -	\$ 1,984.78
SPANO ANTHONY	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 1,672.00	\$ -	\$ 1,672.00
SPATZ PATRICIA	9/21/2000	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,275.00	\$ -	\$ 2,275.00
SPEID MILTON	12/4/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 520.00	\$ -	\$ 520.00
SPENCE CHRISTINE M	9/1/1999	MS RESOURCE ROOM TEACHER	MIDDLE SCHOOL HYANNIS	\$ 37,753.69	\$ -	\$ 37,753.69
SPENCER MAYUMI	9/12/1986	SCHOOL ASSISTANT	BARNSTABLE WEST BARNSTABLE	\$ 14,079.26	\$ -	\$ 14,079.26
SPINNEY JANE	1/31/2000	COOK II	HS CAFE SUBS	\$ 16,986.20	\$ 9.57	\$ 16,995.77
SPIOTTA COLLEEN M	8/28/2002	TEACHER ASSISTANT SPED	MIDDLE SCHOOL MARSTONS MILLS	\$ 5,735.71	\$ -	\$ 5,735.71
SPRAGUE BRIDGET	9/4/2001	TEACHER ASSISTANT SPED	MIDDLE SCHOOL MARSTONS MILLS	\$ 12,401.42	\$ -	\$ 12,401.42
SPROUL MOLLY M	2/11/1991	GRADE 1 TEACHER	HYANNIS EAST ELEMENTARY	\$ 53,430.75	\$ -	\$ 53,430.75
SPURR JOANNE C	9/4/1973	ELEMENTARY PHYS ED TEACHER	MARSTONS MILLS EAST ELEM	\$ 56,733.71	\$ -	\$ 56,733.71
ST PIERRE KEVIN M	5/20/1998	MAINTENANCE SPECIALIST	MAINTENANCE	\$ 42,971.20	\$ 4,355.87	\$ 47,327.07
STANLEY PAMELA	5/28/1997	SCHOOL ASSISTANT	CENTERVILLE ELEMENTARY	\$ 8,662.73	\$ -	\$ 8,662.73
STARCK ERIN	12/4/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 328.95	\$ -	\$ 328.95
STEPHENSON DEBRA	9/5/1990	SPEECH/LANG TEACHER	CENTERVILLE ELEMENTARY	\$ 33,742.96	\$ -	\$ 33,742.96
STEPHENSON DEBRA	7/3/2000	SUMMER CERTIFIED	SYSTEM	\$ 665.00	\$ -	\$ 665.00
STEPHENSON FREDERICK W	12/2/1996	TEACHER SUBSTITUTE	MAIL ONLY	\$ 3,111.00	\$ -	\$ 3,111.00
STEVENS ANTHONY W	9/22/1975	HS MUSIC INSTRUMENTAL	HIGH SCHOOL	\$ 64,769.82	\$ -	\$ 64,769.82
STEVENS JEANNE M.	1/2/1990	HEALTH ASSISTANT	MARSTONS MILLS ELEMENTARY	\$ 26,517.52	\$ -	\$ 26,517.52
STEWART ANDREW T.	1/15/1992	ELEM PREVENTION SPECIALIST	GRADE 5 SCHOOL	\$ 46,486.74	\$ -	\$ 46,486.74
STEWART CYNTHIA M.	9/8/1993	GRADE 3 TEACHER	COTUIT ELEMENTARY	\$ 20,978.13	\$ -	\$ 20,978.13
STEWART DOROTHY	1/23/1997	LIBRARY ASST MIDDLE SCHOOL	MIDDLE SCHOOL MARSTONS MILLS	\$ 16,991.01	\$ -	\$ 16,991.01
STOCKDALE SUSAN	7/16/2002	SUMMER CERTIFIED	SYSTEM	\$ 500.00	\$ -	\$ 500.00
STOCKDALE SUSAN M	9/4/1979	HS PERSONAL DEV	HIGH SCHOOL	\$ 58,876.95	\$ -	\$ 58,876.95
STOCKHAUS REBECCA	2/24/1986	SCHOOL SECRETARY	HIGH SCHOOL	\$ 27,748.98	\$ 369.23	\$ 28,118.21
STONE COLLEEN	1/22/2001	TEACHER ASSISTANT SPED	GRADE 5 SCHOOL	\$ 13,944.47	\$ -	\$ 13,944.47
STONE GAIL	6/28/2002	SUMMER MISC CERTIFIED	MAIL ONLY	\$ 3,000.00	\$ -	\$ 3,000.00
STONE GAIL P	9/2/1980	MS MATH TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 59,156.95	\$ -	\$ 59,156.95
STOVICH ERIKA	9/5/2000	LPN PERS CARE ATTND	MIDDLE SCHOOL MARSTONS MILLS	\$ 29,043.40	\$ -	\$ 29,043.40
STRENZ-THIBAUT SUSANNE	12/12/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 43,922.87	\$ -	\$ 43,922.87
STUART PRISCILLA W.	11/30/1987	TEACHER ASSISTANT SPED	GRADE 5 SCHOOL	\$ 11,181.30	\$ -	\$ 11,181.30
SULLIVAN CECILE	8/30/1995	NURSE SUPERVISOR	HIGH SCHOOL	\$ 40,882.09	\$ -	\$ 40,882.09
SULLIVAN COLLEEN	1/2/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,235.00	\$ -	\$ 1,235.00
SULLIVAN JANE P	9/2/1998	MS SPED BEHAVIOR TEACHER	HIGH SCHOOL	\$ 37,242.17	\$ -	\$ 37,242.17
SULLIVAN JEANMARIE	12/19/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 2,129.96	\$ -	\$ 2,129.96
SULLIVAN JOHN F	1/30/1978	HS ART	HIGH SCHOOL	\$ 63,295.60	\$ -	\$ 63,295.60
SULLIVAN KAREN S.	9/6/1983	SPEECH/LANG TEACHER	MARSTONS MILLS EAST ELEM	\$ 58,048.49	\$ -	\$ 58,048.49
SULLIVAN MARIE	6/19/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 1,100.00	\$ -	\$ 1,100.00
SULLIVAN MARIE T.	11/15/1991	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 51,988.06	\$ -	\$ 51,988.06
SULLIVAN MARK P.	9/3/1985	HOUSEMASTER HS	HIGH SCHOOL	\$ 72,581.20	\$ -	\$ 72,581.20

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SULLIVAN	MICHAEL J.	8/31/1994	HS MATH TEACHER	HIGH SCHOOL	\$ 57,865.59	\$ -	\$ 57,865.59
SULLIVAN	PAMELA A.	9/6/1983	HS MATH TEACHER	HIGH SCHOOL	\$ 60,506.73	\$ -	\$ 60,506.73
SULLIVAN	VIRGINIA R.	9/1/1994	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 28,553.64	\$ -	\$ 28,553.64
SUMMERS	HERBERT	1/2/2002	TEACHER ASSISTANT/SPED MS	MAIL ONLY	\$ 9,576.12	\$ -	\$ 9,576.12
SUMMERS-CHRISTOPHER	VICKI L	3/5/1999	SCHOOL TUTOR	TUTORS	\$ 120.00	\$ -	\$ 120.00
SWANSON	KRISTA	1/4/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,430.00	\$ -	\$ 1,430.00
SWANSON	PRISCILLA S	8/30/1995	ELEMENTARY MUSIC - VOCAL	GRADE 5 SCHOOL	\$ 52,108.84	\$ -	\$ 52,108.84
SWANSON	THOMAS	4/3/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 4,811.92	\$ -	\$ 4,811.92
SWARTZ	AMY	11/6/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 325.00	\$ -	\$ 325.00
SWARTZ	JOSEPH A	12/22/1997	TEACHER SUBSTITUTE	MAIL ONLY	\$ 325.00	\$ -	\$ 325.00
SWAYLIK	LESLEY F.	11/12/1980	GRADE 2 TEACHER	OSTERVILLE ELEMENTARY	\$ 54,730.63	\$ -	\$ 54,730.63
SWEDLUND	JENNIE	5/15/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 976.92	\$ -	\$ 976.92
SWEENEY	DEBORAH D.	11/15/1993	LIBRARY ASSISTANT	HYANNIS EAST ELEMENTARY	\$ 7,188.24	\$ -	\$ 7,188.24
SWEENEY	ELIZABETH	5/25/1995	TEACHER ASSISTANT SPED	MIDDLE SCHOOL MARSTONS MILLS	\$ 24,425.25	\$ -	\$ 24,425.25
SWINDLER	MARTHA	7/18/2002	SUMMER CERTIFIED	SYSTEM	\$ 800.00	\$ -	\$ 800.00
SWINDLER	MARTHA R.	8/31/1994	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 46,006.31	\$ -	\$ 46,006.31
SZURLEY	DONNA L	11/20/1979	COOK III	MIDDLE SCHOOL MARSTONS MILLS	\$ 26,599.33	409.18	\$ 27,008.51
TAYLOR	ALIK F	8/30/1995	MS SOCIAL STUDIES TEACHER	MIDDLE SCHOOL HYANNIS	\$ 45,437.01	\$ -	\$ 45,437.01
TAYLOR	HOPE R	8/30/1995	HS SOCIAL STUDIES TEACHER	HIGH SCHOOL	\$ 46,852.03	\$ -	\$ 46,852.03
TEAGUE	KATHLEEN	3/5/2001	SCHOOL NURSE	GRADE 5 SCHOOL	\$ 38,652.11	\$ -	\$ 38,652.11
TELEEN	BRENDA	7/16/2002	SUMMER CERTIFIED	SYSTEM	\$ 1,125.00	\$ -	\$ 1,125.00
TELEEN	BRENDA T.	9/7/1982	GRADE 2 TEACHER	HYANNIS WEST ELEMENTARY	\$ 59,019.63	\$ -	\$ 59,019.63
TENBROEKE	PHYLLIS J	2/27/1998	NURSE SUBSTITUTE	MAIL ONLY	\$ 1,430.00	\$ -	\$ 1,430.00
TERKELSEN	BONNIE	8/28/2000	SCHOOL SECRETARY	MIDDLE SCHOOL MARSTONS MILLS	\$ 24,427.72	\$ -	\$ 24,427.72
TERKELSEN	JAMES R.	1/3/1995	HS PHYSICAL EDUCATION	HIGH SCHOOL	\$ 44,136.11	\$ -	\$ 44,136.11
TETREAU	SARAH	8/27/2001	INSTRUCTOR/ECH GRANT	HIGH SCHOOL	\$ 11,223.14	\$ -	\$ 11,223.14
THEW	DEBORAH A.	9/14/1989	TEACHER ASSISTANT	GRADE 5 SCHOOL	\$ 21,546.16	\$ -	\$ 21,546.16
THIBODEAU	ROBIN	12/2/2002	PREVENTION SPECIALIST	COTUIT ELEMENTARY	\$ 8,589.85	\$ -	\$ 8,589.85
THIELE	MIRIAM	8/29/2001	PSYCHOLOGIST ELEMENTARY	GRADE 5 SCHOOL	\$ 25,231.91	\$ -	\$ 25,231.91
THOMAS	DAVID S	8/25/1997	DIRECTOR PRESCHOOL PROG	CENTERVILLE ELEMENTARY	\$ 54,468.96	\$ -	\$ 54,468.96
THOMAS	DEBRA A.	9/3/1991	MS SCIENCE TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 48,958.50	\$ -	\$ 48,958.50
THOMAS	JEANNE M.	9/17/1992	TEACHER ASSISTANT	HYANNIS EAST ELEMENTARY	\$ 16,789.41	\$ -	\$ 16,789.41
THOMAS	KATHERINE	6/28/2002	SUMMER MISC NON-CERTIFIED	SYSTEM	\$ 1,365.00	\$ -	\$ 1,365.00
THOMAS	KATHERINE	10/7/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 14.00	\$ -	\$ 14.00
THOMAS	MARIE	4/22/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 32.50	\$ -	\$ 32.50
THONUS	DEBORAH	9/22/1986	GRADE 3 TEACHER	MARSTONS MILLS EAST ELEM	\$ 55,436.75	\$ -	\$ 55,436.75
THONUS	DEBORAH	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
THORNBURG-BEARSE	CARRIE	11/13/2002	LIBRARY ASSISTANT	BARNSTABLE WEST BARNSTABLE	\$ 1,132.05	\$ -	\$ 1,132.05
THORNE	ERIN M.	4/29/1992	SPED RESOURCE ROOM	BARNSTABLE WEST BARNSTABLE	\$ 22,792.51	\$ -	\$ 22,792.51
TILESTON	ZACHARY	10/2/2000	MS MUSIC STRINGS	MIDDLE SCHOOL HYANNIS	\$ 33,846.31	\$ -	\$ 33,846.31
TITUS	KATHLEEN V.	8/28/1996	HS RESOURCE ROOM	HIGH SCHOOL	\$ 37,705.32	\$ -	\$ 37,705.32
TITUS	KATHY	7/2/2001	SUMMER CERTIFIED	SYSTEM	\$ 400.00	\$ -	\$ 400.00
TITUS	MARK	9/6/1977	HS ACES PROG	HIGH SCHOOL	\$ 54,774.73	\$ -	\$ 54,774.73
TOBIN	COURTNEY	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 630.00	\$ -	\$ 630.00
TOBIN	JENNIFER	3/4/2002	TCH ASST ALP PROG	MIDDLE SCHOOL MARSTONS MILLS	\$ 124.28	\$ -	\$ 124.28
TOBIN	NANCY	7/16/2002	SUMMER CERTIFIED	SYSTEM	\$ 3,075.00	\$ -	\$ 3,075.00

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TOBIN	NANCY	9/3/2002	TEACHER ASSISTANT SPED	HYANNIS WEST ELEMENTARY	\$ 14,098.63	\$ -	\$ 14,098.63
TOBIN	RUTH F	9/5/1967	GRADE 1 TEACHER	MARSTONS MILLS ELEMENTARY	\$ 56,430.63	\$ -	\$ 56,430.63
TODOROFF	PATRICK	10/16/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 760.00	\$ -	\$ 760.00
TOOLE	ANNE CROSS	10/6/1986	MS WORLD LANGUAGE	MIDDLE SCHOOL HYANNIS	\$ 57,160.22	\$ -	\$ 57,160.22
TRAFTON	SUSAN C	9/10/2001	SCHOOL TUTOR	TUTORS	\$ 6,962.50	\$ -	\$ 6,962.50
TRAPP	LEE ANN	8/29/1994	CAFETERIA WORKER	GRADE 5 SCHOOL	\$ 8,087.64	\$ -	\$ 8,087.64
TRAUGOT	KENNETH D	3/11/1998	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
TRIAANTAFILLOU	NAFSIKA	1/16/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 23,808.08	\$ -	\$ 23,808.08
TRIAANTIFILLOU	NAFSIKA	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 1,730.28	\$ -	\$ 1,730.28
TROUTMAN	PAMELA A	9/16/1997	ELEMENTARY COUNSELOR	MARSTONS MILLS EAST ELEM	\$ 42,430.59	\$ -	\$ 42,430.59
TUCKER	PATRICIA	3/20/2000	SCHOOL NURSE	HIGH SCHOOL	\$ 37,880.48	\$ -	\$ 37,880.48
TURCO	EMILY	3/20/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 195.00	\$ -	\$ 195.00
TURCO	THOMAS R.	9/4/1984	HS SPED TEACHER	HIGH SCHOOL	\$ 56,116.94	\$ -	\$ 56,116.94
TURNBULL	KURT F	11/23/1987	NETWORK COORDINATOR	MIDDLE SCHOOL HYANNIS	\$ 55,628.35	\$ -	\$ 55,628.35
TURNBULL	NANCY G.	9/6/1983	ELEMENTARY SPED TEACHER	CENTERVILLE ELEMENTARY	\$ 56,533.51	\$ -	\$ 56,533.51
TURNER	KEVIN	7/8/2002	HOUSEMASTER HS	HIGH SCHOOL	\$ 63,033.13	\$ -	\$ 63,033.13
TURNER	LYNN	8/29/2001	GRADE 4 TEACHER	BARNSTABLE WEST BARNSTABLE	\$ 17,934.49	\$ -	\$ 17,934.49
TURNER	VIRGINIA	11/22/1996	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 39,624.99	\$ -	\$ 39,624.99
TURNER-HAYDEN	RACHEL D	8/29/2001	TEACHER ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 8,437.27	\$ -	\$ 8,437.27
VAN COR	KENNETH W.	9/4/1990	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 61,072.44	\$ -	\$ 61,072.44
VARGAS	PAULA	8/30/2000	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 24,361.00	\$ -	\$ 24,361.00
VARJIAN	KATHRYN	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 320.00	\$ -	\$ 320.00
VARJIAN	KATHRYN	10/26/1998	ASSISTANT/SPED MS	MIDDLE SCHOOL HYANNIS	\$ 16,636.56	\$ -	\$ 16,636.56
VARNERIN	ELLEN	8/30/2000	DIRECTOR OF SPED	ADMIN - CENTRAL OFFICE	\$ 76,325.68	\$ -	\$ 76,325.68
VASCENCELOS	TIARA	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 630.00	\$ -	\$ 630.00
VASCONCELOS	CARMEN	9/14/1994	SCHOOL ASSISTANT	HYANNIS WEST ELEMENTARY	\$ 11,401.77	\$ -	\$ 11,401.77
VASCONCELOS	CARMEN	7/2/2001	SUMMER NON CERT	SYSTEM	\$ 1,312.04	\$ -	\$ 1,312.04
VEARA	AMY-BETH	2/15/1994	ELEMENTARY COUNSELOR	COTUIT ELEMENTARY	\$ 46,881.15	\$ -	\$ 46,881.15
VENDOLA	KATHLEEN	8/29/2001	SCHOOL NURSE	HIGH SCHOOL	\$ 35,961.48	\$ -	\$ 35,961.48
VERROS	THALIA D	8/30/1995	MS COUNSELOR	MIDDLE SCHOOL HYANNIS	\$ 57,555.62	\$ -	\$ 57,555.62
VERTERAMO	NICOLE	11/4/2002	CO TEACHER	MARSTONS MILLS EAST ELEM	\$ 2,314.65	\$ -	\$ 2,314.65
VON BERG	WILLIAM E	12/21/1998	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
WAGNER	CHRISTINE M	2/5/1998	SCHOOL ASSISTANT	OSTERVILLE BAY ELEMENTARY	\$ 111.12	\$ -	\$ 111.12
WALKER	ANN MARIE	6/22/1998	TEACHER SUBSTITUTE	MAIL ONLY	\$ -	\$ -	\$ -
WALKER	ANN MARIE	7/1/2002	SUMMER CERTIFIED	SYSTEM	\$ 700.00	\$ -	\$ 700.00
WALKER	COLEEN	7/5/1999	TEACHER SUBSTITUTE	MAIL ONLY	\$ 651.02	\$ -	\$ 651.02
WALL	MARY E.	10/15/1992	GRADE 2 TEACHER	HYANNIS EAST ELEMENTARY	\$ 29,581.36	\$ -	\$ 29,581.36
WALSH	HELEN M	1/4/1971	GRADE 5 TEACHER	GRADE 5 SCHOOL	\$ 43,792.87	\$ -	\$ 43,792.87
WANAT	BRIAN	8/28/2002	HS COUNSELOR	HIGH SCHOOL	\$ 14,479.08	\$ -	\$ 14,479.08
WARDROP	MARGARET	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 770.00	\$ -	\$ 770.00
WARDROP	MARGARET	9/8/1987	TEACHER ASSISTANT	MARSTONS MILLS EAST ELEM	\$ 21,734.25	\$ -	\$ 21,734.25
WARREN	DOUGLAS	8/29/2001	MS MATH TEACHER	MIDDLE SCHOOL MARSTONS MILLS	\$ 31,854.97	\$ -	\$ 31,854.97
WASHINGTON	NATHANIEL	8/29/2001	HS MATH TEACHER	HIGH SCHOOL	\$ 54,195.35	\$ -	\$ 54,195.35
WASHINGTON	PATRICIA A	9/7/1976	COOK III	HS CAFE SUBS	\$ 26,073.97	468.07	\$ 26,542.04
WATTERS	BETSY	8/30/2000	CHAPTER I TEACHER	HYANNIS WEST ELEMENTARY	\$ 55,637.53	\$ -	\$ 55,637.53
WATTERS	BEVERLY J.	10/4/1988	TEACHER ASSISTANT SPED	HIGH SCHOOL	\$ 19,413.24	\$ -	\$ 19,413.24
WAY	JONATHAN	10/26/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
WEBB	DOROTHY E	6/14/1988	CAFETERIA WORKER	HS CAFE SUBS	\$ 10,671.10	\$ -	\$ 10,671.10

School Department		Gross Wage Report - 2002					
Name		Date of Hire	Job Description	School	Gross	Overtime	Total
WEBB	MAUREEN	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 1,265.00	\$ -	\$ 1,265.00
WEBB	MAUREEN	9/28/1987	HEALTH ASSISTANT	MIDDLE SCHOOL MARSTONS MILLS	\$ 25,314.42	\$ -	\$ 25,314.42
WEGMAN	MARGARET S.	9/26/1988	ADMIN ASSISTANT CHAPTER I	HYANNIS EAST ELEMENTARY	\$ 45,763.91	\$ -	\$ 45,763.91
WEISS	LYNN G	9/8/1998	SCHOOL ASSISTANT	BARNSTABLE WEST BARNSTABLE	\$ 7,625.76	\$ -	\$ 7,625.76
WELCH	LAURA A.	10/17/1994	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 43,705.52	\$ -	\$ 43,705.52
WELLS	CYRIL	4/23/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 13,386.24	\$ -	\$ 13,386.24
WEST	SUSAN E.	9/8/1992	HS SCIENCE TEACHER	HIGH SCHOOL	\$ 54,854.72	\$ -	\$ 54,854.72
WESTON	NANCY	2/13/2003	HLTH/PREV ASST SUB	MAIL ONLY	\$ 16,647.18	\$ -	\$ 16,647.18
WHEELER	MARGARET	3/21/1988	CUSTODIAN	HIGH SCHOOL CUSTODIANS	\$ 29,277.20	\$ 41.93	\$ 29,319.13
WHELAN	DENISE E	1/27/2003	TEACHER SUBSTITUTE	MAIL ONLY	\$ 12,600.75	\$ -	\$ 12,600.75
WHELAN	GERTRUDE A.	9/4/1984	GRADE 1 TEACHER	HYANNIS EAST ELEMENTARY	\$ 53,830.63	\$ -	\$ 53,830.63
WHITE	ELIZABETH J	9/4/1973	ELEMENTARY ART TEACHER	MAIL ONLY	\$ 55,447.94	\$ -	\$ 55,447.94
WHITE	KIMBERLY A	9/26/1995	GRADE 3 TEACHER	CENTERVILLE ELEMENTARY	\$ 39,986.08	\$ -	\$ 39,986.08
WHITE	LOIS I	9/17/1979	SCHOOL SECRETARY	MIDDLE SCHOOL HYANNIS	\$ 28,564.79	\$ 76.01	\$ 28,640.80
WHITE	MARYELLEN	10/25/1994	SCHOOL ASSISTANT	CENTERVILLE ELEMENTARY	\$ 9,072.31	\$ -	\$ 9,072.31
WHITE	RACHEL	8/28/2002	HS MATH TEACHER	HIGH SCHOOL	\$ 13,833.36	\$ -	\$ 13,833.36
WHITE	STEVEN	8/28/2002	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 14,873.33	\$ -	\$ 14,873.33
WHITEMAN	VALERIE	9/5/1978	CHAPTER I MATH	HYANNIS WEST ELEMENTARY	\$ 56,182.72	\$ -	\$ 56,182.72
WHITTY	CLAIRE	8/15/1994	SCHOOL SECRETARY	MARSTONS MILLS EAST ELEM	\$ 29,134.43	\$ -	\$ 29,134.43
WHITTY	CLAIRE	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 1,933.67	\$ -	\$ 1,933.67
WIGGIN	KATHRYN A.	10/11/1990	SPED RESOURCE ROOM	MARSTONS MILLS ELEMENTARY	\$ 51,388.06	\$ -	\$ 51,388.06
WILKINS	CAROL D	9/8/1981	HS COUNSELOR	HIGH SCHOOL	\$ 59,052.03	\$ -	\$ 59,052.03
WILLIAMS	AIMEE	8/28/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 19,066.67	\$ -	\$ 19,066.67
WILLIAMS	JANE	9/24/2001	SCHOOL TUTOR	HIGH SCHOOL	\$ 33,965.00	\$ -	\$ 33,965.00
WILLIAMS	TRISTAN	9/23/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 3,250.00	\$ -	\$ 3,250.00
WILLY	MARYJO	9/24/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
WINDISCH	EVA	11/22/2002	TEACHER SUBSTITUTE	MAIL ONLY	\$ 520.00	\$ -	\$ 520.00
WINGARD	ROBERT J	9/2/1998	MS SCIENCE TEACHER	MIDDLE SCHOOL HYANNIS	\$ 42,489.57	\$ -	\$ 42,489.57
WINGATE	HENRY E	11/19/1997	TEACHER SUBSTITUTE	MAIL ONLY	\$ 5,656.92	\$ -	\$ 5,656.92
WITMER	ALICE	8/30/2000	MS RESOURCE ROOM	MIDDLE SCHOOL HYANNIS	\$ 47,585.95	\$ -	\$ 47,585.95
WITMER	ALICE	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 1,200.00	\$ -	\$ 1,200.00
WOJKOWSKI	MICHAEL	9/2/1998	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 42,253.14	\$ -	\$ 42,253.14
WOLLAK	GERARD G.	9/8/1987	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 59,771.92	\$ -	\$ 59,771.92
WOLLAK	MARY C.	6/19/2000	SUMMER CERTIFIED	SYSTEM	\$ 2,700.00	\$ -	\$ 2,700.00
WOLLAK	MARY C.	9/6/1983	HS ENGLISH TEACHER	HIGH SCHOOL	\$ 62,216.64	\$ -	\$ 62,216.64
WOOD	SUSAN	9/17/2001	SCHOOL ASSISTANT	OSTERVILLE BAY ELEMENTARY	\$ 6,331.08	\$ -	\$ 6,331.08
WOOD	SUSAN B.	4/6/1993	ART TEACHER	CENTERVILLE ELEMENTARY	\$ 47,147.29	\$ -	\$ 47,147.29
WORTH	KAREN	8/30/2000	HS MATH TEACHER	HIGH SCHOOL	\$ 57,295.68	\$ -	\$ 57,295.68
WRIGHT	JULIA	1/6/2003	SCHOOL SECRETARY	HIGH SCHOOL	\$ 1,817.37	\$ -	\$ 1,817.37
WROE	EMILY	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 1,540.00	\$ -	\$ 1,540.00
YESSIN	ELIZABETH D	8/29/2001	HS SPED TEACHER	HIGH SCHOOL	\$ 31,454.97	\$ -	\$ 31,454.97
YESSIN	MARK H.	9/5/1989	ELEMENTARY SPED	CENTERVILLE ELEMENTARY	\$ 58,480.83	\$ -	\$ 58,480.83
YEZUKEVICZ	CHRISTINE S.	9/8/1987	KINDERGARTEN	MARSTONS MILLS ELEMENTARY	\$ 55,875.66	\$ -	\$ 55,875.66
YISH	GENE	5/21/2001	TEACHER SUBSTITUTE	MAIL ONLY	\$ 1,701.85	\$ -	\$ 1,701.85
YORK	PATRICIA	3/4/2002	TEACHER ASSISTANT/SPED HS	MAIL ONLY	\$ 1,092.23	\$ -	\$ 1,092.23
ZAVATSKY	ELLEN	8/28/2002	PREVENTION SPECIALIST	MARSTONS MILLS ELEMENTARY	\$ 17,866.48	\$ -	\$ 17,866.48
ZIEGLER	LAURIE B	11/11/1997	TEACHER SUBSTITUTE	MAIL ONLY	\$ 835.00	\$ -	\$ 835.00

Town Departments
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Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
ACTON	KATE	6/16/2000	LIFEGUARD	RECREATION	\$ 2,643.38	\$ -	\$ 2,643.38
ADLER	RICHARD	4/13/1987	EQUIPMENT OPERATOR II	DPW - HIGHWAY	\$ 39,132.72	\$ 14,677.19	\$ 53,809.91
ADLER	ADAM	5/27/2000	ASSISTANT	RECREATION	\$ 396.00	\$ -	\$ 396.00
ADUKONIS	DANIEL	11/29/2001	ASSISTANT	RECREATION	\$ 1,046.00	\$ -	\$ 1,046.00
AFANASIW	PETER	5/24/2002	LIFEGUARD	RECREATION	\$ 3,669.39	\$ -	\$ 3,669.39
AGOSTINELLI	STEPHEN	8/13/1990	INSPECTOR CONSUMER AFFAIRS	CONSUMER AFFAIRS	\$ 48,387.49	\$ 1,117.54	\$ 49,505.03
AGOSTINELLI	JOAN	2/14/1997	DEPT/DIV ASSISTANT	HEALTH	\$ 28,510.41	\$ 44.74	\$ 28,555.15
AHERN	STEVEN	6/24/2002	DPW SEASONAL LABORER	DPW - S&G	\$ 3,608.00	\$ 99.00	\$ 3,707.00
AHERN	CAROLYN	11/13/1995	PRINCIPAL DEPT/DIV ASSISTANT	POLICE DEPT	\$ 30,267.45	\$ 2,943.46	\$ 33,210.91
ALDRICH	THERESA	6/14/2002	ASSISTANT	RECREATION	\$ 6,793.88	\$ -	\$ 6,793.88
ALEXANDER	JOHN	1/24/1994	PATROL OFFICER	POLICE DEPT	\$ 72,148.84	\$ 11,143.86	\$ 83,292.70
ALFIERI	KENNETH	3/13/2002	SANDY NECK PARK MANAGER	NATURAL RES. DIV.	\$ 40,096.64	\$ -	\$ 40,096.64
ALGER	ALICE	11/4/1997	ELECTION POLL WORKER	TOWN CLERK	\$ 110.50	\$ -	\$ 110.50
ALIOUAT	MARGARET	8/23/2002	DEPT/DIV ASSISTANT	HEALTH	\$ 9,327.58	\$ -	\$ 9,327.58
ALLBECKER	KATHRYN	5/25/1995	LEISURE PROGRAM COORD ASSIST	RECREATION	\$ 5,171.91	\$ -	\$ 5,171.91
ALLEN	GRETCHEN	1/24/2000	PATROL OFFICER	POLICE DEPT	\$ 66,679.66	\$ 13,738.84	\$ 80,418.50
ALLEN	MWANYOTA	10/12/2001	ASSISTANT	RECREATION	\$ 2,461.65	\$ -	\$ 2,461.65
ALMONACID	CARLOS	11/17/2000	LABORER CRAFTSPERSON	AIRPORT	\$ 27,723.63	\$ 6,184.60	\$ 33,908.23
ALVIN	REBECCA	7/22/2002	VIDEOGRAPHER	INFORMATIONS SYSTEMS	\$ 11.25	\$ -	\$ 11.25
ANDERSON	DAVID	2/7/1997	CONST PROJINSPECTOR	DPW - ENGINEERING	\$ 42,214.03	\$ 384.15	\$ 42,598.18
ANDERSON	BRIAN	7/5/2002	DPW SEASONAL LABORER	DPW - S&G	\$ 1,848.00	\$ -	\$ 1,848.00
ANDERSON	BRYANT	7/24/2000	GOLF CART/RANGE	GOLF	\$ 5,954.00	\$ -	\$ 5,954.00
ANDERSON	PATRICIA	7/1/1991	DIR HISTORICAL PRESERVATION	HISTORICAL PRESERV	\$ 25,593.32	\$ -	\$ 25,593.32
ANDERSON	BENJAMIN	12/21/2000	GIS SPECIALIST	INFORMATIONS SYSTEMS	\$ 38,768.14	\$ 423.14	\$ 39,191.28
ANDERSON	ELEANOR D	1/27/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 91.00	\$ -	\$ 91.00
ANDRADE	DEREK	6/20/2002	LEISURE PROG COUNSELOR	RECREATION	\$ 3,334.50	\$ -	\$ 3,334.50
ANDRES	CORNELIUS	11/12/1999	HIGHWAY SUPERVISOR	DPW - HIGHWAY	\$ 68,997.97	\$ -	\$ 68,997.97
ANDRES	MARY	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 172.25	\$ -	\$ 172.25
ANDREWS	MARLON	6/21/2002	GATE ATTENDENT	RECREATION	\$ 2,378.00	\$ -	\$ 2,378.00
ANDRYAUSKAS	SARAH	6/14/2002	LIFEGUARD AIDE	RECREATION	\$ 2,106.51	\$ -	\$ 2,106.51
ANGELONE	GINO	5/29/2002	GATE ATTENDENT	RECREATION	\$ 3,538.00	\$ -	\$ 3,538.00
ANTHONY	DAVID	7/13/1998	CHIEF PROCUREMENT OFFICER	PURCHASING	\$ 57,271.95	\$ -	\$ 57,271.95
ARCHAMBEAU	BERNADETTE	7/6/1982	DEPT/DIV ASSISTANT	TOWN COLLECTOR	\$ 34,715.19	\$ 115.02	\$ 34,830.21
ARGUELLO	ALFONSO	3/16/2001	WEIGHT & MEASURE INSPECTOR	CONSUMER AFFAIRS	\$ 38,007.96	\$ 868.29	\$ 38,876.25
ARTHUR	NANCY	12/15/1995	CLERICAL POOL	HUMAN RESOURCES	\$ 13,259.59	\$ -	\$ 13,259.59
ASPDEN	JOCELYN	6/28/2002	GATE ATTENDENT	RECREATION	\$ 2,084.00	\$ -	\$ 2,084.00
ATKINS	ASHLEY	6/15/2001	ASSISTANT	RECREATION	\$ 304.00	\$ -	\$ 304.00
AUDIBERT	ALISON	9/20/1994	ELECTION POLL WORKER	TOWN CLERK	\$ 149.50	\$ -	\$ 149.50
AUDIBERT	DON	11/4/1997	ELECTION POLL WORKER	TOWN CLERK	\$ 220.00	\$ -	\$ 220.00
AUGER	ELIZABETH	10/3/2002	ASSISTANT	RECREATION	\$ 208.00	\$ -	\$ 208.00
AVALLONE	LAWRENCE	5/9/1983	ARBORIST	DPW - HIGHWAY	\$ 40,579.57	\$ 7,025.02	\$ 47,604.59
BAFARO	JOHN	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 29.25	\$ -	\$ 29.25
BAIN	ROBERT	3/1/1976	MECHANIC	DPW - HIGHWAY	\$ 39,252.33	\$ 4,444.84	\$ 43,697.17
BAKER	JOHN	12/29/1995	EQUIPMENT OPERATOR I	DPW - HIGHWAY	\$ 32,451.35	\$ 6,322.03	\$ 38,773.38
BAKER	RUTHANNE	9/11/1996	PRINCIPAL ASSISTANT HR	HUMAN RESOURCES	\$ 31,756.12	\$ 694.55	\$ 32,450.67
BAKER	ALBERT	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 250.00	\$ -	\$ 250.00
BALCOM	SEAN	2/6/1989	DETECTIVE	POLICE DEPT	\$ 66,881.42	\$ 21,667.78	\$ 88,549.20
BALCYTIS	VARUNAS	8/6/2002	GOLF TURF MAINT./GARDENER	GOLF	\$ 2,255.00	\$ -	\$ 2,255.00

Town Departments
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Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
BALDINI	SANDRA S	9/16/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 71.50	\$ -	\$ 71.50
BARBEL	NEFREDIEZHA	3/11/2002	CLERICAL POOL	HUMAN RESOURCES	\$ 1,980.00	\$ -	\$ 1,980.00
BARBOZA	ANDRE	6/26/2002	ASSISTANT	RECREATION	\$ 2,820.00	\$ -	\$ 2,820.00
BARRETT	JACOB	12/12/2001	DPW SEASONAL LABORER	DPW - S&G	\$ 1,562.75	\$ -	\$ 1,562.75
BARRETT	MARK	11/29/2001	ASSISTANT	RECREATION	\$ 1,216.00	\$ -	\$ 1,216.00
BARRIE	JAMES	6/16/1997	MAINTENANCE TECHNICIAN	AIRPORT	\$ 32,159.27	\$ 1,972.87	\$ 34,132.14
BARROWS	DEBRA	9/22/1986	ADMINISTRATIVE ASSISTANT 7	CONSERVATION	\$ 33,517.38	\$ 287.04	\$ 33,804.42
BARRY	LOIS	12/22/1997	HOURLY DEPT/DIV ASSISTANT	BUILDING	\$ 18,159.22	\$ -	\$ 18,159.22
BARRY	EDWARD	7/29/1988	HEALTH INSPECTOR	HEALTH	\$ 30,630.42	\$ 166.02	\$ 30,796.44
BARRY	RICHARD	11/15/1999	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 4,999.92	\$ -	\$ 4,999.92
BASSETT	EVELYN G	9/18/1990	ELECTION POLL WORKER	TOWN CLERK	\$ 220.00	\$ -	\$ 220.00
BAXTER	BENJAMIN	12/21/1986	SERGEANT	POLICE DEPT	\$ 64,164.49	\$ 16,224.32	\$ 80,388.81
BEAL	CHRISTOPHER	9/17/1999	PROGRAM COORDINATOR	RECREATION	\$ 40,291.22	\$ 2,860.10	\$ 43,151.32
BEAL	KARA	1/1/1901	SWIM PROGRAM SUPERV	RECREATION	\$ 168.00	\$ -	\$ 168.00
BEARSE	ROBERT	9/7/2001	LABORER/CRAFTSPERSON	DPW - S&G	\$ 27,936.94	\$ 1,858.16	\$ 29,795.10
BEASLEY	KATIE	6/14/2002	ASSISTANT	RECREATION	\$ 308.00	\$ -	\$ 308.00
BECKER	BARBARA	9/28/1998	BEACH SUPERVISOR	RECREATION	\$ 832.25	\$ -	\$ 832.25
BEDNARK	AMELIA	6/7/2002	ASSISTANT	RECREATION	\$ 4,543.52	\$ -	\$ 4,543.52
BEHLMAN	COLLEEN	9/30/1996	LABORER/CRAFTSPERSON	DPW - HIGHWAY	\$ 9,289.43	\$ -	\$ 9,289.43
BEHLMAN	RUTH	1/1/1901	SUB CENSUS CLERK	TOWN CLERK	\$ 7,638.00	\$ -	\$ 7,638.00
BEN-HORIN	TAL	6/12/2002	SEASONAL NR OFFICER	NATURAL RES. DIV.	\$ 2,830.80	\$ 207.90	\$ 3,038.70
BENNETT	BARBARA	8/29/1983	ADMINISTRATIVE ASSISTANT 7	INFORMATIONS SYSTEMS	\$ 36,608.94	\$ -	\$ 36,608.94
BENNISON	CHARLES	2/8/2002	SURVEYING FIELD TECHNICIAN	DPW - ENGINEERING	\$ 32,647.40	\$ 1,429.20	\$ 34,076.60
BENOIT	JAMES	10/19/1996	GEOGRAPHIC INFO SYS COORD	INFORMATIONS SYSTEMS	\$ 60,699.64	\$ 542.72	\$ 61,242.36
BENSON	ALBERT	6/25/1999	GOLF STARTER	GOLF	\$ 3,485.25	\$ -	\$ 3,485.25
BENTLEY	JOSEPH	6/22/2001	ASSISTANT	RECREATION	\$ 4,192.00	\$ -	\$ 4,192.00
BENTLEY	PAUL	5/27/2000	LEISURE PROGRAM DIR.	RECREATION	\$ 6,717.50	\$ -	\$ 6,717.50
BENYO	CHRISTOPHER	9/13/2002	DPW SEASONAL LABORER	DPW - S&G	\$ 5,489.00	\$ -	\$ 5,489.00
BERGLUND	TIRRILL	5/24/2002	GATE ATTENDENT	RECREATION	\$ 584.00	\$ -	\$ 584.00
BETTENCOURT	SUSAN	4/15/2000	SWIM PROGRAM SUPERV	RECREATION	\$ 3,648.00	\$ -	\$ 3,648.00
BEVERIDGE	MELODIE	5/1/1981	ELECTION POLL WORKER	TOWN CLERK	\$ 233.00	\$ -	\$ 233.00
BIDWELL	ROBERT	5/27/2000	BEACH SUPERVISOR	RECREATION	\$ 7,265.77	\$ -	\$ 7,265.77
BIELA	BERNADETTE	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 175.50	\$ -	\$ 175.50
BIELA	HENRY	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 175.50	\$ -	\$ 175.50
BILL	DOUGLAS	1/28/2000	ASSOCIATE PLANNER	PLANNING	\$ 41,876.44	\$ 1,797.48	\$ 43,673.92
BINDA	EUGENE L	3/23/1992	ELECTION POLL WORKER	TOWN CLERK	\$ 263.00	\$ -	\$ 263.00
BINDA	LOIS M	3/23/1992	ELECTION POLL WORKER	TOWN CLERK	\$ 233.00	\$ -	\$ 233.00
BIRD	THOMAS	1/24/1994	PATROL OFFICER	POLICE DEPT	\$ 73,857.88	\$ 12,782.60	\$ 86,640.48
BIRD	LESLIE	5/21/1999	ELECTION POLL WORKER	TOWN CLERK	\$ 130.00	\$ -	\$ 130.00
BISHOP	ASHLEY	12/12/2002	ASSISTANT	RECREATION	\$ 38.00	\$ -	\$ 38.00
BLACK	MARLENE	6/24/2002	CLERICAL POOL	HUMAN RESOURCES	\$ 8,890.00	\$ -	\$ 8,890.00
BLAIR	MARY	9/29/2000	PRINCIPAL DEPT/DIV ASSISTANT	HISTORICAL PRESERV	\$ 9,873.64	\$ 1,021.46	\$ 10,895.10
BLAKE	MARY	11/9/1987	ACCOUNTING OFFICER	FINANCE	\$ 46,702.92	\$ -	\$ 46,702.92
BLAKE	STEPHEN	7/9/2002	BEACH AIDE	RECREATION	\$ 1,386.00	\$ -	\$ 1,386.00
BLANCHARD	NANCY	9/15/1980	DETECTIVE	POLICE DEPT	\$ 66,016.92	\$ 9,438.76	\$ 75,455.68
BLAZIS	GARY	11/17/1997	PRESIDENT TOWN COUNCIL	TOWN COUNCIL	\$ 6,999.96	\$ -	\$ 6,999.96
BLOOM	SADIE K	6/20/1989	ELECTION POLL WORKER	TOWN CLERK	\$ 94.26	\$ -	\$ 94.26
BONAVITA	RICHARD	8/5/2002	TEMPORARY METER OFFICER	CONSUMER AFFAIRS	\$ 4,009.50	\$ -	\$ 4,009.50

Town Departments
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BONAVITA RICHARD	9/16/2002	CROSSING GUARD	POLICE DEPT	\$ 2,964.73	\$ -	\$ 2,964.73
BONNER ATKINS TARA	6/21/2002	LEISURE PROGRAM DIR	RECREATION	\$ 3,907.50	\$ -	\$ 3,907.50
BOOKBINDER CLAUDETTE	9/7/2001	LEGAL CLERK	LEGAL	\$ 19,787.90	\$ -	\$ 19,787.90
BORDEN-BRIERLY CLAUDIA	8/28/2000	REFERRAL ADVOCACY SPEC	SENIOR SERVICES	\$ 24,928.53	\$ -	\$ 24,928.53
BOSWORTH KELLY	6/22/2001	ASSISTANT	RECREATION	\$ 304.00	\$ -	\$ 304.00
BOSWORTH KIRSTEN	6/14/2002	ASSISTANT	RECREATION	\$ 304.00	\$ -	\$ 304.00
BOUCHER JOHANNA	10/25/2002	PURCHASING AGENT	PURCHASING	\$ 5,880.88	\$ -	\$ 5,880.88
BOUCHER GUY	5/12/2000	PROGRAM COORDINATOR	RECREATION	\$ 38,774.13	\$ 1,037.38	\$ 39,811.51
BOUVIER DENNIS	10/29/1999	MICROCOMPUTER SUPPORT SPEC	INFORMATIONS SYSTEMS	\$ 37,172.04	\$ -	\$ 37,172.04
BOY RICHARD	4/1/1986	HIGHWAY BRIDGE TENDER	DPW - HIGHWAY	\$ 5,991.50	\$ -	\$ 5,991.50
BRADSTREET LINDA	5/30/2000	CLERICAL ASSIST	TOWN MANAGER	\$ 7,498.99	\$ -	\$ 7,498.99
BRAMBLETT BRANDON	4/10/2002	AIDE	RECREATION	\$ 1,230.00	\$ -	\$ 1,230.00
BRAUN WILLIAM	5/26/2000	ASSIST HARBORMASTER SECURITY	HARBORMASTERS	\$ 4,840.00	\$ -	\$ 4,840.00
BREA LEO	8/30/2002	LABORER/CRAFTSPERSON	DPW - HIGHWAY	\$ 8,645.29	\$ 921.94	\$ 9,567.23
BRENNAN GARY	8/10/1987	ASSISTANT ASSESSOR	ASSESSING	\$ 45,716.60	\$ 131.48	\$ 45,848.08
BRENNAN KYLE	5/28/2002	GATE ATTENDENT	RECREATION	\$ 2,354.00	\$ -	\$ 2,354.00
BREWER DAVID	1/17/1995	ASST HRBRMST PUMPOUT BOAT	HARBORMASTERS	\$ 19,839.19	\$ 525.37	\$ 20,364.56
BRITT MARY	5/27/2000	LIFEGUARD	RECREATION	\$ 3,488.88	\$ -	\$ 3,488.88
BROADRICK THOMAS	3/22/2002	DIRECTOR OF PLANNING	PLANNING	\$ 50,762.58	\$ -	\$ 50,762.58
BRONK-ABBOTT RUTH	9/17/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 81.25	\$ -	\$ 81.25
BROOKS BARBARA	5/5/1997	PATROL OFFICER	POLICE DEPT	\$ 53,051.93	\$ 11,960.51	\$ 65,012.44
BROWN CREIGHTON	7/21/1986	LABORER/CRAFTSPERSON	DPW - HIGHWAY	\$ 34,244.30	\$ 5,445.43	\$ 39,689.73
BROWN SUSAN	5/19/2000	GATE ATTENDENT	RECREATION	\$ 3,638.00	\$ -	\$ 3,638.00
BROWN IRENE	5/17/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 84.50	\$ -	\$ 84.50
BROWN GARY	11/17/1997	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 6,000.00	\$ -	\$ 6,000.00
BROWNING STEPHEN	7/15/2002	GOLF TURF MAINT./GARDENER	GOLF	\$ 4,699.75	\$ -	\$ 4,699.75
BRYANTON PETER	7/19/2002	COORDINATOR	COMM./ECONOMIC DEV.	\$ 20,091.72	\$ -	\$ 20,091.72
BUCZEK AARON	6/14/2002	LIFEGUARD	RECREATION	\$ 3,372.51	\$ -	\$ 3,372.51
BURBANK DEBRA	6/3/1988	ASSIST TREASURER	TREASURY	\$ 42,268.90	\$ 687.10	\$ 42,956.00
BURCHELL ANN	8/30/1999	ADULT SOCIAL DAY PROG AIDE	SENIOR SERVICES	\$ 5,581.88	\$ -	\$ 5,581.88
BURDICK MICHAEL	6/26/2001	LABORER/CRAFTSPERSON	DPW - HIGHWAY	\$ 28,039.41	\$ 4,408.90	\$ 32,448.31
BURGMANN ROBERT	1/3/1994	TOWN ENGINEER	DPW - ENGINEERING	\$ 79,766.24	\$ -	\$ 79,766.24
BURLINGAME ANN	9/20/1974	CLERICAL POOL	HUMAN RESOURCES	\$ 4,053.25	\$ -	\$ 4,053.25
BURNHAM RICHARD	3/7/1988	GAS & PLUMBING INSPECTOR	BUILDING	\$ 50,806.49	\$ -	\$ 50,806.49
BURNHAM JAMES	3/24/1989	EQUIPMENT OPERATOR II	DPW - HIGHWAY	\$ 39,045.66	\$ 6,147.14	\$ 45,192.80
BURTON EILEEN	11/5/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 45.50	\$ -	\$ 45.50
BUSS CASEY	6/15/2001	ASSISTANT	RECREATION	\$ 446.00	\$ -	\$ 446.00
BUTLER DOROTHY	1/4/1982	PARKING ENFORCEMENT INSPECTOR	CONSUMER AFFAIRS	\$ 18,797.76	\$ 3,679.49	\$ 22,477.25
BUTLER DOROTHY	1/4/1982	CROSSING GUARD	POLICE DEPT	\$ 7,857.86	\$ -	\$ 7,857.86
BUTLER MARK	7/22/2002	PATROL OFFICER	POLICE DEPT	\$ 19,502.28	\$ -	\$ 19,502.28
BUTLER MEREDITH	6/28/2001	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 2,698.00	\$ -	\$ 2,698.00
BYRNE KENNETH	4/30/1990	SR. PROGRAMMER/ANALYST	INFORMATIONS SYSTEMS	\$ 28,535.62	\$ -	\$ 28,535.62
CABRAL MARK	7/22/2002	PATROL OFFICER	POLICE DEPT	\$ 17,877.09	\$ -	\$ 17,877.09
CAHOON RALPH	6/10/1985	PATROL OFFICER	POLICE DEPT	\$ 55,919.05	\$ 7,131.01	\$ 63,050.06
CAIADO ARTHUR	9/7/1987	SERGEANT	POLICE DEPT	\$ 68,422.58	\$ 25,585.51	\$ 94,008.09
CAIRNS JOSEPH	8/22/1977	INTERIM TOWN SURVEYOR	DPW - ENGINEERING	\$ 53,239.75	\$ 1,492.87	\$ 54,732.62
CAIRNS JOSEPH	11/1/1987	PATROL OFFICER	POLICE DEPT	\$ 58,765.40	\$ 18,277.96	\$ 77,043.36

Town Departments
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Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
CALI	CRISTIN	6/21/2002	ASSISTANT	RECREATION	\$ 114.00	\$ -	\$ 114.00
CALI	JAMES	6/16/2000	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 2,638.00	\$ -	\$ 2,638.00
CALLAHAN	FRANCIS	1/3/1995	SURVEYING FIELD TECHNICIAN	DPW - ENGINEERING	\$ 41,390.79	\$ 1,564.38	\$ 42,955.17
CAMERON	DAVID	1/10/1980	LIEUTENANT	POLICE DEPT	\$ 86,126.89	\$ 18,072.99	\$ 104,199.88
CAMERON	KATIE	4/21/2000	BEACH SUPERVISOR	RECREATION	\$ 4,432.53	\$ -	\$ 4,432.53
CAMPBELL	JOHN	1/24/1994	PATROL OFFICER	POLICE DEPT	\$ 75,932.59	\$ 20,799.94	\$ 96,732.53
CAMPBELL	ELIZABETH A	6/16/2000	ASSISTANT	RECREATION	\$ 304.00	\$ -	\$ 304.00
CANNON	JEFFREY	1/3/2000	TOWN TREASURER	TREASURY	\$ 65,240.26	\$ -	\$ 65,240.26
CANUEL	VICKI	4/2/1999	POLICE MATRON	POLICE DEPT	\$ 5,352.00	\$ -	\$ 5,352.00
CAPLICE	NICHOLAS	1/4/2001	ASSISTANT	RECREATION	\$ 820.00	\$ -	\$ 820.00
CAPOZZI	HARRY	4/26/2002	HIGHWAY BRIDGE TENDER	DPW - HIGHWAY	\$ 5,577.50	\$ -	\$ 5,577.50
CAPUTO	DAMIAN	6/22/2001	HEAD LIFEGUARD	RECREATION	\$ 4,508.26	\$ -	\$ 4,508.26
CAREY	ROBERT	5/27/2000	LIFEGUARD	RECREATION	\$ 5,159.25	\$ -	\$ 5,159.25
CARLEVALE	EDWARD	4/10/2000	GOLF STARTER	GOLF	\$ 2,029.50	\$ -	\$ 2,029.50
CARRINGTON	IRENE	6/19/1998	CONTRACT COMPLIANCE OFFICER	HUMAN RESOURCES	\$ 18,658.54	\$ -	\$ 18,658.54
CARTER	TONY	3/30/2000	ASSISTANT	RECREATION	\$ 2,748.00	\$ -	\$ 2,748.00
CARTMILL	MATTHEW	6/9/2000	PROGRAM DIRECTOR	RECREATION	\$ 2,931.51	\$ -	\$ 2,931.51
CARTY	SCOTT	11/5/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 45.50	\$ -	\$ 45.50
CASCIO	MATTHEW	7/11/2002	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 2,424.00	\$ -	\$ 2,424.00
CASEY	MAGGIE	6/8/2002	GATE ATTENDENT	RECREATION	\$ 1,974.00	\$ -	\$ 1,974.00
CASEY	JOAN	9/9/1988	ELECTION POLL WORKER	TOWN CLERK	\$ 84.50	\$ -	\$ 84.50
CASSELLO	GEORGE	6/25/1999	SECTION FOREMAN CUSTODIAL	DPW - S&G	\$ 35,712.74	\$ 11,658.72	\$ 47,371.46
CATALDO	LAUREN	6/16/2000	LIFEGUARD	RECREATION	\$ 909.50	\$ -	\$ 909.50
CAUDLE	JOHN	1/3/1994	SENIOR ENGINEERING TECHNICIAN	DPW - ENGINEERING	\$ 38,257.94	\$ 4,330.61	\$ 42,588.55
CAVILL	JASON	8/30/2002	LABORER/CRAFTSPERSON	DPW - S&G	\$ 7,024.31	\$ 1,104.32	\$ 8,128.63
CELIA	BRIAN	5/14/1999	PROJECT ENGINEER DRAINAGE	DPW - ENGINEERING	\$ 42,823.11	\$ 11,087.35	\$ 53,910.46
CHALLIES	CHRISTOHER	2/9/1998	PATROL OFFICER	POLICE DEPT	\$ 60,847.71	\$ 10,307.93	\$ 71,155.64
CHARLONNE	JASON	7/27/2002	RECREATION GATE ATTENDENT	NATURAL RES. DIV.	\$ 1,881.81	\$ -	\$ 1,881.81
CHASE	SIDNEY	11/25/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 13.00	\$ -	\$ 13.00
CHAVES	MARCIA A	4/14/1992	ELECTION POLL WORKER	TOWN CLERK	\$ 32.50	\$ -	\$ 32.50
CHEVALIER	THOMAS	11/1/1987	PATROL OFFICER	POLICE DEPT	\$ 77,588.44	\$ 14,919.93	\$ 92,508.37
CHILDS	BARBARA	11/13/1984	ADMIN ASSISTANT SEWER BILLING	DPW - WPC	\$ 37,106.00	\$ 2,549.50	\$ 39,655.50
CHILDS	ROBERT	5/17/1996	SEASONAL ASSIST HARBORMASTER	HARBORMASTERS	\$ 4,500.00	\$ -	\$ 4,500.00
CHILDS	EMILY	6/15/2001	ASSISTANT	RECREATION	\$ 2,501.00	\$ -	\$ 2,501.00
CHILDS	JENNIFER	6/22/2001	LEISURE PROGRAM DIRECTOR	RECREATION	\$ 3,965.00	\$ -	\$ 3,965.00
CHILDS	MARY	11/8/1988	ELECTION POLL WORKER	TOWN CLERK	\$ 94.26	\$ -	\$ 94.26
CHIPPERFIELD	KEITH	11/15/2001	DPW SEASONAL LABORER	DPW - S&G	\$ 14,143.26	\$ 119.63	\$ 14,262.89
CHRISTO	LEONARD	6/16/2000	GATE ATTENDENT	RECREATION	\$ 600.00	\$ -	\$ 600.00
CILIBERTO	VINCENT	1/2/1996	EQUIPMENT OPERATOR I	DPW - HIGHWAY	\$ 31,745.78	\$ 6,284.86	\$ 38,030.64
CLARK	KRISTINE	6/14/1996	SHELLFISH TECHNICIAN	NATURAL RES. DIV.	\$ 25,348.33	\$ 480.57	\$ 25,828.90
CLARK	MICHAEL	10/30/1995	DETECTIVE	POLICE DEPT	\$ 55,461.65	\$ 13,334.65	\$ 68,796.30
CLARK	ISABELLA	7/10/2002	GATE ATTENDENT	RECREATION	\$ 1,295.00	\$ -	\$ 1,295.00
CLARK	DAPHNE	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 105.63	\$ -	\$ 105.63
CLARK	ROBERT	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 40.63	\$ -	\$ 40.63
CLARK	RICHARD	11/18/1993	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 4,999.92	\$ -	\$ 4,999.92
CLAUSEN	DANIEL	6/9/2000	ASSISTANT	RECREATION	\$ 868.00	\$ -	\$ 868.00
CLEMENS	GREGORY	4/30/1979	GIS DATABASE TECHNICIAN	DPW - ENGINEERING	\$ 43,583.34	\$ -	\$ 43,583.34
CLIGGOTT	JANICE	11/3/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 175.50	\$ -	\$ 175.50

Town Departments
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CLOUTIER	LE LA	6/28/2001	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 2,936.00	\$ -	\$ 2,936.00
CODY	THORNTON	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 91.00	\$ -	\$ 91.00
COELHO	GERALDO	5/8/2002	TEMPORARY CUSTODIAN	DPW - S&G	\$ 13,857.00	\$ 1,270.50	\$ 15,127.50
COFFEY	JUDITH	6/7/2002	LIFEGUARD AIDE	RECREATION	\$ 1,123.14	\$ -	\$ 1,123.14
COFFEY	JULIA	6/9/2000	HEAD LIFEGUARD	RECREATION	\$ 4,108.14	\$ -	\$ 4,108.14
COGGESHALL	ROBERT	4/27/1972	PATROL OFFICER	POLICE DEPT	\$ 46,869.76	\$ 7,618.79	\$ 54,488.55
COLE	WILLIAM	7/14/2000	INTERIM HR DIRECTOR	HUMAN RESOURCES	\$ 52,805.03	\$ -	\$ 52,805.03
COLEMAN	CHARLES	4/2/1993	WORKING FOREMAN	DPW - HIGHWAY	\$ 27,253.21	\$ 6,582.15	\$ 33,835.36
COLE-TUCKER	REED	5/18/2001	GATE ATTENDENT	RECREATION	\$ 2,808.00	\$ -	\$ 2,808.00
COLLOPY	CASEY	12/17/1999	ASSISTANT	RECREATION	\$ 372.00	\$ -	\$ 372.00
CONLEY	SHIRLEY	4/25/1997	CLERICAL POOL	HUMAN RESOURCES	\$ 5,520.00	\$ -	\$ 5,520.00
CONLEY	JEFFREY	6/16/2000	HEAD LIFEGUARD	RECREATION	\$ 3,727.51	\$ -	\$ 3,727.51
CONLON	KATHLEEN	6/26/2002	LIFEGUARD	RECREATION	\$ 3,213.38	\$ -	\$ 3,213.38
CONNOLLY	KEVIN	2/9/1998	PATROL OFFICER	POLICE DEPT	\$ 56,086.31	\$ 15,564.58	\$ 71,650.89
CONNOR	PATRICIA	11/5/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 35.75	\$ -	\$ 35.75
CONNORS	KIM	1/25/1999	GRANT ITEM PRICE/ITEM VERIFICT	CONSUMER AFFAIRS	\$ 28,329.02	\$ -	\$ 28,329.02
CONNORS	THOMAS	6/12/1995	HARBORMASTR	HARBORMASTERS	\$ 10,605.00	\$ 397.50	\$ 11,002.50
CONNORS	RITA	7/5/1988	CLERICAL POOL	HUMAN RESOURCES	\$ 4,240.00	\$ -	\$ 4,240.00
CONTRE	JANET	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 65.00	\$ -	\$ 65.00
CONWAY	BROCK	5/4/2001	HOURLY AIRPORT CUSTODIAN	AIRPORT	\$ 10,643.81	\$ -	\$ 10,643.81
CORBETT	JOHN	9/1/1971	PATROL OFFICER	POLICE DEPT	\$ 66,758.92	\$ 12,639.24	\$ 79,398.16
CORMIER	ANDREW	3/30/2001	EQUIPMENT OPERATOR II	DPW - SOLID WASTE	\$ 32,694.30	\$ 6,272.13	\$ 38,966.43
CORMIER	KYMBERLI	2/23/2001	PRINCIPAL DEPT/DIV ASSISTANT	DPW - S&G	\$ 7,011.19	\$ -	\$ 7,011.19
CORREIA	ABEL	4/27/2001	GATE ATTENDENT	RECREATION	\$ 6,548.00	\$ -	\$ 6,548.00
CORRIERI	ALFRED	4/12/2000	GOLF TURF MAINT./GARDENER	GOLF	\$ 100.00	\$ -	\$ 100.00
COSTA	ERIN	6/3/2002	LABRATORY ASSISTANT	DPW - WPC	\$ 18,843.01	\$ 1,058.50	\$ 19,901.51
COTTON	JOYCE	9/1/2000	ADULT SOCIAL DAY PROG AIDE	SENIOR SERVICES	\$ 10,361.42	\$ -	\$ 10,361.42
COUET	KATE	6/21/2002	LIFEGUARD AIDE	RECREATION	\$ 1,607.13	\$ -	\$ 1,607.13
COXON	WILLIAM	5/11/2001	GATE ATTENDENT	RECREATION	\$ 3,122.34	\$ -	\$ 3,122.34
CREIGHTON	THOMAS	4/5/2002	GOLF STARTER	GOLF	\$ 8,556.75	\$ -	\$ 8,556.75
CROCKER	SHARON	11/4/1997	ELECTION POLL WORKER	TOWN CLERK	\$ 91.00	\$ -	\$ 91.00
CROCKER	SHIRLEY	5/1/1978	DEPUTY TAX COLLECTOR	TOWN COLLECTOR	\$ 33,091.86	\$ 12.82	\$ 33,104.68
CROFT	LIZANNE	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 220.00	\$ -	\$ 220.00
CROSBY	THEODORE	9/20/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 175.50	\$ -	\$ 175.50
CROSS	JOSHUA	6/9/2000	GATE ATTENDENT	RECREATION	\$ 6,378.59	\$ -	\$ 6,378.59
CROSS	JUDITH	1/16/1995	ELECTION POLL WORKER	TOWN CLERK	\$ 45.50	\$ -	\$ 45.50
CROWLEY	KATHERINE	6/16/2000	LIFEGUARD	RECREATION	\$ 5,735.71	\$ -	\$ 5,735.71
CUNNINGHAM	TAMMY	11/18/2002	BENEFITS ADMINSTRATOR	HUMAN RESOURCES	\$ 3,541.49	\$ -	\$ 3,541.49
CUNNINGHAM	ERIKA	6/26/2002	AIDE	RECREATION	\$ 231.00	\$ -	\$ 231.00
CURCIO	PATRICIA	7/1/2001	DIRECTOR GUYER BARN	HUMAN RESOURCES	\$ 4,000.00	\$ -	\$ 4,000.00
CURLEY	DAVID	10/30/1978	DIRECTOR OF	RECREATION	\$ 80,226.58	\$ -	\$ 80,226.58
CUSHING	MEGAN	6/21/2002	LIFEGUARD	RECREATION	\$ 2,516.00	\$ -	\$ 2,516.00
DACE	KARYN	7/1/1992	TOBACCO FIELD ENFORCEMENT/GRNT	HEALTH	\$ 24,143.51	\$ 1,200.63	\$ 25,344.14
DACEY	DONNA	9/21/1998	CLERICAL POOL	HUMAN RESOURCES	\$ 650.00	\$ -	\$ 650.00
DAENER	THOMAS	10/20/1992	COURIER/MAINTENANCE PERSON	DPW - HIGHWAY	\$ 22,036.37	\$ 219.00	\$ 22,255.37
D'AGOSTINO	DIANE	1/4/2002	DEPT/DIV ASSIST	TOWN CLERK	\$ 26,980.07	\$ 240.71	\$ 27,220.78
DAHLSTROM	ELIN	6/16/2000	ASSISTANT	RECREATION	\$ 304.00	\$ -	\$ 304.00
DAIGLE	CLIFFORD	6/14/2001	PT ANIMAL CONTROL OFFICER	NATURAL RES. DIV.	\$ 3,497.98	\$ -	\$ 3,497.98

Town Departments
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Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
DALEY	MICHAEL	11/26/2001	DPW SEASONAL LABORER	DPW - S&G	\$ 9,654.39	\$ -	\$ 9,654.39
DALEY	JAMES	5/10/1999	HOURLY SEPTIC SYSTEM INFO COOR	HEALTH	\$ 10,652.21	\$ -	\$ 10,652.21
DALEY	JOELLEN	9/15/2000	ASSIST TOWN MANAGER	TOWN MANAGER	\$ 87,978.52	\$ -	\$ 87,978.52
DALRYMPLE	WILLIAM	6/10/2002	TELECOMM.SPEC/JAIL ASSISTANT	POLICE DEPT	\$ 2,526.99	\$ 99.13	\$ 2,626.12
DALTON	CHRISTOPHER	12/28/2001	GENERAL FOREMAN FLEET MANAGER	DPW - HIGHWAY	\$ 50,038.37	\$ -	\$ 50,038.37
DAMERY	MICHAEL	5/5/1986	SERGEANT	POLICE DEPT	\$ 73,095.70	\$ 12,828.75	\$ 85,924.45
DANIELS	TROY	12/5/2002	LABORER/CRAFTSPERSON	DPW - HIGHWAY	\$ 1,188.73	\$ 314.07	\$ 1,502.80
DANIELS	ROBERT	5/5/1994	VIDEOGRAPHER	INFORMATIONS SYSTEMS	\$ 690.00	\$ -	\$ 690.00
DARLING	NICOLE	6/14/2002	LEISURE PROGRAM DIRECTOR	RECREATION	\$ 3,947.50	\$ -	\$ 3,947.50
DAVIES	MICHELLE	10/6/2000	PROGRAM COORDINATOR	RECREATION	\$ 39,050.14	\$ 1,251.94	\$ 40,302.08
DAVIS	THOMAS	4/2/2001	GOLF CART/RANGE	GOLF	\$ 136.00	\$ -	\$ 136.00
DAVIS	ALEXANDRA	6/16/2000	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 2,976.00	\$ -	\$ 2,976.00
DAVIS	WHITNEY	6/15/2001	ASSISTANT	RECREATION	\$ 300.00	\$ -	\$ 300.00
DAVIS	BARBARA	9/18/1990	ELECTION POLL WORKER	TOWN CLERK	\$ 65.00	\$ -	\$ 65.00
DAVISON	NANCY	11/26/2001	COORDINA	COMM./ECONOMIC DEV.	\$ 12,876.25	\$ -	\$ 12,876.25
DECOLLIBUS	KEVIN	1/26/2001	WEB/INTRANET DEVELOPER	INFORMATIONS SYSTEMS	\$ 52,005.72	\$ -	\$ 52,005.72
DECRISTOFARO	JAMES	6/12/1989	EQUIPMENT OPERATOR II	DPW - S&G	\$ 37,890.25	\$ 1,581.09	\$ 39,471.34
DELANEY	MARK	6/14/1980	DETECTIVES	POLICE DEPT	\$ 59,171.61	\$ 17,620.37	\$ 76,791.98
DELANEY	BRIDEY	6/9/2000	HEAD INSTRUCTOR	RECREATION	\$ 3,016.14	\$ -	\$ 3,016.14
DELANEY	DILLON	5/17/2002	LIFEGUARD AIDE	RECREATION	\$ 1,646.50	\$ -	\$ 1,646.50
DELANEY	ELIZA	5/27/2000	SWIM INSTR W/WCI	RECREATION	\$ 4,045.00	\$ -	\$ 4,045.00
DEMELLO	GEORGE	1/2/2002	SKATING PRO	RECREATION	\$ 437.50	\$ -	\$ 437.50
D'ENTREMONT	RICHARD	5/17/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 84.50	\$ -	\$ 84.50
DESMARAIS	GRANT	6/9/2000	SWIM INSTR W/WCI	RECREATION	\$ 4,821.00	\$ -	\$ 4,821.00
DESMOND	CHRISTOPHER	10/9/2001	EQUIPMENT OPERATOR I	DPW - HIGHWAY	\$ 28,876.66	\$ 4,381.38	\$ 33,258.04
DESROCHES	DEANNA	2/11/2000	BENEFITS ADMINSTRATOR	HUMAN RESOURCES	\$ 19,031.89	\$ 137.00	\$ 19,168.89
DEVENEY	EDWARD	3/28/1971	PATROL OFFICER	POLICE DEPT	\$ 52,995.30	\$ 5,550.04	\$ 58,545.34
DEVIN	FRANCIS	6/17/2000	RAMP ATTENDANT HARBORMASTER	HARBORMASTERS	\$ 3,850.00	\$ 3,307.50	\$ 7,157.50
DEVLIN	DENISE	10/31/1994	ADMIN ASSISTANT TO DPW DIR	DPW - ADMINISTRATION	\$ 34,583.38	\$ 6,315.32	\$ 40,898.70
DIEFENBACH	NILDE	8/5/2002	TEMPORARY METER OFFICER	CONSUMER AFFAIRS	\$ 1,782.00	\$ -	\$ 1,782.00
DIEFENBACH	NILDE	8/5/2002	CROSSING GUARD	POLICE DEPT	\$ 17,895.72	\$ -	\$ 17,895.72
DIGREGORIO	ROSE	3/21/1997	ASSIST DIR	SENIOR SERVICES	\$ 39,018.13	\$ 360.42	\$ 39,378.55
DIMATTEO	PETER	6/22/2001	BUILDING COMMISSIONER	BUILDING	\$ 23,341.72	\$ -	\$ 23,341.72
DIMONTE	RALPH	5/17/2002	REFEREES	RECREATION	\$ 176.00	\$ -	\$ 176.00
DODGE	CANDACE	9/29/2000	ASSISTANT	RECREATION	\$ 34.00	\$ -	\$ 34.00
DOHERTY	ARTHUR	8/19/1996	PART-TIME WIRE INSPECTOR	BUILDING	\$ 7,068.23	\$ -	\$ 7,068.23
DOHERTY	THEODORE	1/3/1995	SUPERVISORY PROJECT ENGINEER	DPW - ENGINEERING	\$ 23,912.39	\$ -	\$ 23,912.39
DOIRON	ANNA	9/29/1978	ADMINISTRATIVE ASSISTANT	DPW - HIGHWAY	\$ 35,791.25	\$ 658.93	\$ 36,450.18
DOLAN	BRIAN	6/22/2001	GATE ATTENDENT	RECREATION	\$ 2,096.00	\$ -	\$ 2,096.00
DOLAN	MICHAEL	7/14/2001	GATE ATTENDENT	RECREATION	\$ 1,982.00	\$ -	\$ 1,982.00
D'OLIMPIO	DANIELLE	6/29/2001	ASSISTANT	RECREATION	\$ 4,671.25	\$ -	\$ 4,671.25
DOMINO	LEON	7/11/2002	GATE ATTENDENT	RECREATION	\$ 2,554.00	\$ -	\$ 2,554.00
DONOVAN	KEVIN	9/11/1988	PATROL OFFICER	POLICE DEPT	\$ 61,239.02	\$ 6,208.77	\$ 67,447.79
DONOVAN	CHRISTOPHER	10/27/2000	ASSISTANT	RECREATION	\$ 670.00	\$ -	\$ 670.00
DOONEY	MARTIN	4/26/2002	HIGHWAY BRIDGE TENDER	DPW - HIGHWAY	\$ 3,631.13	\$ -	\$ 3,631.13
DOW	JENNIFER	7/11/2002	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 2,368.00	\$ -	\$ 2,368.00
DOWLING	GERALD	3/14/1967	SERGEANT	POLICE DEPT	\$ 35,153.23	\$ 2,830.49	\$ 37,983.72
DOWLING	MATTHEW	5/27/2000	LIFEGUARD	RECREATION	\$ 4,279.15	\$ -	\$ 4,279.15

Town Departments
Gross Wage Report - 2002

Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
DOWMAN	ALICE	9/19/1995	ELECTION POLL WORKER	TOWN CLERK	\$ 91.00	\$ -	\$ 91.00
DOYLE	PETER	1/29/1979	DIVISION SUPERVISOR	DPW - WPC	\$ 71,441.31	\$ -	\$ 71,441.31
DREW	CONSTANCE	9/19/1978	ELECTION WARDEN	TOWN CLERK	\$ 250.00	\$ -	\$ 250.00
DRIFMEYER	ERIC	1/24/1994	PATROL OFFICER	POLICE DEPT	\$ 66,240.96	\$ 15,061.16	\$ 81,302.12
DUBIEL	WILLIAM	6/16/2000	LIFEGUARD	RECREATION	\$ 1,140.00	\$ -	\$ 1,140.00
DUNN	JAMES	1/10/1980	PATROL OFFICER	POLICE DEPT	\$ 62,274.33	\$ 7,808.32	\$ 70,082.65
DUNN	KELLY	5/27/2000	SKATING PRO	RECREATION	\$ 5,322.64	\$ -	\$ 5,322.64
DUNNE	PAUL	5/25/1990	EQUIPMENT PARTS INVENTORY	DPW - HIGHWAY	\$ 38,246.03	\$ 3,001.77	\$ 41,247.80
DUPUIS	SCOTT	9/21/1981	SECTION FOREMAN	DPW - HIGHWAY	\$ 42,005.52	\$ 5,512.60	\$ 47,518.12
DUPUIS	NATALIE	5/12/2000	DOMESTIC VIOLENCE SPECIALIST	POLICE DEPT	\$ 35,896.31	\$ 3,634.05	\$ 39,530.36
DUPUIS	CAROL	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 191.75	\$ -	\$ 191.75
DWYER	BREANNA	6/2/2000	LEISURE PROGRAM DIR	RECREATION	\$ 4,080.00	\$ -	\$ 4,080.00
DWYER	TAYA	6/28/2001	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 2,778.00	\$ -	\$ 2,778.00
EAGAN	GAIL	6/10/2002	TELECOMM.SPEC/JAIL ASSISTANT	POLICE DEPT	\$ 12,053.61	\$ 507.53	\$ 12,561.14
EAGAN	ELIZABETH	5/25/2001	LIFEGUARD	RECREATION	\$ 3,424.75	\$ -	\$ 3,424.75
EAGAN	SHANNON E	6/19/1998	ASSISTANT	RECREATION	\$ 272.00	\$ -	\$ 272.00
EAGER	WHITNEY	6/16/2000	LIFEGUARD	RECREATION	\$ 3,669.39	\$ -	\$ 3,669.39
ECKES	MARY C	9/16/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 100.75	\$ -	\$ 100.75
EISENHAUER	MARIE	5/28/2001	GOLF ASSISTANT	GOLF	\$ 2,242.01	\$ -	\$ 2,242.01
EKROSS	RICHARD	8/17/1987	CHIEF PLANT OPERATOR	DPW - WPC	\$ 55,161.95	\$ 13,643.29	\$ 68,805.24
ELDREDGE	HEATHER	6/23/2000	ASSISTANT	RECREATION	\$ 2,726.01	\$ -	\$ 2,726.01
ELKINS	CHRISTOPHER	9/27/2002	GIS TEMP	INFORMATIONS SYSTEMS	\$ 2,220.00	\$ -	\$ 2,220.00
ELLIOTT	JAY	7/22/2002	VIDEOGRAPHER	INFORMATIONS SYSTEMS	\$ 151.88	\$ -	\$ 151.88
ELLIS	JAMES	4/12/1985	PATROL OFFICER	POLICE DEPT	\$ 60,601.90	\$ 13,208.38	\$ 73,810.28
ELLIS	WAYNE	7/17/2000	PATROL OFFICER	POLICE DEPT	\$ 52,550.55	\$ 8,904.94	\$ 61,455.49
ELLS	CHRISTINA	11/5/1999	EXTENDED TEMP SENIOR CLERK	BUILDING	\$ 735.00	\$ -	\$ 735.00
ELLS	MARK	10/23/1989	INTERIM DPW DIRECTOR	DPW - ADMINISTRATION	\$ 83,426.35	\$ -	\$ 83,426.35
ELRICK	RICHARD	11/17/1997	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 4,999.92	\$ -	\$ 4,999.92
ENGDAHL	CAROL	9/14/1983	DEPT/DIV ASSIST	TOWN COLLECTOR	\$ 33,552.46	\$ 110.55	\$ 33,663.01
ENGELSEN	MICHAEL	5/14/2002	DPW SEASONAL LABORER	DPW - S&G	\$ 6,171.00	\$ 412.50	\$ 6,583.50
ENGELSEN	EDWARD	3/3/1980	SEWER PLANT OPERATOR	DPW - WPC	\$ 48,252.35	\$ 19,369.83	\$ 67,622.18
ENOS	ADAM	1/13/1997	LABORER/CRAFTSPERSON	DPW - HIGHWAY	\$ 19,668.89	\$ 293.88	\$ 19,962.77
ENZ	BRITTANY	9/27/2000	ASSISTANT	RECREATION	\$ 402.00	\$ -	\$ 402.00
ERNST	MARY	8/9/2002	GRANT PROG COORD	SENIOR SERVICES	\$ 3,276.76	\$ -	\$ 3,276.76
ESTEY	STEPHEN	2/6/1989	PATROL OFFICER	POLICE DEPT	\$ 62,115.14	\$ 6,058.53	\$ 68,173.67
ESTRELLA	BRANDON C	5/27/2000	SWIM INSTR W/WCI	RECREATION	\$ 4,454.00	\$ -	\$ 4,454.00
ESTRELLA	ELYSE	6/18/1999	ASSISTANT	RECREATION	\$ 4,955.39	\$ -	\$ 4,955.39
ETSTEN	JACQUELINE	9/22/1986	PRINCIPAL PLANNER	PLANNING	\$ 56,523.79	\$ 1,752.66	\$ 58,276.45
EVANS	BRENDA	9/23/1994	ADMINISTRATIVE ASSISTANT 7	DPW - S&G	\$ 32,668.83	\$ 1,178.80	\$ 33,847.63
EVANS	JEAN	1/7/2002	PATROL OFFICER	POLICE DEPT	\$ 49,806.19	\$ 7,831.95	\$ 57,638.14
EVANS	LAWRENCE	1/9/1986	PROGRAM ASSISTANT	RECREATION	\$ 36,542.48	\$ 952.15	\$ 37,494.63
EVERETT	BRIAN	12/9/2002	PT ANIMAL CONTROL OFFICER	NATURAL RES. DIV.	\$ 8,126.37	\$ 737.31	\$ 8,863.68
EVERETT	STEVEN	2/9/1998	PATROL OFFICER	POLICE DEPT	\$ 63,278.28	\$ 14,471.22	\$ 77,749.50
EVERSON	PAUL	9/13/1979	DETECTIVE	POLICE DEPT	\$ 68,281.40	\$ 27,222.97	\$ 95,504.37
EVERSON	GREGORY	10/18/2002	ASSISTANT	RECREATION	\$ 532.00	\$ -	\$ 532.00
EVERSON	BERTINA M	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 133.25	\$ -	\$ 133.25
FALLON	PATRICK	5/5/1997	PATROL OFFICER	POLICE DEPT	\$ 55,297.91	\$ 8,614.72	\$ 63,912.63
FAMIGLIETTE	NICHOLAS	12/8/1999	ASSISTANT	RECREATION	\$ 2,161.25	\$ -	\$ 2,161.25

Town Departments
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Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
FARNHAM	HENRY	12/2/2002	FINANCIAL ANALYST	TOWN MANAGER	\$ 750.00	\$ -	\$ 750.00
FARRENKOPF	JANET F	11/7/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 87.75	\$ -	\$ 87.75
FARRINGTON	EDNA	11/5/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 39.00	\$ -	\$ 39.00
FARRINGTON	SUSAN	11/5/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 26.00	\$ -	\$ 26.00
FAULKNER	MEGHAN	5/28/1999	RECREATION BEACH SUPERVISOR	NATURAL RES. DIV.	\$ 3,467.50	\$ -	\$ 3,467.50
FAULKNER	MATTHEW	6/22/2001	GATE ATTENDENT	RECREATION	\$ 2,240.00	\$ -	\$ 2,240.00
FEENEY	MICHAEL	5/17/2002	DPW SEASONAL LABORER	DPW - S&G	\$ 6,567.00	\$ 383.63	\$ 6,950.63
FENTON	ROBERT	6/22/2000	SANDY NECK NIGHT GATE ATTENDAN	NATURAL RES. DIV.	\$ 2,763.00	\$ -	\$ 2,763.00
FERNANDES	JUSTIN	5/27/2000	ASSISTANT	RECREATION	\$ 3,816.00	\$ -	\$ 3,816.00
FERREIRA	ANGIE	7/8/2002	SUMMER PATROL OFFICER	POLICE DEPT	\$ 4,160.00	\$ -	\$ 4,160.00
FERREIRA	ROBERT	8/14/2001	HEAD INSTRUCTOR	RECREATION	\$ 420.00	\$ -	\$ 420.00
FERULLO	ROBERT	7/17/2002	GOLF RANGER	GOLF	\$ 876.00	\$ -	\$ 876.00
FETCHET	WESLEY	6/10/2002	DPW SEASONAL LABORER	DPW - S&G	\$ 4,576.00	\$ 53.63	\$ 4,629.63
FIELD	MICHAEL	5/23/1997	LABORER/CRAFTSPERSON	DPW - S&G	\$ 30,590.00	\$ 816.17	\$ 31,406.17
FIGMIC	ROBERT	7/1/1985	CUSTODIAN	DPW - S&G	\$ 33,010.22	\$ -	\$ 33,010.22
FINDLAY	AMELIE	9/19/1978	ELECTION WARDEN	TOWN CLERK	\$ 250.00	\$ -	\$ 250.00
FINDLAY	HUGH C	9/15/1978	ELECTION POLL WORKER	TOWN CLERK	\$ 220.00	\$ -	\$ 220.00
FINNEGAN	JOHN	5/1/1998	CHIEF OF POLICE	POLICE DEPT	\$ 124,552.05	\$ -	\$ 124,552.05
FISH	CHRISTOPHER	10/15/1992	COURIER/MAINTENANCE PERSON	DPW - HIGHWAY	\$ 17,445.48	\$ -	\$ 17,445.48
FISH	DAVID	11/4/1997	ELECTION POLL WORKER	TOWN CLERK	\$ 220.00	\$ -	\$ 220.00
FITZGERALD	JOHN	7/26/2002	LOCAL INSPECTOR	BUILDING	\$ 16,672.32	\$ -	\$ 16,672.32
FITZGIBBONS	DEVIN	6/7/2002	PROGRAM DIRECTOR	RECREATION	\$ 490.95	\$ -	\$ 490.95
FITZPATRICK	JOHN	6/17/2002	HIGHWAY VACUUM OPERATOR	DPW - HIGHWAY	\$ 418.50	\$ -	\$ 418.50
FLAHERTY	SARAH	5/15/2002	GATE ATTENDENT	RECREATION	\$ 2,610.00	\$ -	\$ 2,610.00
FLANAGAN	JOHN	4/3/1998	TEMP DEMOTION GRD 4	DPW - HIGHWAY	\$ 5,928.66	\$ 309.47	\$ 6,238.13
FLANAGAN	WILLIAM	7/1/1970	PENSION	PENSIONS	\$ 17,901.24	\$ -	\$ 17,901.24
FLEMING	LOUISE	9/20/1994	ELECTION POLL WORKER	TOWN CLERK	\$ 91.00	\$ -	\$ 91.00
FLEMING	RUSSEL	4/10/1989	ELECTION WARDEN	TOWN CLERK	\$ 250.00	\$ -	\$ 250.00
FLYNN	MARTIN	12/13/1996	DATA COLLECTION/FIELD INSPECTO	ASSESSING	\$ 27,498.97	\$ -	\$ 27,498.97
FLYNN	MARTIN	1/1/1901	SEAS ASSIST HARBORMASTR	HARBORMASTERS	\$ 6,370.00	\$ 60.00	\$ 6,430.00
FLYNN	EDMUND	9/20/1994	ELECTION POLL WORKER	TOWN CLERK	\$ 178.75	\$ -	\$ 178.75
FLYNN	IRIS E	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 175.50	\$ -	\$ 175.50
FOLEY	MEGHAN	6/28/2001	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 2,446.00	\$ -	\$ 2,446.00
FORETNIK	ANTONIN	7/5/2002	DPW SEASONAL LABORER	DPW - HIGHWAY	\$ 4,664.00	\$ -	\$ 4,664.00
FORSYTHE	JOHN	6/1/1975	PATROL OFFICER	POLICE DEPT	\$ 56,887.73	\$ 7,002.41	\$ 63,890.14
FOSSIANO	JACQUELINE	9/19/1978	ELECTION WARDEN	TOWN CLERK	\$ 263.00	\$ -	\$ 263.00
FOSTER	LOREN	9/17/1999	MECHANIC	DPW - HIGHWAY	\$ 32,794.97	\$ 5,929.43	\$ 38,724.40
FOSTER	KEVIN	7/1/2001	VIDEO SPECIALIST	INFORMATIONS SYSTEMS	\$ 35,193.32	\$ 1,837.75	\$ 37,031.07
FOX	CAROLINE	7/13/2001	GATE ATTENDENT	RECREATION	\$ 2,646.00	\$ -	\$ 2,646.00
FRANEY	DOROTHY	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 58.50	\$ -	\$ 58.50
FRANKIO	DENNIS	9/11/1989	PATROL OFFICER	POLICE DEPT	\$ 105,719.53	\$ 12,764.49	\$ 118,484.02
FRANKIO	HOLLY	5/22/2002	GATE ATTENDENT	RECREATION	\$ 3,682.00	\$ 30.00	\$ 3,712.00
FRATUS	FRANCIS	9/15/1986	CUSTODIAN	DPW - S&G	\$ 33,034.22	\$ 279.84	\$ 33,314.06
FREDETTE	TODD	1/28/1986	SEWER PLANT OPERATOR	DPW - WPC	\$ 33,515.73	\$ 12,000.92	\$ 45,516.65
FREEMAN	BARBARA	11/4/1997	ELECTION POLL WORKER	TOWN CLERK	\$ 94.26	\$ -	\$ 94.26
FRENCH	RICHARD	11/3/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 121.88	\$ -	\$ 121.88
FRENCH	SUSAN	11/5/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 35.75	\$ -	\$ 35.75
FRIEL	KEVIN	6/16/2000	LEISURE SPEC NEEDS COUNSEL	RECREATION	\$ 3,966.00	\$ -	\$ 3,966.00

Town Departments
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Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
FULCO	LUCIA	6/1/1994	ASSISTANT TOWN CLERK	TOWN CLERK	\$ 42,743.91	\$ -	\$ 42,743.91
FULHAM	ELIZABETH	12/7/2001	ASSISTANT	RECREATION	\$ 306.00	\$ -	\$ 306.00
FULLAM	KEVIN	6/14/2002	ASSISTANT	RECREATION	\$ 3,003.26	\$ -	\$ 3,003.26
FULLAM	SARAH	5/27/2000	LIFEGUARD	RECREATION	\$ 3,193.88	\$ -	\$ 3,193.88
GABELLINI	LORRAINE	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 40.63	\$ -	\$ 40.63
GABOURY	KRYSTAL	6/14/2002	LIFEGUARD	RECREATION	\$ 1,346.63	\$ -	\$ 1,346.63
GANDOLFI	ANNE-MARIE	7/22/2002	VIDEOGRAPHER	INFORMATIONS SYSTEMS	\$ 11.25	\$ -	\$ 11.25
GANNON	RICHARD	10/2/2000	MICROCOMPUTER SPECIALIST	INFORMATIONS SYSTEMS	\$ 20,832.93	\$ 58.97	\$ 20,891.90
GARLAND	LYNN	8/23/2002	DEPT/DIV ASST	TOWN CLERK	\$ 5,303.60	\$ 229.80	\$ 5,533.40
GATEWOOD	ROBERT	7/28/1986	CONSERVATION ADMINISTRATOR	CONSERVATION	\$ 61,879.24	\$ -	\$ 61,879.24
GEARIN	NEIL	7/24/1988	PATROL OFFICER	POLICE DEPT	\$ 82,355.89	\$ 19,790.18	\$ 102,146.07
GEHRKE	ANDREW	6/14/2002	DPW SEASONAL LABORER	DPW - S&G	\$ 3,784.00	\$ 8.25	\$ 3,792.25
GEILER	THOMAS	12/16/1974	DIRECTOR REGULATORY SERVICES	CONSUMER AFFAIRS	\$ 83,669.66	\$ -	\$ 83,669.66
GEILER	SHEILA	5/17/1976	ADMINISTRATIVE ASSISTANT 7	PLANNING	\$ 36,032.38	\$ 2,011.52	\$ 38,043.90
GENATOSSIO	CHARLES	9/21/1981	FORESTRY FOREMAN	DPW - HIGHWAY	\$ 46,548.09	\$ 12,237.03	\$ 58,785.12
GENTILE	CINDY	3/16/1998	ACTIVITY COORDINATOR	SENIOR SERVICES	\$ 23,184.67	\$ 94.69	\$ 23,279.36
DABKOWSKI							
GESIN	MARILYN F	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 191.75	\$ -	\$ 191.75
GETTY	CHERYL	1/2/2002	CLERICAL POOL	HUMAN RESOURCES	\$ 2,692.50	\$ -	\$ 2,692.50
GHETTI	RONALD	12/2/1996	COMPUTER SPEC APPLS DEVL	INFORMATIONS SYSTEMS	\$ 44,682.89	\$ 859.96	\$ 45,542.85
GIACOBBI	MICHAEL	6/16/2000	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 2,940.00	\$ -	\$ 2,940.00
GIANGREGORIO	ROBIN	4/22/1991	ZONING BOARD/SITE PLAN REVIEW	PLANNING	\$ 34,734.32	\$ 243.50	\$ 34,977.82
GIBBS	PETER	3/1/1996	EQUIPMENT OPERATOR I	DPW - HIGHWAY	\$ 31,766.42	\$ 6,165.17	\$ 37,931.59
GIBLIN	GARRETT	10/18/2002	ASSISTANT	RECREATION	\$ 210.00	\$ -	\$ 210.00
GILCHRIST	JAMES	1/1/1989	RECYCLING LABORER	DPW - SOLID WASTE	\$ 25,368.28	\$ 1,821.50	\$ 27,189.78
GILLESPIE	BRANDON	12/4/2002	ASSISTANT	RECREATION	\$ 108.00	\$ -	\$ 108.00
GILMORE	BRIAN T	6/9/2000	LIFEGUARD	RECREATION	\$ 3,303.63	\$ -	\$ 3,303.63
GILMORE	DANIEL	4/14/2000	SWIM INSTR W/WCI	RECREATION	\$ 4,974.77	\$ -	\$ 4,974.77
GILMORE	ERIN	6/22/2001	LIFEGUARD	RECREATION	\$ 4,317.50	\$ -	\$ 4,317.50
GILMORE	MARGARET	11/8/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 87.75	\$ -	\$ 87.75
GINTHER	DANIEL	5/8/2002	GOLF STARTER	GOLF	\$ 5,325.75	\$ -	\$ 5,325.75
GIORDANO	MARK	9/29/2000	SENIOR PROJECT MANAGER	DPW - ENGINEERING	\$ 64,166.32	\$ 11,624.87	\$ 75,791.19
GIRARD	BARBARA F	5/12/2000	EVENING GATEHOUSE D	RECREATION	\$ 4,344.64	\$ -	\$ 4,344.64
GLESMANN	BRENDAN	5/4/2001	SWIM INSTR W/WCI	RECREATION	\$ 4,629.00	\$ -	\$ 4,629.00
GLISTA	COURTNEY	5/25/1995	BEACH SUPERVISOR	RECREATION	\$ 2,607.21	\$ -	\$ 2,607.21
GLOVER	DELIA	6/14/2002	ASSISTANT	RECREATION	\$ 436.00	\$ -	\$ 436.00
GLOVER	KATIE JO	10/19/2001	ASSISTANT	RECREATION	\$ 3,042.00	\$ -	\$ 3,042.00
GODFREY	CANDACE	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 154.38	\$ -	\$ 154.38
GOFF	WILLIAM	5/13/1991	ASSISTANT GOLF COURSE SUPERVR	GOLF	\$ 53,304.66	\$ 3,905.39	\$ 57,210.05
GOLAS	ADAM P	6/9/2000	SWIM INSTR W/WCI	RECREATION	\$ 3,918.76	\$ -	\$ 3,918.76
GOLDEN	JOHN	1/10/1980	PATROL OFFICER	POLICE DEPT	\$ 49,180.24	\$ 3,228.48	\$ 52,408.72
GOLDEN	CARRIE	6/14/2002	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 3,080.00	\$ -	\$ 3,080.00
GOODEARL	THERESE	5/5/1997	PATROL OFFICER	POLICE DEPT	\$ 41,133.83	\$ 5,232.56	\$ 46,366.39
GOODHUE	IRENE	2/23/1998	PRINCIPAL DEPT/DIV ASSIST	POLICE DEPT	\$ 28,951.88	\$ 476.76	\$ 29,428.64
GOODSPEED	VIRGINIA A	10/16/1992	ELECTION POLL WORKER	TOWN CLERK	\$ 52.00	\$ -	\$ 52.00
GORHAM	NICHOLAS	5/27/2000	GATE ATTENDENT	RECREATION	\$ 6,134.11	\$ -	\$ 6,134.11
GOULD	BRITTANY	6/28/2001	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 2,922.00	\$ -	\$ 2,922.00
GRACE	MEGHAN	10/18/2002	ASSISTANT	RECREATION	\$ 231.00	\$ -	\$ 231.00

Town Departments
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Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
GRACE	TIMOTHY	10/12/2001	ASSISTANT	RECREATION	\$ 1,474.00	\$ -	\$ 1,474.00
GRAFTON-RODGERS	MARY ANNE	11/4/1997	ELECTION POLL WORKER	TOWN CLERK	\$ 250.00	\$ -	\$ 250.00
GRAHAM	GARY	4/10/2002	AIDE	RECREATION	\$ 865.50	\$ -	\$ 865.50
GREENE	JOHN	3/9/1987	SENIOR ASSISTANT ASSESSOR	ASSESSING	\$ 52,330.26	\$ -	\$ 52,330.26
GREENLEAF	JOHN	10/27/1995	PRINCIPAL DEPT/DIV ASSISTANT	FINANCE	\$ 30,868.08	\$ 126.48	\$ 30,994.56
GREENWOOD	JEFFREY	1/29/2001	PATROL OFFICER	POLICE DEPT	\$ 50,908.58	\$ -	\$ 50,908.58
GRENIER	ALLISON	5/24/2002	ASSISTANT	RECREATION	\$ 114.00	\$ -	\$ 114.00
GRIFFEN	CLAIRE	12/17/1979	LEGAL ASSISTANT	LEGAL	\$ 42,775.70	\$ -	\$ 42,775.70
GRIFFIN	MARK	6/21/2002	ASSISTANT	RECREATION	\$ 2,584.00	\$ -	\$ 2,584.00
GRIFFIN	SUSAN	9/3/2002	CITIZEN ASSIST/RECEPT	TOWN MANAGER	\$ 7,699.72	\$ 425.52	\$ 8,125.24
GRISSOM	DONALD	8/28/2000	ADMIN ASST TOWN COUNCIL	TOWN COUNCIL	\$ 44,999.76	\$ -	\$ 44,999.76
GUAY	ARNOLD	11/27/1978	EQUIPMENT OPERATOR II	DPW - HIGHWAY	\$ 39,169.56	\$ 10,663.50	\$ 49,833.06
GUINEY	BRIAN	6/10/1985	DETECTIVE	POLICE DEPT	\$ 50,014.21	\$ 18,278.62	\$ 68,292.83
HABERL	MICHAEL	2/7/1992	ASSISTANT PRO MANAGER	GOLF	\$ 47,618.12	\$ -	\$ 47,618.12
HADLEY	ELINUS	11/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 91.00	\$ -	\$ 91.00
HADLEY	LAURIE	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 233.00	\$ -	\$ 233.00
HADLEY	MARY	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 91.00	\$ -	\$ 91.00
HAHNER	TIMOTHY	12/17/2001	TEMP. PLANT OPERATOR	DPW - WPC	\$ 27,944.08	\$ 3,998.73	\$ 31,942.81
HALL	WILLIAM	12/23/1994	OPERATIONS SPECIALIST	AIRPORT	\$ 39,337.96	\$ 3,095.90	\$ 42,433.86
HALL	MELISSA	12/5/2000	CLERICAL POOL	HUMAN RESOURCES	\$ 920.00	\$ -	\$ 920.00
HALL	REID	8/31/1975	DETECTIVES	POLICE DEPT	\$ 57,535.44	\$ 21,810.49	\$ 79,345.93
HALL	TYLER	5/24/2002	BEACH AIDE	RECREATION	\$ 1,354.50	\$ -	\$ 1,354.50
HALLETT	VIRGINIA	9/17/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 84.50	\$ -	\$ 84.50
HALLORAN	CLAIRE	11/5/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 45.50	\$ -	\$ 45.50
HALLORAN	PAUL	11/5/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 45.50	\$ -	\$ 45.50
HAMMOND	DOROTHY	11/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 78.00	\$ -	\$ 78.00
HANRAHAN	EDWARD	11/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 91.00	\$ -	\$ 91.00
HANSEN	BRIAN	6/15/2001	GATE ATTENDENT	RECREATION	\$ 2,544.00	\$ -	\$ 2,544.00
HANUS	ROBERT	6/14/2002	DPW SEASONAL LABORER	DPW - HIGHWAY	\$ 5,984.00	\$ -	\$ 5,984.00
HARARY	CHERYL	10/18/2002	ASSISTANT	RECREATION	\$ 142.00	\$ -	\$ 142.00
HARMON	THOMAS	1/7/2002	PATROL OFFICER	POLICE DEPT	\$ 54,941.76	\$ 8,181.29	\$ 63,123.05
HARRINGTON	CATHERINE	5/27/2000	BEACH SUPERVISOR	RECREATION	\$ 4,460.65	\$ -	\$ 4,460.65
HARVEY	BERNARD	4/13/1982	ELECTION POLL WORKER	TOWN CLERK	\$ 220.00	\$ -	\$ 220.00
HARVIE	KARIN	6/10/2002	TELECOMM.SPEC/JAIL ASSIST	POLICE DEPT	\$ 15,559.54	\$ 1,005.26	\$ 16,564.80
HASSETT	BARBARA	10/23/1981	PENSION	PENSIONS	\$ 4,805.40	\$ -	\$ 4,805.40
HAYES	JOHN	5/15/2002	SEASONAL SHELLFISH ASSISTANT	NATURAL RES. DIV.	\$ 7,131.60	\$ 198.45	\$ 7,330.05
HEAP	KEVIN	11/9/1992	PROGRAMMER/ANALYST	INFORMATIONS SYSTEMS	\$ 20,393.26	\$ -	\$ 20,393.26
HEASLIP	KATE	5/22/2002	GATE ATTENDENT	RECREATION	\$ 2,480.50	\$ -	\$ 2,480.50
HEFFERNAN	MARGUERITE	11/9/1999	ELECTION POLL WORKER	TOWN CLERK	\$ 91.00	\$ -	\$ 91.00
HEGARTY	DAVID	7/17/2000	PATROL OFFICER	POLICE DEPT	\$ 50,920.62	\$ 5,169.27	\$ 56,089.89
HEMEON	ERIN	6/10/2002	TELECOMM.SPEC/JAIL ASSIST	POLICE DEPT	\$ 18,796.70	\$ 1,477.10	\$ 20,273.80
HEMMILA	VALERIE	10/8/1991	DETECTIVE	POLICE DEPT	\$ 66,144.81	\$ 17,521.59	\$ 83,666.40
HENDERSON	PAUL	8/4/2000	CUSTODIAN	AIRPORT	\$ 27,005.40	\$ 7,457.07	\$ 34,462.47
HENNESSEY	BETH	3/25/2000	GOLF ASSISTANT	GOLF	\$ 4,203.79	\$ -	\$ 4,203.79
HERR	KERRY	6/22/2001	SWIM INSTR W/WCI	RECREATION	\$ 3,037.65	\$ -	\$ 3,037.65
HIDENFELTER	RON	4/25/2002	VIDEOGRAPHER	INFORMATIONS SYSTEMS	\$ 1,414.72	\$ -	\$ 1,414.72
HIGGINS	ANN	9/16/1985	PRINCIPAL DEPT/DIV ASSISTANT	DPW - ENGINEERING	\$ 32,941.86	\$ -	\$ 32,941.86
HILL	CARL	10/30/1995	PATROL OFFICER	POLICE DEPT	\$ 50,093.24	\$ 6,226.98	\$ 56,320.22

Town Departments
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Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
HILL	LAUREN	6/9/2000	SWIM INSTR W/WCI	RECREATION	\$ 434.00	\$ -	\$ 434.00
HINCKLEY	WAYNE	3/25/1968	SENIOR MECHANIC	DPW - HIGHWAY	\$ 44,473.14	\$ 603.95	\$ 45,077.09
HINCKLEY	JAMES	6/10/2002	DPW SEASONAL LABORER	DPW - S&G	\$ 9,273.00	\$ 16.50	\$ 9,289.50
HINCKLEY	ELLEN	1/1/1901	PENSION	PENSIONS	\$ 12,212.04	\$ -	\$ 12,212.04
HINCKLEY	KATHLEEN	12/25/1990	RECORDS/EVIDENCE SUPERVISOR	POLICE DEPT	\$ 44,213.21	\$ 4,626.81	\$ 48,840.02
HINCKLEY	BONNIE	9/19/1978	ELECTION POLL WORKER	TOWN CLERK	\$ 65.00	\$ -	\$ 65.00
HIRSCH	REE	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 220.00	\$ -	\$ 220.00
HOAG	DIANE	11/20/1998	ASSIST TAX COLLECTOR	TOWN COLLECTOR	\$ 28,610.03	\$ 33.70	\$ 28,643.73
HOLDEN	JOSEPH	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 84.50	\$ -	\$ 84.50
HOLDER-HALL	NORMA	1/13/1992	HUMAN SERVICES COORDINATOR	COMM./ECONOMIC DEV.	\$ 54,467.16	\$ -	\$ 54,467.16
HOLWAY	MERRY	7/26/1996	DEPT/DIV ASSISTANT	GOLF	\$ 31,203.62	\$ 1,680.31	\$ 32,883.93
HOLZMAN	ROBERT	7/7/1989	OPERATIONS SUPERVISOR	AIRPORT	\$ 44,578.96	\$ 5,847.18	\$ 50,426.14
HORN	DANIEL	9/9/1985	DIRECTOR MARINE & ENV AFFAIRS	HARBORMASTERS	\$ 67,135.16	\$ -	\$ 67,135.16
HORNICK	TERRY	12/16/2002	DPW SEASONAL LABORER	DPW - S&G	\$ 43,064.77	\$ 5,745.97	\$ 48,810.74
HOTETZ	CHARLES	7/18/2002	GOLF CART/RANGE	GOLF	\$ 1,756.00	\$ -	\$ 1,756.00
HOUGHTON	DAVID	10/22/1999	ASSISTANT TOWN ATTORNEY	LEGAL	\$ 68,193.36	\$ -	\$ 68,193.36
HOYT	CAROLINE M	5/21/1999	ELECTION POLL WORKER	TOWN CLERK	\$ 65.00	\$ -	\$ 65.00
HOYT	MARIE	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 65.00	\$ -	\$ 65.00
HUDOCK	JUSTIN	6/9/2000	INSTRUCTOR	RECREATION	\$ 2,659.25	\$ -	\$ 2,659.25
HUDSON	EDWARD	11/4/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 220.00	\$ -	\$ 220.00
HUDSON	ELSIE	5/28/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 175.50	\$ -	\$ 175.50
HUNTER	JOHN	10/13/1989	SUPERVISORY PROJECT ENGINEER	DPW - ENGINEERING	\$ 61,555.06	\$ 87.03	\$ 61,642.09
HUNTOON	JOSHUA	7/3/2002	GATE ATTENDENT	RECREATION	\$ 192.00	\$ -	\$ 192.00
HURRIE	THOMAS	6/22/2001	DPW SEASONAL LABORER	DPW - S&G	\$ 6,455.51	\$ 135.38	\$ 6,590.89
HURTT	BRUCE	5/3/1973	GENERAL FOREMAN	DPW - HIGHWAY	\$ 55,505.89	\$ -	\$ 55,505.89
HUTCHENRIDER	LINDA	6/3/1987	TOWN CLERK	TOWN CLERK	\$ 63,186.35	\$ -	\$ 63,186.35
HUTCHINSON	ASHLEY	6/14/2002	SWIM INSTR W/WCI	RECREATION	\$ 3,767.50	\$ -	\$ 3,767.50
JACKSON	JEFFREY	2/9/1998	PATROL OFFICER	POLICE DEPT	\$ 52,245.53	\$ 11,012.62	\$ 63,258.15
JACKSON	ALEXANDER	6/21/2002	LIFEGUARD AIDE	RECREATION	\$ 1,720.38	\$ -	\$ 1,720.38
JACOBSON	JOHN	3/30/2001	SPL PROJECT MANG. EMBAYMENT	DPW - ENGINEERING	\$ 50,809.74	\$ 357.79	\$ 51,167.53
JACOBSON	MARY	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 118.63	\$ -	\$ 118.63
JACOBSON	ROY	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 118.63	\$ -	\$ 118.63
JALBERT	ANDREA	12/16/2002	CLERICAL POOL	HUMAN RESOURCES	\$ 150.00	\$ -	\$ 150.00
JAMES	MATTHEW	6/9/2000	SEA SHOREBIRD	NATURAL RES. DIV.	\$ 8,572.20	\$ 1,171.80	\$ 9,744.00
JAMES	JANE	11/10/1986	CROSSING GUARD	POLICE DEPT	\$ 8,429.06	\$ -	\$ 8,429.06
JAMES	WAYNE	3/10/1992	ELECTION POLL WORKER	TOWN CLERK	\$ 220.00	\$ -	\$ 220.00
JANKUNAS	AINIUS	6/14/2002	GOLF TURF MAINT/GARDENER	GOLF	\$ 5,643.00	\$ -	\$ 5,643.00
JASON	JO ELLEN	8/31/1981	SERGEANT	POLICE DEPT	\$ 73,764.44	\$ 13,516.54	\$ 87,280.98
JAY	JESSICA L	5/27/2000	LIFEGUARD	RECREATION	\$ 3,635.01	\$ -	\$ 3,635.01
JENKINS	EDWARD	4/1/1975	GAS & PLUMBING INSPECTOR	BUILDING	\$ 50,107.68	\$ -	\$ 50,107.68
JENNER	ARTHUR	5/2/1980	OPERATIONS SPECIALIST	AIRPORT	\$ 34,008.22	\$ 2,473.14	\$ 36,481.36
JOAKIM	JANET	12/1/2001	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 4,999.92	\$ -	\$ 4,999.92
JOHANSEN	NANCY	9/7/1990	HELP DESK COORDINATOR	INFORMATIONS SYSTEMS	\$ 34,038.31	\$ -	\$ 34,038.31
JONES	RALPH	6/13/1994	ON CALL INSPECTOR	BUILDING	\$ 20,257.50	\$ -	\$ 20,257.50
JONES	SHEILA	5/24/1993	PRINCIPAL DIV ASSISTANT 37.5	DPW - HIGHWAY	\$ 30,367.97	\$ 305.05	\$ 30,673.02
JONES	BRIAN	6/10/2002	DPW SEASONAL LABORER	DPW - S&G	\$ 4,779.50	\$ 16.50	\$ 4,796.00
JONES	ROSEMARY	9/5/1997	DEPT/DIV ASSIST	TOWN COLLECTOR	\$ 5,291.07	\$ -	\$ 5,291.07
JONES	ROBERT	11/15/1999	VICE PRESIDENT TOWN COUNCIL	TOWN COUNCIL	\$ 4,999.92	\$ -	\$ 4,999.92

Town Departments
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Name	Date of Hire	Job Description	Department	Gross	Overtime	Total
JOSEPH LOUNEL	12/12/2002	ASSISTANT	RECREATION	\$ 40.00	\$ -	\$ 40.00
JUST JENNIFER	5/17/1996	GOLF ASSISTANT	GOLF	\$ 548.63	\$ -	\$ 548.63
KACHAJIAN DAVID	4/5/1999	PATROL OFFICER	POLICE DEPT	\$ 51,812.35	\$ 10,984.79	\$ 62,797.14
KADUNC WILHELM	9/14/1985	WORKING FOREMAN	DPW - HIGHWAY	\$ 40,692.57	\$ 6,115.01	\$ 46,807.58
KAHELIN GEORGIA	9/15/1992	ELECTION POLL WORKER	TOWN CLERK	\$ 32.50	\$ -	\$ 32.50
KALETA MARY C	9/16/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 159.25	\$ -	\$ 159.25
KALWEIT DOUGLAS	2/5/1973	SUPERVISOR NATRUAL RESOUC OFF	NATURAL RES. DIV.	\$ 66,299.90	\$ -	\$ 66,299.90
KALWEIT CHRISTEL	6/28/2002	GATE ATTENDENT	RECREATION	\$ 2,722.00	\$ -	\$ 2,722.00
KALWEIT JARRED	6/9/2000	ASSISTANT	RECREATION	\$ 6,253.50	\$ -	\$ 6,253.50
KANE BRIANA	8/11/2000	DEPT/DIV ASSISTANT	TREASURY	\$ 23,432.11	\$ -	\$ 23,432.11
KARLE DARCY	2/16/1988	CONSERVATION AGENT	CONSERVATION	\$ 47,502.10	\$ 763.66	\$ 48,265.76
KEARNEY EMMA	7/9/2002	GATE ATTENDENT	RECREATION	\$ 1,604.00	\$ -	\$ 1,604.00
KEENAN AUDREY	9/21/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 84.50	\$ -	\$ 84.50
KEIJSER HENRICUS	10/19/2001	GENERAL FOREMAN	DPW - S&G	\$ 52,015.79	\$ -	\$ 52,015.79
KELLEHER MAUREEN	7/5/1990	PUBLIC HEALTH NURSE	HEALTH	\$ 47,432.97	\$ -	\$ 47,432.97
KELLEHER MAUREEN	9/18/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 175.50	\$ -	\$ 175.50
KELLEY DENNIS	3/10/1975	MECHANIC	DPW - S&G	\$ 39,900.83	\$ 463.23	\$ 40,364.06
KELLEY NATHAN	7/2/2002	GOLF ASSISTANT	GOLF	\$ 7,816.18	\$ -	\$ 7,816.18
KELLEY COLIN	1/24/2000	PATROL OFFICER	POLICE DEPT	\$ 48,436.16	\$ 5,591.26	\$ 54,027.42
KELLEY ARIANE	6/28/2001	LEISURE SPEC NEEDS COUNSEL	RECREATION	\$ 3,183.00	\$ -	\$ 3,183.00
KELLEY COURTNEY	5/27/2000	HEAD INSTRUCTOR	RECREATION	\$ 3,194.63	\$ -	\$ 3,194.63
KELLEY JULIE	5/27/2000	INSTRUCTOR	RECREATION	\$ 2,910.00	\$ -	\$ 2,910.00
KELLIHER PATRICK	12/7/2001	LABORER/CRAFTSPERSON	DPW - HIGHWAY	\$ 27,957.26	\$ 6,532.77	\$ 34,490.03
KELLY ANDREW	6/21/2002	AIDE	RECREATION	\$ 231.00	\$ -	\$ 231.00
KELLY LAUREN	6/15/2001	ASSISTANT	RECREATION	\$ 270.00	\$ -	\$ 270.00
KELLY ALLISON	2/15/2002	GRANT PROG COORD	SENIOR SERVICES	\$ 4,076.00	\$ -	\$ 4,076.00
KELSEY CHARLES	8/29/1975	MAINTANCE SUPERVISOR	AIRPORT	\$ 49,772.93	\$ 1,558.51	\$ 51,331.44
KELSEY CHRISTOPHER	2/9/1998	PATROL OFFICER	POLICE DEPT	\$ 47,412.95	\$ 6,149.21	\$ 53,562.16
KEMPTON JONATHAN	11/21/2002	ASSISTANT	RECREATION	\$ 108.00	\$ -	\$ 108.00
KENNEDY SUZANNE	9/14/1992	ADMINISTRATIVE ASSISTANT	AIRPORT	\$ 33,970.25	\$ 425.00	\$ 34,395.25
KENNEDY DIANE	11/6/2002	CLERICAL POOL	HUMAN RESOURCES	\$ 520.00	\$ -	\$ 520.00
KENNEDY MICHAEL	10/12/2001	ASSISTANT	RECREATION	\$ 1,764.00	\$ -	\$ 1,764.00
KENNEDY REGINA	11/5/1991	ELECTION POLL WORKER	TOWN CLERK	\$ 84.50	\$ -	\$ 84.50
KESTEN RYAN R	3/25/2001	GOLF ASSISTANT	GOLF	\$ 5,179.92	\$ -	\$ 5,179.92
KEYES RUSSELL	7/22/1994	NATURAL RESOURCE OFFICER	NATURAL RES. DIV.	\$ 40,648.05	\$ 20,499.75	\$ 61,147.80
KIESLING AGNIESZKA	7/8/2002	GOLF TURF MAINT/GARDENER	GOLF	\$ 5,786.00	\$ -	\$ 5,786.00
KING CHRISTIAN	8/17/2001	PROGRAM DEVELOPMENT	SENIOR SERVICES	\$ 31,160.15	\$ 147.54	\$ 31,307.69
KING BARBARA	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 71.50	\$ -	\$ 71.50
KIRWAN JEANNETTE	9/5/1979	DEPT/DIV ASSISTANT	ASSESSING	\$ 31,600.39	\$ -	\$ 31,600.39
KIRWAN JAMES	11/8/1971	LABORER/CRAFTSPERSON	DPW - S&G	\$ 37,820.46	\$ 3,054.07	\$ 40,874.53
KIRWAN HEIDI	6/22/2001	SPECIAL NEEDS COUNS	RECREATION	\$ 2,643.25	\$ -	\$ 2,643.25
KLAUER KEVIN	5/27/2000	HEAD LIFEGUARD	RECREATION	\$ 4,838.76	\$ -	\$ 4,838.76
KLIM KATE	5/27/2000	LIFEGUARD	RECREATION	\$ 4,116.63	\$ -	\$ 4,116.63
KLIMM JOHN	12/1/1999	TOWN MANAGER	TOWN MANAGER	\$ 103,752.25	\$ -	\$ 103,752.25
KLUN VICTORIA	7/26/2002	PROJECT ENGINEER ROADS	DPW - ENGINEERING	\$ 20,636.91	\$ 147.41	\$ 20,784.32
KNIGHT GREGORY	4/20/2002	LABORER/CRAFTSPERSON	GOLF	\$ 18,780.98	\$ 3,681.31	\$ 22,462.29
KOHL GLENNA	6/15/2001	LIFEGUARD	RECREATION	\$ 4,473.75	\$ -	\$ 4,473.75
KONDRACKI MICHAEL	7/6/2001	OPERATIONS SPECIALIST	AIRPORT	\$ 34,410.98	\$ 3,193.79	\$ 37,604.77

Town Departments
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Name	Date of Hire	Job Description	Department	Gross	Overtime	Total
KOZMA MARK	5/27/2000	ASSISTANT	RECREATION	\$ 3,510.00	\$ -	\$ 3,510.00
KREMER DANIEL	5/24/2002	LIFEGUARD	RECREATION	\$ 2,543.63	\$ -	\$ 2,543.63
KREMER LACEY	6/28/2002	ASSISTANT	RECREATION	\$ 680.50	\$ -	\$ 680.50
KUJAWSKI TIMOTHY	6/21/2002	LIFEGUARD	RECREATION	\$ 3,317.88	\$ -	\$ 3,317.88
KULIGA HAZEL	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 130.00	\$ -	\$ 130.00
KYNOCH SCOTT	6/11/1989	PATROL OFFICER	POLICE DEPT	\$ 68,304.28	\$ 12,611.91	\$ 80,916.19
LABER JASON	4/5/1999	DETECTIVE	POLICE DEPT	\$ 62,350.92	\$ 21,851.51	\$ 84,202.43
LAFONTAINE CHRISTINA	7/11/2001	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 2,896.00	\$ -	\$ 2,896.00
LAKE JOHN	6/16/2000	LIFEGUARD	RECREATION	\$ 3,581.51	\$ -	\$ 3,581.51
LAMBERT JEMMA	3/7/1997	SENIOR SERVICES DIRECTOR	SENIOR SERVICES	\$ 59,053.16	\$ -	\$ 59,053.16
LANDINO JENNA	6/26/2002	GATE ATTENDENT	RECREATION	\$ 1,644.00	\$ -	\$ 1,644.00
LANNON ELIZABETH	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 58.50	\$ -	\$ 58.50
LAPINE JOSHUA	4/26/2002	AIDE	RECREATION	\$ 2,376.00	\$ -	\$ 2,376.00
LARIVIERE KURT	1/24/1994	PATROL OFFICER	POLICE DEPT	\$ 67,792.79	\$ 15,803.92	\$ 83,596.71
LARNED NANCY	4/2/2001	DEPT/DIV ASSISTANT	BUILDING	\$ 26,191.01	\$ -	\$ 26,191.01
LAVOIE VANESSA	2/17/1998	CLERICAL POOL	HUMAN RESOURCES	\$ 1,172.50	\$ -	\$ 1,172.50
LAVOIE DEBBRA	11/3/1995	PRINCIPAL DEPT/DIV ASSISTANT	NATURAL RES. DIV.	\$ 33,981.51	\$ 2,586.94	\$ 36,568.45
LAVOIE PAUL	1/1/1975	PATROL OFFICER	POLICE DEPT	\$ 52,833.58	\$ 2,047.36	\$ 54,880.94
LE GEYT MICHELLE	5/27/2000	BEACH SUPERVISOR	RECREATION	\$ 6,281.65	\$ -	\$ 6,281.65
LEBLANC MICHAEL	9/7/2000	ON CALL INSPECTOR	BUILDING	\$ 8,687.00	\$ -	\$ 8,687.00
LEBLANC LORETTA	4/7/1989	DEPT/DIV ASSISTANT	CONSUMER AFFAIRS	\$ 31,350.71	\$ 848.50	\$ 32,199.21
LEDUC THOMAS	7/24/1988	PATROL OFFICER	POLICE DEPT	\$ 54,895.87	\$ 4,476.53	\$ 59,372.40
LEDUC SAMANTHA	1/22/2001	PRINCIPAL DEPT/DIV ASSISTANT	RECREATION	\$ 27,123.92	\$ 3,421.75	\$ 30,545.67
LEGER SCOTT	1/24/2000	PATROL OFFICER	POLICE DEPT	\$ 58,039.08	\$ 7,790.85	\$ 65,829.93
LEGERE PAUL	7/22/1985	EQUIPMENT OPERATOR I	DPW - HIGHWAY	\$ -	\$ -	\$ -
LEHANE TINA	6/10/2002	TELECOMM.SPEC/JAIL ASSISTANT	POLICE DEPT	\$ 21,313.77	\$ 813.82	\$ 22,127.59
LEITE BRUCE	8/5/2002	LABORER/CRAFTSPERSON	DPW - HIGHWAY	\$ 10,698.60	\$ 1,433.58	\$ 12,132.18
LEITE JOHN	6/10/1968	SOLID WASTE FOREMAN	DPW - SOLID WASTE	\$ 55,362.51	\$ 11,626.68	\$ 66,989.19
LEMAY DAVID	12/7/2001	LABORER/CRAFTSPERSON	DPW - HIGHWAY	\$ 27,938.94	\$ 5,670.16	\$ 33,609.10
LENNON CAROLYN	11/17/1999	POLICE MATRON	POLICE DEPT	\$ 11,108.00	\$ -	\$ 11,108.00
LEVESQUE SAMANTHA	12/19/2001	ASSISTANT	RECREATION	\$ 444.00	\$ -	\$ 444.00
LEWIS CHARLES	3/27/1984	SENIOR ANIMAL CONTROL OFFICER	NATURAL RES. DIV.	\$ 43,120.59	\$ 9,614.09	\$ 52,734.68
LEWIS WHITNEY	6/21/2002	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 504.00	\$ -	\$ 504.00
L'HEUREUX KATIE	4/15/2001	SEASONAL NR OFFICER	NATURAL RES. DIV.	\$ 3,696.00	\$ 396.90	\$ 4,092.90
LIMA DANIEL	5/20/2000	DPW SEASONAL LABORER	DPW - SOLID WASTE	\$ 10,444.50	\$ 33.00	\$ 10,477.50
LIMA MICHAEL	7/6/2002	DPW SEASONAL LABORER	DPW - SOLID WASTE	\$ 5,563.25	\$ 165.00	\$ 5,728.25
LIMA JILLIAN	6/9/2000	HEAD LIFEGUARD	RECREATION	\$ 5,488.26	\$ -	\$ 5,488.26
LIMA PATRICIA	5/29/2002	BEACH AIDE	RECREATION	\$ 1,435.75	\$ -	\$ 1,435.75
LINEHAN FREDERICK	5/27/2000	BEACH SUPERVISOR	RECREATION	\$ 2,514.41	\$ -	\$ 2,514.41
LINNELL JOSEPH	10/1/1996	GOLF LABORER	GOLF	\$ 21,606.57	\$ 2,408.81	\$ 24,015.38
LLOYD ROSS	6/10/2002	TELECOMM.SPEC/JAIL ASSISTANT	POLICE DEPT	\$ 19,706.83	\$ 1,911.40	\$ 21,618.23
LOMBA LOIS	1/5/1987	ADMINISTRATIVE ASSISTANT	CONSUMER AFFAIRS	\$ 36,130.33	\$ 2,146.37	\$ 38,276.70
LOMBA REGINALD	9/13/1979	PATROL OFFICER	POLICE DEPT	\$ 47,452.29	\$ 521.53	\$ 47,973.82
LONDON KATIE	5/24/2002	BEACH AIDE	RECREATION	\$ 70.00	\$ -	\$ 70.00
LOONEY JAMES	7/8/2002	TEMPORARY CUSTODIAN	DPW - S&G	\$ 9,658.00	\$ 255.75	\$ 9,913.75
LORRETT LAURIE	9/15/2000	SKATING PRO	RECREATION	\$ 6,081.25	\$ -	\$ 6,081.25
LOUGHNANE AUDREY	4/14/1987	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 4,999.92	\$ -	\$ 4,999.92
LOUMIOTIS SOPHIA	6/16/2000	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 3,026.00	\$ -	\$ 3,026.00

Town Departments
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Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
LOUNSBURY	CHRISTINA	9/29/1995	SECRETARY TO DETECTIVE DIVISIO	POLICE DEPT	\$ 31,410.15	\$ 117.02	\$ 31,527.17
LOUNSBURY	MATTHEW	2/9/1998	DETECTIVE	POLICE DEPT	\$ 45,092.10	\$ 16,941.61	\$ 62,033.71
LOVELL	ROBERT	11/1/1983	SECTION FOREMAN	DPW - HIGHWAY	\$ 46,573.04	\$ 10,157.15	\$ 56,730.19
LOVELL	JOHN	9/4/1985	CUSTODIAN	DPW - S&G	\$ 31,648.22	\$ 6,325.45	\$ 37,973.67
LOVELY	AMANDA	10/10/2002	SKATING PRO	RECREATION	\$ 225.00	\$ -	\$ 225.00
LYDON	KELLY	11/6/1999	REGISTRAR/ELECTIONS	TOWN CLERK	\$ 175.00	\$ -	\$ 175.00
LYMAN	SOPHIA	4/20/2001	ASSISTANT 37.5	DPW - HIGHWAY	\$ 26,290.99	\$ 508.72	\$ 26,799.71
LYNCH	BRIAN	4/22/1999	GOLF ASSISTANT	GOLF	\$ 15,050.48	\$ -	\$ 15,050.48
MACDONALD	PAUL	8/31/1981	LIEUTENANT	POLICE DEPT	\$ 69,992.53	\$ 30,861.89	\$ 100,854.42
MACDONALD	PATRICIA	10/26/2001	PROGRAM COORDINATOR	RECREATION	\$ 38,237.23	\$ 1,943.35	\$ 40,180.58
MACHADO	ANDREW	3/3/1987	ASSISTANT ASSESSOR	ASSESSING	\$ 47,602.09	\$ -	\$ 47,602.09
MACHADO	PATRICIA	11/5/1984	ASSISTANT DIRECTOR	RECREATION	\$ 58,667.46	\$ 5,169.69	\$ 63,837.15
MACKEY	SUSAN	6/26/2002	CLERICAL POOL	HUMAN RESOURCES	\$ 1,470.00	\$ -	\$ 1,470.00
MACKEY	PATRICIA	10/3/1988	ADMINISTRATIVE ASSISTANT 7	PLANNING	\$ 36,087.19	\$ 3,300.14	\$ 39,387.33
MACLEOD	WILLIAM	9/24/1999	NOISE ABATEMENT OFFICER	AIRPORT	\$ 34,126.47	\$ -	\$ 34,126.47
MADDOX	STANLEY	11/5/1993	EQUIPMENT OPERATOR I	DPW - HIGHWAY	\$ 13,177.03	\$ 1,123.07	\$ 14,300.10
MADERIOS	STEVEN	1/24/1972	SECTION FOREMAN	DPW - S&G	\$ 45,687.50	\$ 10,088.26	\$ 55,775.76
MAFFEI	SUSAN	4/25/1994	PRINCIPAL DEPT/DIV ASSISTANT	TOWN CLERK	\$ 30,867.94	\$ 314.10	\$ 31,182.04
MAGNER	MICHAEL	1/14/1999	PROGRAM DIRECTOR	RECREATION	\$ 1,884.00	\$ -	\$ 1,884.00
MAHER	STEVEN	1/24/1994	PATROL OFFICER	POLICE DEPT	\$ 68,974.93	\$ 13,923.28	\$ 82,898.21
MALONEY	SARAH	7/6/2001	LEISURE PROGRAM JR. COUNSELOR	RECREATION	\$ 2,953.00	\$ -	\$ 2,953.00
MANFREDI	SCOTT	6/15/2001	ASSISTANT	RECREATION	\$ 4,188.00	\$ -	\$ 4,188.00
MANNI	STEVEN	10/1/1977	MECHANIC	POLICE DEPT	\$ 39,900.82	\$ 6,061.19	\$ 45,962.01
MAPLES	NICHOLAS	11/12/1999	WEIGHT & MEASURE INSPECTOR	CONSUMER AFFAIRS	\$ 38,868.13	\$ 172.08	\$ 39,040.21
MARCOTTE	ASHLEY	12/15/2000	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 3,154.00	\$ -	\$ 3,154.00
MARCOTTI	THOMAS	8/5/1994	SHELLFISH BIOL/CONST	NATURAL RES. DIV.	\$ 41,391.55	\$ 3,145.01	\$ 44,536.56
MARK	JENNIFER	5/27/2000	HEAD LIFEGUARD	RECREATION	\$ 2,782.50	\$ -	\$ 2,782.50
MARTIN	MICHAEL	9/13/1979	DEPUTY CHIEF	POLICE DEPT	\$ 91,071.12	\$ 19,562.13	\$ 110,633.25
MASTROIANNI	ANN	8/12/1991	LABRATORY TECH/CHEMIST	DPW - WPC	\$ 43,956.91	\$ 3,094.98	\$ 47,051.89
MATHESON	PAUL	7/15/2002	TOWN ASSESSOR	ASSESSING	\$ 28,328.32	\$ -	\$ 28,328.32
MATTOON	KENNETH	10/29/2001	EQUIPMENT OPERATOR I	DPW - HIGHWAY	\$ 29,034.89	\$ 3,336.40	\$ 32,371.29
MATTOS	DAVID	9/16/2002	LOCAL INSPECTOR	BUILDING	\$ 10,956.10	\$ -	\$ 10,956.10
MAYER	JOSHUA	6/10/2002	DPW SEASONAL LABORER	DPW - S&G	\$ 4,224.00	\$ -	\$ 4,224.00
MCALPINE	BRIAN	6/8/2001	SWIM INSTR W/WCI	RECREATION	\$ 4,430.00	\$ -	\$ 4,430.00
MCCALLUM	LUCILLE B	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 65.00	\$ -	\$ 65.00
MCCARTHY	RUSSELL	10/13/1995	OPERATIONS SUPERVISOR	AIRPORT	\$ 20,883.64	\$ 2,230.11	\$ 23,113.75
MCCARTHY	STEVEN	8/10/1981	CUSTODIAN	DPW - S&G	\$ 33,089.19	\$ 17,788.70	\$ 50,877.89
MCCARTHY	NANCY	11/6/1985	PRINCIPAL CLERK	DPW - WPC	\$ 36,264.05	\$ 3,568.26	\$ 39,832.31
MCCARTHY	MARGER Y	10/4/1971	CLERICAL POOL	HUMAN RESOURCES	\$ 23,963.84	\$ 89.17	\$ 24,053.01
MCCARTHY	PHYLLIS	2/1/2001	RINK SUPERVISOR	RECREATION	\$ 78.63	\$ -	\$ 78.63
MCCARTHY	SCOTT	10/26/2001	AIDE	RECREATION	\$ 1,553.50	\$ -	\$ 1,553.50
MCCARTHY	CAROL	11/6/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 91.00	\$ -	\$ 91.00
MCCARTHY	JENNIFER	9/30/1974	TEMP. TAX CLERK	TOWN COLLECTOR	\$ 46,680.09	\$ 95.96	\$ 46,776.05
MCCONNELL	LEE	8/20/2001	HEALTH INSPECTOR	HEALTH	\$ 30,037.68	\$ 596.03	\$ 30,633.71
MCCONNELL	MARION	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 107.25	\$ -	\$ 107.25
MCDERMOTT	CAILYN	6/21/2002	GATE ATTENDENT	RECREATION	\$ 2,400.00	\$ -	\$ 2,400.00
MCDONALD	WILLIAM	4/26/2002	HIGHWAY BRIDGE TENDER	DPW - HIGHWAY	\$ 3,576.50	\$ -	\$ 3,576.50
MCDONALD	DANIEL	3/7/2000	BEACH SUPERVISOR	RECREATION	\$ 4,570.27	\$ -	\$ 4,570.27

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Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
MCDONALD	KATHRYN	10/17/2002	SKATING PRO	RECREATION	\$ 900.00	\$ -	\$ 900.00
MCDONNELL	MARY	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 52.00	\$ -	\$ 52.00
MCGOVERN	RYAN	6/21/2002	GATE ATTENDENT	RECREATION	\$ 2,578.00	\$ -	\$ 2,578.00
MCGRATH	PATRICK	5/24/2002	BEACH AIDE	RECREATION	\$ 1,965.25	\$ -	\$ 1,965.25
MCGUIRE	STEPHEN	4/7/1983	SERGEANT	POLICE DEPT	\$ 78,142.14	\$ 37,113.35	\$ 115,255.49
MCINTYRE	BRUCE	6/14/1993	GOLF COURSE SUPERINTENDENT	GOLF	\$ 66,593.80	\$ -	\$ 66,593.80
MCINTYRE	LATANIA	12/1/2001	PROGRAM DIRECTOR	RECREATION	\$ 218.88	\$ -	\$ 218.88
MCKEAN	THOMAS	9/17/1984	PUBLIC HEALTH DIRECTOR	HEALTH	\$ 71,216.26	\$ -	\$ 71,216.26
MCKEARNEY	DAVID	10/21/2002	HEALTH INSPECTOR	HEALTH	\$ 6,986.50	\$ -	\$ 6,986.50
MCKENNA	FRANCIS	5/22/1998	SEASONAL ASSISTANT HARBORMASTR	HARBORMASTERS	\$ 6,570.00	\$ 120.00	\$ 6,690.00
MCKENNA	ANDREW	2/22/1993	SERGEANT	POLICE DEPT	\$ 77,024.14	\$ 25,815.87	\$ 102,840.01
MCKENNA	DEBORAH	2/1/2002	RECEPTIONIST	SENIOR SERVICES	\$ 21,104.08	\$ -	\$ 21,104.08
MCKEON	AUDREY	11/1/1978	ELECTION POLL WORKER	TOWN CLERK	\$ 220.00	\$ -	\$ 220.00
MCLAUGHLIN	MARK	5/27/2000	SWIM INSTR W/WCI	RECREATION	\$ 4,529.00	\$ -	\$ 4,529.00
MCMAHON	SCOT	10/30/1995	SERGEANT	POLICE DEPT	\$ 66,467.91	\$ 20,592.38	\$ 87,060.29
MCNAMARA	KIMBERLEY	6/16/2000	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 2,984.00	\$ -	\$ 2,984.00
MCPECK	TIMOTHY	4/18/2000	PATROL OFFICER	POLICE DEPT	\$ 47,051.14	\$ 9,794.25	\$ 56,845.39
MCPHEE	MAUREEN	9/20/1982	TOWN COLLECTOR	TOWN COLLECTOR	\$ 58,300.74	\$ -	\$ 58,300.74
MCWILLIAMS	MARK	7/17/2000	PATROL OFFICER	POLICE DEPT	\$ 53,475.77	\$ 10,695.71	\$ 64,171.48
MEDEIROS	MARY	5/24/2002	LEISURE SPEC NEEDS COUNSEL	RECREATION	\$ 3,951.50	\$ -	\$ 3,951.50
MELANSON	STEPHANIE	12/26/2001	AIDE	RECREATION	\$ 335.50	\$ -	\$ 335.50
MELIA	JAMES	1/1/1997	PATROL OFFICER	POLICE DEPT	\$ 70,614.23	\$ 18,355.71	\$ 88,969.94
MELLYN	MARK	10/30/1995	PATROL OFFICER	POLICE DEPT	\$ 61,291.08	\$ 14,775.95	\$ 76,067.03
MERCER	KENNETH	1/27/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 178.75	\$ -	\$ 178.75
MERRITT	JANE	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 65.00	\$ -	\$ 65.00
MEUSE	BRIAN	7/3/2002	BEACH AIDE	RECREATION	\$ 1,340.50	\$ -	\$ 1,340.50
MICHAELSON	LINDA	11/3/2000	DEPUTY TAX COLLECTOR	TOWN COLLECTOR	\$ 28,852.31	\$ 33.70	\$ 28,886.01
MICHELOVE	JACQUELINE	11/3/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 220.00	\$ -	\$ 220.00
MICHELOVE	LEON	11/3/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 185.25	\$ -	\$ 185.25
MILASEVICIUS	ANDRIUS	6/14/2002	GOLF TURF MAINT/GARDENER	GOLF	\$ 2,964.50	\$ -	\$ 2,964.50
MILLER	VERONICA	8/28/1999	ADMINISTRATIVE ASSISTANT	DPW - SOLID WASTE	\$ 33,444.81	\$ 2,214.74	\$ 35,659.55
MILLER	SARA	6/14/2002	LIFEGUARD	RECREATION	\$ 4,016.14	\$ -	\$ 4,016.14
MILLS	JOSHUA	5/24/2002	GATE ATTENDENT	RECREATION	\$ 336.00	\$ -	\$ 336.00
MILNE	MARK	12/8/1997	DIRECTOR OF FINANCE	FINANCE	\$ 87,846.45	\$ -	\$ 87,846.45
MILNE	J. GREGORY	11/15/1999	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 4,999.92	\$ -	\$ 4,999.92
MIORANDI	DONNA	9/28/1987	HAZARD MATERIALS HEALTH INSPEC	HEALTH	\$ 47,602.12	\$ 559.60	\$ 48,161.72
MIRANDA	LORRAINE	4/23/1999	FINANCIAL COORDINATOR POLICE	POLICE DEPT	\$ 36,015.14	\$ 8,805.93	\$ 44,821.07
MITCHELL	ROBERT	5/24/2002	GATE ATTENDENT	RECREATION	\$ 2,184.00	\$ -	\$ 2,184.00
MITCHELL, JR.	JOHN	7/26/1986	ASST HARBORMASTER/DOCKMASTER	HARBORMASTERS	\$ 21,401.03	\$ 2,085.64	\$ 23,486.67
MOEN	JODI R	7/2/1997	ANIMAL CONTROL OFFICER	NATURAL RES. DIV.	\$ 8,531.60	\$ 298.42	\$ 8,830.02
MOLINARI	HEATHER	6/16/2000	LEISURE ASSISTANT DIRECTOR	RECREATION	\$ 3,580.50	\$ -	\$ 3,580.50
MOLONEY	CONOR	6/14/2002	DPW SEASONAL LABORER	DPW - HIGHWAY	\$ 792.00	\$ 33.00	\$ 825.00
MONAHAN	RICHARD	7/14/1986	WORKING FOREMAN	DPW - S&G	\$ 39,099.10	\$ 2,453.29	\$ 41,552.39
MONROY	KRISTINA	5/18/2001	GATE ATTENDENT	RECREATION	\$ 68.00	\$ -	\$ 68.00
MOORE	JAMES	9/25/1998	SURVEYING FIELD TECHNICIAN	DPW - ENGINEERING	\$ 39,643.58	\$ 1,503.63	\$ 41,147.21
MOORE	RUSSELL	7/1/1995	EQUIPMENT OPERATOR I	DPW - S&G	\$ 32,029.71	\$ 5,564.33	\$ 37,594.04
MOORE	ANSON	4/5/1999	PATROL OFFICER	POLICE DEPT	\$ 62,490.88	\$ 14,943.86	\$ 77,434.74
MOORE	GENEVIEVE	10/3/2002	ASSISTANT	RECREATION	\$ 198.00	\$ -	\$ 198.00

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MOORE	BARBARA	11/8/1994	ELECTION POLL WORKER	TOWN CLERK	\$ 39.00	\$ -	\$ 39.00
MOORE	BARBARA	11/8/1994	ELECTION POLL WORKER	TOWN CLERK	\$ 39.00	\$ -	\$ 39.00
MORAN	DONNA	9/18/2001	CLERICAL POOL	HUMAN RESOURCES	\$ 8,300.00	\$ -	\$ 8,300.00
MORANO	KENNETH	7/1/2002	HIGHWAY VACUUM OPERATOR	DPW - HIGHWAY	\$ 5,241.38	\$ -	\$ 5,241.38
MOREAU	ALISON	2/22/2000	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 2,842.00	\$ -	\$ 2,842.00
MOREAU	LAUREN	6/7/2002	LIFEGUARD	RECREATION	\$ 5,215.52	\$ -	\$ 5,215.52
MORECRAFT	BRIAN	4/10/2000	LABORER/CRAFTSPERSON	DPW - S&G	\$ 28,601.83	\$ 6,763.04	\$ 35,364.87
MORGAN	MICHAEL	8/20/1999	LABORER/CRAFTSPERSON	DPW - SOLID WASTE	\$ 29,538.70	\$ 3,574.76	\$ 33,113.46
MORGAN	REBECCA	12/6/1999	LIFEGUARD	RECREATION	\$ 3,044.76	\$ -	\$ 3,044.76
MORIN	JOHN	6/25/1990	ASSISTANT MECHANIC	DPW - WPC	\$ 47,591.24	\$ 16,897.86	\$ 64,489.10
MORRIS	DWAYNE	11/27/2000	EQUIPMENT OPERATOR II	DPW - HIGHWAY	\$ 10,210.92	\$ 1,216.13	\$ 11,427.05
MORRISON	GEORGE	11/28/1983	PARKING METER MAINT.	CONSUMER AFFAIRS	\$ 20,820.93	\$ -	\$ 20,820.93
MORRISON	BRIAN	5/5/1997	PATROL OFFICER	POLICE DEPT	\$ 57,747.44	\$ 16,840.59	\$ 74,588.03
MORRISON	MANDY	5/27/2000	LIFEGUARD	RECREATION	\$ 3,762.01	\$ -	\$ 3,762.01
MORRISSEY	MARIANNE	10/25/2002	DEPT/DIV ASSISTANT	RECREATION	\$ 4,052.48	\$ 587.61	\$ 4,640.09
MORSE	RICHARD	1/15/1983	DETECTIVE	POLICE DEPT	\$ 60,071.28	\$ 19,512.86	\$ 79,584.14
MOSBY	QUINCY	6/25/2001	AIRPORT MANANGER	AIRPORT	\$ 74,065.20	\$ -	\$ 74,065.20
MOYNIHAN	TIMOTHY	6/14/2002	LIFEGUARD	RECREATION	\$ 2,885.00	\$ -	\$ 2,885.00
MULLALY	KATRI	10/29/2001	DEPT/DIV ASSIST	SENIOR SERVICES	\$ 12,404.14	\$ 84.98	\$ 12,489.12
MULLEN	THOMAS	3/14/1988	DIRECTOR DEPT OF PUBLIC WORKS	DPW - ADMINISTRATION	\$ 96,989.11	\$ -	\$ 96,989.11
MULLEN	JOAN	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 26.00	\$ -	\$ 26.00
MUMFORD	LESLEY	6/22/2001	ASSISTANT	RECREATION	\$ 304.00	\$ -	\$ 304.00
MURPHY	MARY	3/20/2002	CLERICAL POOL	HUMAN RESOURCES	\$ 8,890.00	\$ -	\$ 8,890.00
MURPHY	JOHN	3/11/2002	PATROL OFFICER	POLICE DEPT	\$ 59,236.30	\$ 15,210.76	\$ 74,447.06
MURPHY	ROBERT	1/10/1980	LIEUTENANT	POLICE DEPT	\$ 80,870.51	\$ 9,741.27	\$ 90,611.78
MURPHY	JAMES	5/11/2001	VAN DRIVER SENIOR SERVICES	SENIOR SERVICES	\$ 19,488.44	\$ 19.14	\$ 19,507.58
MURPHY	SHEILA	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 104.00	\$ -	\$ 104.00
MURRAY	THOMAS	7/26/2002	NATURAL RESOURCE OFFICER	NATURAL RES. DIV.	\$ 14,885.38	\$ 2,701.52	\$ 17,586.90
MURRAY	BRIAN	4/6/1980	PATROL OFFICER	POLICE DEPT	\$ 67,065.37	\$ 12,058.71	\$ 79,124.08
MYETT	DAVID	9/11/1989	SERGEANT	POLICE DEPT	\$ 70,002.08	\$ 23,742.58	\$ 93,744.66
NEEDHAM	OWEN	7/22/1984	PATROL OFFICER	POLICE DEPT	\$ 70,286.78	\$ 16,131.12	\$ 86,417.90
NELSON	CAROLYN	11/5/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 32.50	\$ -	\$ 32.50
NESBIT	CAITLIN	6/9/2000	ASSISTANT	RECREATION	\$ 5,067.00	\$ -	\$ 5,067.00
NESBIT	JENNIFER	6/22/2001	HEAD INSTRUCTOR	RECREATION	\$ 3,554.25	\$ -	\$ 3,554.25
NEWTON	JOAN	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 165.75	\$ -	\$ 165.75
NICKERSON	DAVID	11/25/1988	EQUIPMENT OPERATOR II	DPW - HIGHWAY	\$ 39,025.33	\$ 3,744.27	\$ 42,769.60
NICKERSON	ROBERT	8/28/1995	RECYCLING LABORER	DPW - SOLID WASTE	\$ 25,290.60	\$ 3,441.53	\$ 28,732.13
NICKERSON	MARGARET	12/4/2000	PURCHASING AGENT	PURCHASING	\$ 24,772.13	\$ -	\$ 24,772.13
NIDOSITKO	ALEXANDRA	6/10/2002	TELECOMM.SPEC/JAIL ASSIST	POLICE DEPT	\$ 19,490.83	\$ 1,081.47	\$ 20,572.30
NIEMI	MAUREEN	8/20/2001	DEPUTY TAX COLLECTOR	TOWN COLLECTOR	\$ 26,190.99	\$ 330.69	\$ 26,521.68
NOFERI-HOFF	LISA	1/4/2002	DEPARTMENT ASSISTANT	AIRPORT	\$ 25,448.07	\$ 9.93	\$ 25,458.00
NOLAN	MICHELLE	5/27/2000	SWIM INSTR W/WCI	RECREATION	\$ 3,828.38	\$ -	\$ 3,828.38
NOLAN	RACHAEL	5/27/2000	ASSISTANT	RECREATION	\$ 5,203.00	\$ -	\$ 5,203.00
NOLAN	THERESA	6/8/2000	HEAD INSTRUCTOR	RECREATION	\$ 4,278.26	\$ -	\$ 4,278.26
NOREAU	DUANE	7/22/2002	PATROL OFFICER	POLICE DEPT	\$ 10,332.63	\$ -	\$ 10,332.63
NORKUS	RICHARD	10/13/1987	AVIATION FUEL COORDINATOR	AIRPORT	\$ 42,345.56	\$ 9,086.80	\$ 51,432.36
NORMAN	ASHLEY	11/29/2001	ASSISTANT	RECREATION	\$ 4,760.00	\$ -	\$ 4,760.00
NORTON	MATTEA	5/22/2002	RECREATION GATE ATTENDENT	NATURAL RES. DIV.	\$ 1,102.00	\$ -	\$ 1,102.00

Town Departments
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NORVAISA	KAS	6/10/2002	DPW SEASONAL LABORER	DPW - WPC	\$ 2,431.00	\$ -	\$ 2,431.00
NUNES	BOBBY	2/22/2002	ASSISTANT	RECREATION	\$ 276.00	\$ -	\$ 276.00
OAKLEY	FRANKLIN	7/14/1986	WORKING FOREMAN	DPW - S&G	\$ 36,929.35	\$ 5,625.09	\$ 42,554.44
OAKLEY	SHIRLEE	8/21/2000	ASSISTANT	TOWN MANAGER	\$ 30,462.87	\$ -	\$ 30,462.87
O'BRIEN	STEPHEN	6/14/1982	PATROL OFFICER	POLICE DEPT	\$ 64,990.86	\$ 9,131.07	\$ 74,121.93
O'BRIEN	ROBERT	5/21/1999	ELECTION POLL WORKER	TOWN CLERK	\$ 78.00	\$ -	\$ 78.00
O'BRIEN	VIRGINIA	9/26/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 58.50	\$ -	\$ 58.50
O'BRIEN	ROBERT	2/7/2000	ACTING ASSIST TOWN MANAGER	TOWN MANAGER	\$ 21,283.82	\$ -	\$ 21,283.82
O'CONNELL	JOSEPH	7/8/2002	GATE ATTENDENT	RECREATION	\$ 2,056.00	\$ -	\$ 2,056.00
O'CONNOR	JOHN	11/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 97.50	\$ -	\$ 97.50
O'HARA	KATIE	5/27/2000	LIFEGUARD	RECREATION	\$ 3,690.00	\$ -	\$ 3,690.00
O'HARE	JOHN	9/11/1988	PATROL OFFICER	POLICE DEPT	\$ 80,669.15	\$ 13,737.25	\$ 94,406.40
O'KEEFE	CHRISTINE	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 175.50	\$ -	\$ 175.50
OKUROWSKI	SUSAN	10/18/2002	ASSISTANT	RECREATION	\$ 668.44	\$ -	\$ 668.44
O'LEARY	PATRICK	7/9/2001	OPERATIONS SPECIALIST	AIRPORT	\$ 33,302.81	\$ 10,168.24	\$ 43,471.05
O'LEARY	JULIE	6/21/2002	SWIM INSTR W/WCI	RECREATION	\$ 3,115.00	\$ -	\$ 3,115.00
O'MAHONY	WILLIAM	6/17/2002	DPW SEASONAL LABORER	DPW - S&G	\$ 4,840.00	\$ 301.13	\$ 5,141.13
O'REGAN	SHANE	6/14/2002	DPW SEASONAL LABORER	DPW - HIGHWAY	\$ 4,477.00	\$ 231.00	\$ 4,708.00
ORLANDO	LORETTE	1/1/1901	GOLF ASSISTANT	GOLF	\$ 3,327.41	\$ -	\$ 3,327.41
OSTRANDER	CHERYL	6/15/2001	LIFEGUARD	RECREATION	\$ 4,163.14	\$ -	\$ 4,163.14
OSTROWSKI	ALEXANDER	5/18/2001	SWIM INSTR W/WCI	RECREATION	\$ 1,230.00	\$ -	\$ 1,230.00
OSTROWSKI	BENJAMIN	5/18/2001	INSTRUCTOR	RECREATION	\$ 3,851.25	\$ -	\$ 3,851.25
O'SULLIVAN	JOYCE	10/29/2001	PART-TIME CUSTODIAN	SENIOR SERVICES	\$ 2,768.28	\$ -	\$ 2,768.28
OTTO	PATRICIA	7/2/1999	FINANCIAL COORDINATOR	RECREATION	\$ 36,009.88	\$ 5,581.71	\$ 41,591.59
OTTON	EUGENE	5/4/2001	DPW SEASONAL LABORER	DPW - S&G	\$ 5,802.50	\$ -	\$ 5,802.50
OUELLETTE	COLBY	6/22/2001	ASSISTANT	RECREATION	\$ 6,386.39	\$ -	\$ 6,386.39
PACHECO	STEPHEN	6/22/1992	COMPUTER OPERATOR	INFORMATIONS SYSTEMS	\$ 36,508.93	\$ 4,360.56	\$ 40,869.49
PACHECO	JILLIAN	6/28/2001	ASSISTANT	RECREATION	\$ 56.00	\$ -	\$ 56.00
PACINO	ANN	11/15/2001	ASSISTANT	RECREATION	\$ 13,766.43	\$ -	\$ 13,766.43
PACKER	WILLIAM	4/10/1973	LIEUTENANT	POLICE DEPT	\$ 69,235.77	\$ 16,663.39	\$ 85,899.16
PADGETT	LAURA	10/19/2000	ASSISTANT	RECREATION	\$ 746.00	\$ -	\$ 746.00
PAGNOTTA	ANTONETTA	11/7/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 120.25	\$ -	\$ 120.25
PALMER	DOUGLAS	7/22/2002	PATROL OFFICER	POLICE DEPT	\$ 16,251.90	\$ -	\$ 16,251.90
PALMER	MARK	12/21/1986	PATROL OFFICER	POLICE DEPT	\$ 79,190.44	\$ 4,899.93	\$ 84,090.37
PARIS	ROSEMARY	9/20/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 78.00	\$ -	\$ 78.00
PARKAS	JENNIFER	2/9/1998	PATROL OFFICER	POLICE DEPT	\$ 54,480.46	\$ 12,263.51	\$ 66,743.97
PARKER	CORY	10/20/2000	SKATING PRO	RECREATION	\$ 650.38	\$ -	\$ 650.38
PARKKA	DANIEL	9/7/1987	PATROL OFFICER	POLICE DEPT	\$ 68,352.16	\$ 27,706.86	\$ 96,059.02
PARRELLA	LAUREN	5/24/2002	GATE ATTENDENT	RECREATION	\$ 2,356.00	\$ -	\$ 2,356.00
PARROTT	MILTON	9/16/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 143.00	\$ -	\$ 143.00
PARVIN	DIANE	5/17/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 250.00	\$ -	\$ 250.00
PASS	JONATHAN	2/9/1998	PATROL OFFICER	POLICE DEPT	\$ 53,026.63	\$ 10,280.66	\$ 63,307.29
PEACOCK	STACEY	7/13/2001	PT PRINCIPAL DEPT ASSIST	POLICE DEPT	\$ 16,098.70	\$ -	\$ 16,098.70
PEARL	SARAH	7/8/1999	POLICE MATRON	POLICE DEPT	\$ 1,758.00	\$ 80.00	\$ 1,838.00
PECK	THOMAS	5/13/1985	WORKING FOREMAN	DPW - S&G	\$ 40,592.29	\$ 3,313.45	\$ 43,905.74
PEIRSON	ELIZABETH	4/9/1990	ASST INFORMATION SYSTEMS MANGR	INFORMATIONS SYSTEMS	\$ 59,614.38	\$ 792.90	\$ 60,407.28
PENKALA	JOWITA	6/29/2002	GOLF CART/RANGE	GOLF	\$ 6,116.00	\$ -	\$ 6,116.00
PEREIRA	ADAM	6/17/2002	SUMMER PATROL OFFICER	POLICE DEPT	\$ 3,692.00	\$ -	\$ 3,692.00

Town Departments
Gross Wage Report - 2002

Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
PERITO	THOMAS	6/1/1987	GATE TRANSFER STA. ATTENDENT	DPW - SOLID WASTE	\$ 10,309.55	\$ 564.24	\$ 10,873.79
PERRON	HELEN	9/19/1995	ELECTION POLL WORKER	TOWN CLERK	\$ 220.00	\$ -	\$ 220.00
PERRY	KAREN	6/19/2000	PRINCIPAL DEPT/DIV ASSISTANT	ASSESSING	\$ 28,286.24	\$ -	\$ 28,286.24
PERRY	KATHLEEN	5/18/1987	DEPT/DIV ASSISTANT	ASSESSING	\$ 31,437.98	\$ 249.68	\$ 31,687.66
PERRY	THOMAS	11/15/1996	BUILDING COMMISSIONER	BUILDING	\$ 59,113.64	\$ 574.44	\$ 59,688.08
PERRY	MICHAEL	4/3/1989	WORKING FOREMAN	DPW - HIGHWAY	\$ 38,989.52	\$ 18,241.82	\$ 57,231.34
PERRY	THOMAS	10/3/1988	LABORER/CRAFTSPERSON	DPW - S&G	\$ 33,533.55	\$ -	\$ 33,533.55
PERRY	CHRISTOPHER	4/12/1985	PATROL OFFICER	POLICE DEPT	\$ 5,413.44	\$ -	\$ 5,413.44
PERRY	TROY	1/24/2000	PATROL OFFICER	POLICE DEPT	\$ 57,067.78	\$ 6,668.71	\$ 63,736.49
PERRY	DORIS	9/20/1994	ELECTION POLL WORKER	TOWN CLERK	\$ 45.50	\$ -	\$ 45.50
PERRY	JEANNE	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 71.50	\$ -	\$ 71.50
PERSICILLO	RONALD	11/16/2001	MAINTENANCE TECHNICIAN	DPW - S&G	\$ 11,300.36	\$ 260.20	\$ 11,560.56
PERSUITTE	ROBERT	6/2/1989	MAINTENANCE TECHNICIAN	AIRPORT	\$ 39,474.81	\$ 1,266.00	\$ 40,740.81
PERSUITTE	GIOIA	5/24/2002	GATE ATTENDENT	RECREATION	\$ 2,388.00	\$ -	\$ 2,388.00
PESCE	PHILIP	6/15/2001	ASSISTANT	RECREATION	\$ 152.00	\$ -	\$ 152.00
PETERS	HEATHER	6/20/2002	LEISURE ASSISTANT DIR	RECREATION	\$ 2,970.00	\$ -	\$ 2,970.00
PETERSON	DONALD	7/20/2001	GOLF COURSE FACILITY TECH	GOLF	\$ 38,054.19	\$ 2,317.87	\$ 40,372.06
PETERSON	LISA	11/12/1991	FINANCIAL COORDINATOR	GOLF	\$ 38,910.21	\$ 2,945.74	\$ 41,855.95
PETROCCHI	ELEANOR	5/18/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 94.26	\$ -	\$ 94.26
PHELAN	KEITH	11/11/2002	SENIOR PROGRAMMER/ANALYST	INFORMATIONS SYSTEMS	\$ 4,812.47	\$ -	\$ 4,812.47
PHILBRICK	GARY	10/18/1991	PRO MANAGER	GOLF	\$ 79,439.87	\$ -	\$ 79,439.87
PHILLIPS	GWENDOLYN	11/2/1999	ELECTION POLL WORKER	TOWN CLERK	\$ 263.00	\$ -	\$ 263.00
PHILLIPS	CHERYL	5/6/2002	SECRETARY TO TOWN COUNCIL	TOWN COUNCIL	\$ 17,661.41	\$ -	\$ 17,661.41
PICCIRILLI	JOSEPH	5/17/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 120.25	\$ -	\$ 120.25
PICCIRILLI	MARYANN	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 220.00	\$ -	\$ 220.00
PIEKARSKI	DREW	6/29/2001	LIFEGUARD	RECREATION	\$ 2,688.51	\$ -	\$ 2,688.51
PIRES	SALVADOR	3/15/1999	GOLF STARTER	GOLF	\$ 7,987.50	\$ -	\$ 7,987.50
PITERA	RICHARD	8/2/1996	EQUIPMENT OPERATOR II	DPW - HIGHWAY	\$ 32,232.16	\$ 1,844.56	\$ 34,076.72
PITTS	FAYE	5/27/2000	SKATING PRO	RECREATION	\$ 50.00	\$ -	\$ 50.00
PLADSEN	COURTNEY	6/21/2002	LIFEGUARD	RECREATION	\$ 3,807.38	\$ -	\$ 3,807.38
PLASKUS	MARYBETH	6/16/2000	ASSISTANT	RECREATION	\$ 400.00	\$ -	\$ 400.00
POOLE	RICHARD	4/17/2001	HVACR TECHNICIAN	DPW - S&G	\$ 39,983.19	\$ 4,489.96	\$ 44,473.15
POULIN	MICHAEL	8/31/2001	SENIOR MAIN ELECTRONICS TECH	DPW - S&G	\$ 154.16	\$ -	\$ 154.16
POWELL	MARC	6/2/2000	LEISURE ASSISTANT DIRECTOR	RECREATION	\$ 3,503.25	\$ -	\$ 3,503.25
POWERS	BENJAMIN	1/25/2002	ASSISTANT	RECREATION	\$ 3,930.00	\$ -	\$ 3,930.00
POWERS	CRYSTAL	6/28/2002	LEISURE ASSISTANT DIRECTOR	RECREATION	\$ 3,291.75	\$ -	\$ 3,291.75
POWERS	JENNIFER	6/28/2001	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 3,106.00	\$ -	\$ 3,106.00
POWER-SPIRLET	KELSI	5/24/2002	AIDE	RECREATION	\$ 2,353.00	\$ -	\$ 2,353.00
POYANT	AMANDA	10/3/2002	ASSISTANT	RECREATION	\$ 176.00	\$ -	\$ 176.00
POYANT	DIANE	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 263.00	\$ -	\$ 263.00
POYANT	LUCIEN	7/17/2001	REGISTRAR/ELECTIONS	TOWN CLERK	\$ 300.00	\$ -	\$ 300.00
PRATT	DAVID	4/16/1976	MAINTENANCE TECHNICIAN	AIRPORT	\$ 39,952.97	\$ 5,010.24	\$ 44,963.21
PRATT	MARIELEN	10/16/1998	PRINCIPAL DEPT/DIV ASSIST	POLICE DEPT	\$ 29,415.05	\$ 2,449.91	\$ 31,864.96
PRETE	CHRISTOPHER	6/14/2002	RECREATION BEACH SUPERVISOR	NATURAL RES. DIV.	\$ 3,126.39	\$ -	\$ 3,126.39
PRICHARD	JARED	5/27/2000	LIFEGUARD	RECREATION	\$ 5,078.50	\$ -	\$ 5,078.50
PROC	MICHAEL	7/29/1974	SECTION FOREMAN	DPW - HIGHWAY	\$ 43,537.70	\$ 6,605.69	\$ 50,143.39
PROTO	LINDA	9/5/1975	CROSSING GUARD	POLICE DEPT	\$ 12,232.41	\$ -	\$ 12,232.41
PYY	LOIS	10/23/2000	TEMP. ASSISTANT	TREASURY	\$ 18,148.82	\$ 30.09	\$ 18,178.91

Town Departments
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Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
QUIRK	ROBERT	6/17/2002	SUMMER PATROL OFFICER	POLICE DEPT	\$ 4,792.00	\$ 468.00	\$ 5,260.00
RACKLIFFE	GEORGE	7/8/1985	SECTION FOREMAN	DPW - S&G	\$ 43,736.60	\$ 1,003.93	\$ 44,740.53
RAWDING	JACQUELYN	6/21/2002	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 3,018.00	\$ -	\$ 3,018.00
READY	AMY	6/21/2002	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 3,012.00	\$ -	\$ 3,012.00
RECKER	JACQUELINE	6/15/2001	LIFEGUARD	RECREATION	\$ 3,776.26	\$ -	\$ 3,776.26
REDD	JUDY	4/30/1999	REFERRAL ADVOCACY	SENIOR SERVICES	\$ 26,460.51	\$ 798.94	\$ 27,259.45
REDDINGTON	ALAN	10/27/1995	EQUIPMENT OPERATOR I	DPW - HIGHWAY	\$ 36,065.42	\$ 5,119.22	\$ 41,184.64
REGAZIO	TRACY	5/23/2000	EQUIPMENT OPERATOR II	DPW - SOLID WASTE	\$ 33,926.86	\$ 6,378.50	\$ 40,305.36
REGHITTO	LINDSEY	6/21/2002	ASSISTANT	RECREATION	\$ 304.00	\$ -	\$ 304.00
REID	BRIAN	8/20/1993	MECHANIC WELDER	AIRPORT	\$ 22,506.12	\$ 637.32	\$ 23,143.44
REMMERS	JEANNE	6/16/2000	LEISURE PROGRAM NURSE	RECREATION	\$ 2,601.50	\$ -	\$ 2,601.50
RENO	LEONARD	5/13/2002	GOLF TURF MAINT/GARDENER	GOLF	\$ 6,894.25	\$ -	\$ 6,894.25
RHYND	JOHN	4/12/2002	TEMP PART TIME LOCAL INSPECTOR	BUILDING	\$ 10,560.00	\$ -	\$ 10,560.00
RICCI	ROY	6/12/1989	PATROL OFFICER	POLICE DEPT	\$ 45,249.55	\$ 1,345.29	\$ 46,594.84
RICCI	SHARON	10/3/2002	SKATING PRO	RECREATION	\$ 900.00	\$ -	\$ 900.00
RICHARDSON	ALEXIS	10/15/2002	ASSISTANT	RECREATION	\$ 256.00	\$ -	\$ 256.00
RICHARDSON	ROYDEN	11/18/1993	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 4,999.92	\$ -	\$ 4,999.92
RIEDEL	CARL	11/15/1999	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 4,999.92	\$ -	\$ 4,999.92
RILEY	MICHAEL	10/30/1995	PATROL OFFICER	POLICE DEPT	\$ 61,243.49	\$ 15,076.86	\$ 76,320.35
RING	ERNESTINE	5/18/2001	EXTENDED TEMP SENIOR CLERK	BUILDING	\$ 8,780.92	\$ -	\$ 8,780.92
RIOS	HILDEGARDIS	8/11/2000	AIRCRAFT RESCUE FIRE FIGHTER	AIRPORT	\$ 38,171.21	\$ 3,458.16	\$ 41,629.37
RITCHIE	CAROL ANN	11/8/1993	CLERICAL POOL	HUMAN RESOURCES	\$ 12,078.17	\$ 25.84	\$ 12,104.01
RITCHIE	ALLISON	7/7/2000	ADULT SOCIAL DAY CARE	SENIOR SERVICES	\$ 31,160.15	\$ -	\$ 31,160.15
RITCHIE	CAROL ANN	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 146.25	\$ -	\$ 146.25
RIVERA	DAVID	5/5/1997	PATROL OFFICER	POLICE DEPT	\$ 60,954.51	\$ 16,974.28	\$ 77,928.79
RIVERS	RYAN	6/16/2000	LIFEGUARD	RECREATION	\$ 6,876.51	\$ -	\$ 6,876.51
ROBBINS	SCOT	6/7/2002	LABORER/CRAFTSPERSON	DPW - SOLID WASTE	\$ 15,189.88	\$ 1,795.44	\$ 16,985.32
ROBBINS	GENEVIEVE	8/22/1961	CLERICAL POOL	HUMAN RESOURCES	\$ 7,017.50	\$ -	\$ 7,017.50
ROBBINS	ROXANE	6/14/1987	PATROL OFFICER	POLICE DEPT	\$ 60,018.37	\$ 10,644.61	\$ 70,662.98
ROBELLO	MARION	9/15/1978	ELECTION POLL WORKER	TOWN CLERK	\$ 152.75	\$ -	\$ 152.75
ROBERTS	GARY	3/30/2001	GOLF TURF MAIN/GARDENER	GOLF	\$ 13,981.39	\$ -	\$ 13,981.39
ROBERTS	MARY	9/10/2002	CLERICAL POOL	HUMAN RESOURCES	\$ 4,740.00	\$ 67.50	\$ 4,807.50
ROBERTS	FLORENCE	11/4/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 73.13	\$ -	\$ 73.13
ROCKWOOD	DEBRA	5/8/1998	HOURLY DEPT/DIV ASSISTANT	FINANCE	\$ 22,405.38	\$ -	\$ 22,405.38
RODERICK	DARRELL	9/17/1993	LABORER/CRAFTSPERSON	GOLF	\$ 6,009.90	\$ -	\$ 6,009.90
ROSENGREN	JOANNE	4/14/1987	ELECTION POLL WORKER	TOWN CLERK	\$ 84.50	\$ -	\$ 84.50
ROSS	BONNY	5/20/1996	ADMINISTRATIVE ASSISTANT	DPW - ADMINISTRATION	\$ 34,252.34	\$ 23.87	\$ 34,276.21
ROSSETTI	ROBERT	4/26/2002	HIGHWAY BRIDGE TENDER	DPW - HIGHWAY	\$ 3,878.38	\$ -	\$ 3,878.38
ROWE	AMBER	5/24/2002	LIFEGUARD	RECREATION	\$ 2,308.50	\$ -	\$ 2,308.50
ROYCROFT	SEAN	6/13/1988	PATROL OFFICER	POLICE DEPT	\$ 67,225.15	\$ 18,216.45	\$ 85,441.60
RUANE	JOHN	5/24/1996	GOLF STARTER	GOLF	\$ 6,446.25	\$ -	\$ 6,446.25
RUBNER	TIFFANY	6/15/2001	LIFEGUARD	RECREATION	\$ 4,184.50	\$ -	\$ 4,184.50
RUHR	JAY	9/6/2002	OPERATIONS SPECIALIST 32 HOUR	AIRPORT	\$ 17,569.25	\$ 1,400.23	\$ 18,969.48
RUPINSKI	JACEK	9/1/2000	GOLF TURF MAINT/GARDENER	GOLF	\$ 11,095.25	\$ -	\$ 11,095.25
RUSHER	RUTH	1/17/1979	ELECTION POLL WORKER	TOWN CLERK	\$ 110.00	\$ -	\$ 110.00
RYDER	ADAM	11/6/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 94.25	\$ -	\$ 94.25
RYLANDER	BRETT	8/29/1997	ADMINISTRATIVE ASSISTANT 7	DPW - ENGINEERING	\$ 31,410.12	\$ 472.37	\$ 31,882.49
SAAD	DALE	7/1/1986	COASTAL HEALTH RESOURCE COORDI	HEALTH	\$ 56,480.75	\$ -	\$ 56,480.75

Town Departments
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Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
SANCHEZ	FRANCISCO	3/18/1994	ASSISTANT AIRPORT MANAGER	AIRPORT	\$ 55,387.92	\$ -	\$ 55,387.92
SANFORD	WILLIAM	12/6/1993	EQUIPMENT OPERATOR II	DPW - HIGHWAY	\$ 33,587.26	\$ 3,347.41	\$ 36,934.67
SANTOS	LOUIS	8/16/1996	SOLID WASTE SUPERVISOR	DPW - SOLID WASTE	\$ 56,301.03	\$ -	\$ 56,301.03
SANTRIC	RYAN	5/22/2002	GOLF TURF MAINT/GARDENER	GOLF	\$ 1,069.75	\$ -	\$ 1,069.75
SARGENT	LYNDA	6/5/1989	CITIZEN ASSIST/RECEPT	TOWN MANAGER	\$ 8,976.87	\$ -	\$ 8,976.87
SATTELMAIR	DELIA	4/18/2000	PATROL OFFICER	POLICE DEPT	\$ 52,705.29	\$ 11,011.11	\$ 63,716.40
SCANDLEN	JOHN	9/16/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 91.00	\$ -	\$ 91.00
SCANLON	ERIC	6/1/2001	SEAS INTERN ENGINEERING	DPW - ENGINEERING	\$ 8,085.42	\$ 745.20	\$ 8,830.62
SCHAEFER	JACOB	7/1/2002	GATE ATTENDENT	RECREATION	\$ 1,794.00	\$ -	\$ 1,794.00
SCHAEFER	KATHERINE	6/15/2001	SWIM INSTR W/WCI	RECREATION	\$ 2,966.00	\$ -	\$ 2,966.00
SCHAEFFER	SUSAN	7/25/1994	ADMINISTRATIVE ASSISTANT 7	FINANCE	\$ 31,410.15	\$ 257.46	\$ 31,667.61
SCHAPLY	JOAN	9/18/1990	ELECTION POLL WORKER	TOWN CLERK	\$ 177.13	\$ -	\$ 177.13
SCHEPPLER	GEORGE-PAUL	5/24/2002	LIFEGUARD	RECREATION	\$ 4,191.88	\$ -	\$ 4,191.88
SCHIAVO	KATHLEEN	2/2/1987	ADMINISTRATIVE ASSIST	POLICE DEPT	\$ 33,517.39	\$ 6,837.07	\$ 40,354.46
SCHIFFER	MICHAEL	6/14/2002	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 3,022.00	\$ -	\$ 3,022.00
SCHIFFMANN	ELIZABETH	6/15/2001	LIFEGUARD	RECREATION	\$ 3,773.27	\$ -	\$ 3,773.27
SCHLEGEL	FRANK	10/10/1984	ENG RECORDS MANAGER E-911 DATA	DPW - ENGINEERING	\$ 44,882.26	\$ 2,273.90	\$ 47,156.16
SCHWINN	NANCYMARIE	2/10/1997	DIRECTOR OF HUMAN RESOURCES	HUMAN RESOURCES	\$ 69,060.97	\$ -	\$ 69,060.97
SCIPIONE	EDMUND	5/5/1997	PATROL OFFICER	POLICE DEPT	\$ 54,307.22	\$ 17,936.70	\$ 72,243.92
SCOTT	JENNIFER	12/12/1997	TEMP CLERICAL COMM & ECON DEV	COMM./ECONOMIC DEV.	\$ 1,200.00	\$ -	\$ 1,200.00
SCOTT	KEVIN	4/12/1985	PATROL OFFICER	POLICE DEPT	\$ 60,091.25	\$ 8,760.92	\$ 68,852.17
SCROGGINS	LAURA	11/13/2000	PRINCIPAL ASSISTANT HR	HUMAN RESOURCES	\$ 30,604.23	\$ 299.40	\$ 30,903.63
SEAVER	MICHAEL	4/6/2001	GOLF TURF MAINT/GARDENER	GOLF	\$ 5,129.00	\$ -	\$ 5,129.00
SELFRIDGE	AARON	11/21/2002	ASSISTANT	RECREATION	\$ 68.00	\$ -	\$ 68.00
SEMPRINI	JANICE	9/26/1994	OFFICE MANAGER	ASSESSING	\$ 41,182.21	\$ 1,922.95	\$ 43,105.16
SEMPRINI	EDGAR	10/11/2002	DPW SEASONAL LABORER	DPW - S&G	\$ 3,839.00	\$ -	\$ 3,839.00
SENOSKI	JENNIFER	5/25/2001	LIFEGUARD	RECREATION	\$ 3,462.76	\$ -	\$ 3,462.76
SERVIS	SCOT	6/1/2002	SEASONAL AIRPORT WORKER	AIRPORT	\$ 9,216.00	\$ -	\$ 9,216.00
SEYMOUR	STEPHEN	11/15/1982	SUPERVISORY PROJECT ENGINEER	DPW - ENGINEERING	\$ 61,805.10	\$ 9,002.07	\$ 70,807.17
SHAKIN	MATTHEW	5/27/2000	LIFEGUARD	RECREATION	\$ 5,595.39	\$ -	\$ 5,595.39
SHEA	KEVIN	7/31/2000	DIRECTOR	COMM./ECONOMIC DEV.	\$ 61,291.53	\$ -	\$ 61,291.53
SHEA	BARBARA	5/27/2000	GATE ATTENDENT	RECREATION	\$ 1,410.00	\$ -	\$ 1,410.00
SHEAFFER	STEVEN	3/30/2001	RINK SUPERVISOR	RECREATION	\$ 1,666.58	\$ -	\$ 1,666.58
SHEEHAN	JOHN	7/16/1979	REGISTRAR/ELECTIONS	TOWN CLERK	\$ 125.00	\$ -	\$ 125.00
SHERBERTES	PAUL	9/25/2002	SKATING PRO	RECREATION	\$ 425.00	\$ -	\$ 425.00
SHERWOOD	LLOYD	11/6/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 65.00	\$ -	\$ 65.00
SHUFELT	ERIC	8/12/1994	ASST HRBRMST MOORING OFFICER	HARBORMASTERS	\$ 39,177.03	\$ 6,725.08	\$ 45,902.11
SIEGEL	WILLIAM	5/27/2000	BEACH SUPERVISOR	RECREATION	\$ 2,297.82	\$ -	\$ 2,297.82
SIGNS	STEPHANIE	6/5/1998	SEASONAL SHELLFISH ASSISTANT	NATURAL RES. DIV.	\$ 3,591.00	\$ -	\$ 3,591.00
SILK	COREY	1/25/2002	ASSISTANT	RECREATION	\$ 88.00	\$ -	\$ 88.00
SILVA	KENNETH	11/3/2000	LABORER/CRAFTSPERSON	DPW - S&G	\$ 28,615.53	\$ 5,194.85	\$ 33,810.38
SILVA	DONNA	10/29/2001	PT PRINCIPAL DEPT ASSIST	POLICE DEPT	\$ 15,106.49	\$ -	\$ 15,106.49
SILVA	ADAM	10/12/2001	RINK SUPERVISOR	RECREATION	\$ 2,021.14	\$ -	\$ 2,021.14
SILVERYDER	WILLIAM	1/27/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 263.00	\$ -	\$ 263.00
SILVESTRI	DOROTHY	11/8/1994	ELECTION POLL WORKER	TOWN CLERK	\$ 169.00	\$ -	\$ 169.00
SIMPSON	JANA	5/17/2002	LIFEGUARD	RECREATION	\$ 3,166.00	\$ -	\$ 3,166.00
SIRCH	JUDITH	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 250.00	\$ -	\$ 250.00
SLOMINSKI	JOSEPH	11/5/1999	DIVISION SUPERVISOR	DPW - S&G	\$ 63,080.52	\$ -	\$ 63,080.52

Town Departments
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SMALLIDGE	DONALD	9/22/1989	CUSTODIAN	DPW - S&G	\$ 30,972.94	\$ 6,710.47	\$ 37,683.41
SMEDBERG	ASHLEY	5/27/2000	GATE ATTENDENT	RECREATION	\$ 2,502.00	\$ -	\$ 2,502.00
SMITH	ROBERT	7/1/1987	WORKING FOREMAN	DPW - HIGHWAY	\$ 36,803.26	\$ 2,729.81	\$ 39,533.07
SMITH	ROBERT	4/17/1979	TOWN ATTORNEY	LEGAL	\$ 108,572.70	\$ -	\$ 108,572.70
SMITH	ASHLEY	6/14/2002	ASSISTANT	RECREATION	\$ 285.00	\$ -	\$ 285.00
SMITH	CARLY	6/9/2000	SWIM INSTR W/WCI	RECREATION	\$ 80.00	\$ -	\$ 80.00
SMITH	LAURA	10/20/2000	BEACH SUPERVISOR	RECREATION	\$ 27,017.82	\$ -	\$ 27,017.82
SMITH	FLORENCE	4/6/2001	DEPT/DIV ASSIST	SENIOR SERVICES	\$ 26,829.19	\$ 328.26	\$ 27,157.45
SMITH	PRICILLA	9/20/1994	ELECTION POLL WORKER	TOWN CLERK	\$ 178.75	\$ -	\$ 178.75
SMITH	WILLIAM	9/16/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 178.75	\$ -	\$ 178.75
SMYTH-HAMMOND	PETER	4/19/2000	LEISURE ASSISTANT DIR	RECREATION	\$ 3,489.50	\$ -	\$ 3,489.50
SOARES	LEIGH	12/1/2001	ASSISTANT	RECREATION	\$ 148.00	\$ -	\$ 148.00
SODERSTROM	ERIC	6/5/2000	GOLF CART/RANGE	GOLF	\$ 630.00	\$ -	\$ 630.00
SOLDATOV	LEONID	8/6/1999	OPERATIONS SPECIALIST	AIRPORT	\$ 35,689.77	\$ 1,749.14	\$ 37,438.91
SOLDATOV	KATARINA	9/19/1997	ADMINISTRATIVE ASSISTANT	COMM./ECONOMIC DEV.	\$ 28,550.87	\$ -	\$ 28,550.87
SONNABEND	AARON	6/10/2002	TELECOMM.SPEC/JAIL ASSIST	POLICE DEPT	\$ 19,478.83	\$ 1,451.95	\$ 20,930.78
SONNABEND	JENNIFER	2/9/1998	PATROL OFFICER	POLICE DEPT	\$ 41,432.31	\$ 4,935.50	\$ 46,367.81
SONNABEND	MATTHEW	10/26/1997	PATROL OFFICER	POLICE DEPT	\$ 57,184.15	\$ 11,847.10	\$ 69,031.25
SORENSEN	AGNES	4/14/1992	REGISTRAR/ELECTIONS	TOWN CLERK	\$ 300.00	\$ -	\$ 300.00
SOUVE	NELSON	1/24/2000	PATROL OFFICER	POLICE DEPT	\$ 61,027.83	\$ 5,378.66	\$ 66,406.49
SOUZA	STEVEN	8/20/1999	LABORER/CRAFTSPERSON	DPW - S&G	\$ 8,800.89	\$ 982.44	\$ 9,783.33
SOUZA	BARRY	1/10/1980	SERGEANT	POLICE DEPT	\$ 64,576.11	\$ 8,075.79	\$ 72,651.90
SOUZA	EDWARD	6/2/2000	GATE ATTENDENT	RECREATION	\$ 1,250.00	\$ -	\$ 1,250.00
SPECA	TIMOTHY	6/14/2002	PROGRAM DIRECTOR	RECREATION	\$ 1,523.63	\$ -	\$ 1,523.63
SPILLANE	ANNE	3/2/1998	DIRECTOR OF SUPPORT SERV	POLICE DEPT	\$ 54,571.06	\$ 18.64	\$ 54,589.70
ST. PETER	DANIELLE	11/15/2002	PRINCIPAL DEPT/DIV ASSISTANT	PLANNING	\$ 16,339.30	\$ 175.06	\$ 16,514.36
ST. PIERRE	DANIEL	4/1/1994	GIS SPECIALIST	INFORMATIONS SYSTEMS	\$ 39,793.59	\$ 4,865.93	\$ 44,659.52
STAMARIS	JESSICA ANN	8/16/1991	ADMINISTRATIVE ASSISTANT 7	HARBORMASTERS	\$ 32,768.85	\$ 306.99	\$ 33,075.84
STANTON	DAVID	10/19/2001	HEALTH INSPECTOR	HEALTH	\$ 41,048.56	\$ 782.81	\$ 41,831.37
STAPLES	AMY	6/16/2000	ASSISTANT	RECREATION	\$ 264.00	\$ -	\$ 264.00
STARCK	ERIN	5/27/2000	SWIM INSTR W/WCI	RECREATION	\$ 4,244.00	\$ -	\$ 4,244.00
STARR	DALE	5/27/2000	LIFEGUARD	RECREATION	\$ 3,588.64	\$ -	\$ 3,588.64
STEERS	M. LESLIE	2/5/2002	DEPT/DIV ASSIST	TOWN CLERK	\$ 24,615.47	\$ 317.30	\$ 24,932.77
STEPANIS	FREDERICK	10/9/1998	CONSERVATION ASSISTANT	CONSERVATION	\$ 36,714.14	\$ 54.17	\$ 36,768.31
STEPANISHEN	KRISTINE	7/5/2002	PRINCIPAL DEPT/DIV ASSIST.	DPW - S&G	\$ 16,297.92	\$ 486.44	\$ 16,784.36
STEPHENSON	FREDERICK	10/20/2000	SKATING PRO	RECREATION	\$ 1,806.25	\$ -	\$ 1,806.25
STEPHENSON	JULIE	6/9/2000	HEAD INSTRUCTOR	RECREATION	\$ 4,092.38	\$ -	\$ 4,092.38
STEVENS	RICHARD	7/17/1995	LOCAL INSPECTOR	BUILDING	\$ 28,427.44	\$ -	\$ 28,427.44
STEWART	JAMES	12/12/1994	BUILDING DESIGN ARCHITECT	DPW - ENGINEERING	\$ 52,075.72	\$ 145.98	\$ 52,221.70
STONE	JEAN	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 220.00	\$ -	\$ 220.00
STRANGE	LILLIAN	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 172.25	\$ -	\$ 172.25
STREEBEL	JASON	4/30/1999	PROPERTY TRANSFER ASSISTANT	ASSESSING	\$ 28,386.27	\$ 1,242.90	\$ 29,629.17
STUART	VIVIAN	5/21/1999	ELECTION POLL WORKER	TOWN CLERK	\$ 65.00	\$ -	\$ 65.00
STULSKY	SUSAN	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 197.75	\$ -	\$ 197.75
STURGIS	JASON	7/17/2000	PATROL OFFICER	POLICE DEPT	\$ 62,898.18	\$ 11,646.86	\$ 74,545.04
STURRUP	SUSANNE	9/9/1996	DEPT/DIV ASSIST	TOWN COLLECTOR	\$ 14,575.85	\$ -	\$ 14,575.85
SULLIVAN	BARBARA	8/2/1985	ADMINISTRATIVE ASSISTANT	CONSUMER AFFAIRS	\$ 36,608.91	\$ -	\$ 36,608.91
SULLIVAN	MARJORIE	8/13/2002	CUSTODIAN	DPW - S&G	\$ 22,725.79	\$ -	\$ 22,725.79

Town Departments
Gross Wage Report - 2002

Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
SULLIVAN	DANIEL	11/8/2001	ASSISTANT	RECREATION	\$ 584.00	\$ -	\$ 584.00
SULLIVAN	JESSICA	6/22/2001	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 2,892.00	\$ -	\$ 2,892.00
SULLIVAN	KIMBERLY	5/24/2002	GATE ATTENDENT	RECREATION	\$ 3,254.00	\$ -	\$ 3,254.00
SULLIVAN	KRISTIN	6/16/2000	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 2,926.00	\$ -	\$ 2,926.00
SULLIVAN JONES	KYLE	6/14/2002	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 2,494.00	\$ -	\$ 2,494.00
SUMPTER	SADDI	5/24/2002	ASSISTANT	RECREATION	\$ 5,306.19	\$ -	\$ 5,306.19
SUNDELIN	CHERYL	9/15/1980	ADMIN ASSISTANT AIRPORT MNGR	AIRPORT	\$ 41,173.65	\$ -	\$ 41,173.65
SUNDELIN	STEPHEN	9/21/1981	CEMETERIES FOREMAN	DPW - S&G	\$ 52,409.96	\$ 6,772.63	\$ 59,182.59
SUTHERLAND	DONALD HUGH	11/28/1988	WORKING FOREMAN	DPW - HIGHWAY	\$ 38,172.10	\$ 11,338.68	\$ 49,510.78
SWANSON	KRISTA	6/14/2002	LIFEGUARD	RECREATION	\$ 1,156.63	\$ -	\$ 1,156.63
SWEENEY	JOHN	10/10/1982	SERGEANT	POLICE DEPT	\$ 70,277.88	\$ 22,233.41	\$ 92,511.29
SWEENEY	MAURA	6/9/2000	SWIM INSTR W/WCI	RECREATION	\$ 3,815.00	\$ -	\$ 3,815.00
SZCZESNIAK	MARIUSZ	7/8/2002	GOLF TURF MAINT/GARDENER	GOLF	\$ 6,017.00	\$ -	\$ 6,017.00
SZCZESNIAK	RAFAL	7/1/2001	GOLF TURF MAINT/GARDENER	GOLF	\$ 1,724.25	\$ -	\$ 1,724.25
TALBOT	PAUL	10/15/1999	LISTER	ASSESSING	\$ 27,348.97	\$ -	\$ 27,348.97
TAMASH	CRAIG	6/1/1975	DEPUTY CHIEF	POLICE DEPT	\$ 97,605.15	\$ 10,725.32	\$ 108,330.47
TAVERNA	MICHAEL	4/10/2002	AIDE	RECREATION	\$ 2,550.00	\$ -	\$ 2,550.00
TAYLOR	JEFFREY	6/8/1979	CUSTODIAN	AIRPORT	\$ 31,960.61	\$ 2,827.68	\$ 34,788.29
TAYLOR	SUSAN	10/20/2000	SPECIAL NEEDS COUNS	RECREATION	\$ 4,412.38	\$ -	\$ 4,412.38
TAYLOR	CAROLE	3/6/1980	ELECTION POLL WORKER	TOWN CLERK	\$ 220.00	\$ -	\$ 220.00
TAYLOR	MADELINE	9/9/2002	CLERICAL ASSIST	TOWN MANAGER	\$ 8,186.77	\$ -	\$ 8,186.77
TEIMER	ETHEL	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 84.50	\$ -	\$ 84.50
THERESA	PAULETTE	1/19/2001	SPECIAL PROJECT COORDINATOR	COMM./ECONOMIC DEV.	\$ 50,996.24	\$ -	\$ 50,996.24
THEROUX	SHERI	12/18/2002	DEPT/DIV ASSISTANT	BUILDING	\$ 202.62	\$ -	\$ 202.62
THOMPSON	SCOTT	8/31/1981	PATROL OFFICER	POLICE DEPT	\$ 71,333.39	\$ 18,726.52	\$ 90,059.91
THOMPSON	DEREK	6/22/2001	PROGRAM DIRECTOR	RECREATION	\$ 1,636.25	\$ -	\$ 1,636.25
THOMPSON	MATTHEW	6/14/2002	LIFEGUARD	RECREATION	\$ 2,859.51	\$ -	\$ 2,859.51
TILLMAN	JOAN	11/4/1997	ELECTION POLL WORKER	TOWN CLERK	\$ 91.00	\$ -	\$ 91.00
TILLMAN	WILLIAM	11/16/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 19.50	\$ -	\$ 19.50
TOCCI	ELIZABETH	6/28/2001	LIFEGUARD	RECREATION	\$ 3,972.01	\$ -	\$ 3,972.01
TOFFEY	MOLLY	5/25/2001	LIFEGUARD	RECREATION	\$ 3,291.26	\$ -	\$ 3,291.26
TORBEY	RYAN	5/25/2001	LIFEGUARD AIDE	RECREATION	\$ 2,453.51	\$ -	\$ 2,453.51
TRACY	THOMAS	3/22/2002	CUSTODIAN	SENIOR SERVICES	\$ 21,766.93	\$ 291.40	\$ 22,058.33
TRACZYK	ARTHUR	8/29/1988	PRINCIPAL PLANNER	PLANNING	\$ 55,288.67	\$ 5,783.75	\$ 61,072.42
TRIMBLE	MIRIAM	9/10/1988	ELECTION POLL WORKER	TOWN CLERK	\$ 169.00	\$ -	\$ 169.00
TROIANO	ANTHONY	6/5/1989	PROP MANAGEMENT COORD	PURCHASING	\$ 62,943.93	\$ -	\$ 62,943.93
TROMBLEY	PETER	9/16/1996	GOLF CARETAKER	GOLF	\$ 21,995.49	\$ 566.32	\$ 22,561.81
TROTT	MITCHELL	8/27/1984	CARPENTER	DPW - S&G	\$ 39,880.74	\$ 7,501.18	\$ 47,381.92
TURCO	JUSTIN	6/15/2001	ASSISTANT	RECREATION	\$ 272.00	\$ -	\$ 272.00
TURNER	DANIEL	7/17/2000	PATROL OFFICER	POLICE DEPT	\$ 53,683.86	\$ 11,818.38	\$ 65,502.24
TUTTLE	CHRISTIAN	6/28/2001	LEISURE PROGRAM COUNSELOR	RECREATION	\$ 3,026.00	\$ -	\$ 3,026.00
TWOMEY	THOMAS	2/1/1993	SERGEANT	POLICE DEPT	\$ 73,601.81	\$ 27,092.90	\$ 100,694.71
TYNAN	KEVIN	4/12/1985	SERGEANT	POLICE DEPT	\$ 75,256.94	\$ 28,398.60	\$ 103,655.54
URENAS	GLORIA	8/10/1992	ZONING ENFORCEMENT OFFICER	BUILDING	\$ 45,038.18	\$ -	\$ 45,038.18
VAGTS	HENRY	5/24/2002	GATE ATTENDENT	RECREATION	\$ 1,544.00	\$ -	\$ 1,544.00
VALLIERE	EUGENE	2/4/1980	CHIEF MAINTENANCE MECHANIC	DPW - WPC	\$ 51,893.58	\$ 15,313.10	\$ 67,206.68
VAN KLEECK	MELANIE	5/24/2002	GATE ATTENDENT	RECREATION	\$ 2,316.00	\$ -	\$ 2,316.00
VARJIAN	SHALONA	11/6/1998	GATE ATTENDENT	RECREATION	\$ 1,788.00	\$ -	\$ 1,788.00

Town Departments
Gross Wage Report - 2002

Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
VENDOLA	VICTORIA	12/2/2002	ASSISTANT	RECREATION	\$ 38.00	\$ -	\$ 38.00
VERNEY	ALICE	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 220.00	\$ -	\$ 220.00
VIGEANT	TRISHA	5/24/2002	BEACH AIDE	RECREATION	\$ 304.50	\$ -	\$ 304.50
VILCIAUSKAS	SARUNAS	8/6/2002	GOLF TURF MAINT/GARDENER	GOLF	\$ 2,299.00	\$ -	\$ 2,299.00
VILIESIS	HELMI	11/2/1993	ELECTION POLL WORKER	TOWN CLERK	\$ 65.00	\$ -	\$ 65.00
VOLLMER	MOLLY	4/13/2001	SEASONAL SHELLFISH ASSISTANT	NATURAL RES. DIV.	\$ 3,809.40	\$ 31.50	\$ 3,840.90
WALKER	DAVID	6/10/2002	DPW SEASONAL LABORER	DPW - S&G	\$ 4,317.50	\$ 33.00	\$ 4,350.50
WALKER	JOHN	5/5/1986	SERGEANT	POLICE DEPT	\$ 67,414.10	\$ 26,220.37	\$ 93,634.47
WALKER	CYNTHIA	8/18/1994	DEPT/DIV ASSISTANT	TREASURY	\$ 5,864.30	\$ -	\$ 5,864.30
WALKUS	BRANDON	1/7/2002	PATROL OFFICER	POLICE DEPT	\$ 54,728.62	\$ 12,493.28	\$ 67,221.90
WALSH	ELIZABETH	6/14/2002	LIFEGUARD AIDE	RECREATION	\$ 2,340.01	\$ -	\$ 2,340.01
WALSH	MATTHEW	5/27/2000	GATE ATTENDENT	RECREATION	\$ 4,104.00	\$ -	\$ 4,104.00
WALTERS	REBECCA	5/25/2001	LIFEGUARD	RECREATION	\$ 3,277.51	\$ -	\$ 3,277.51
WATERMAN	DAVID	8/24/1973	OPERATIONS SPECIALIST	AIRPORT	\$ 40,151.87	\$ 6,695.46	\$ 46,847.33
WATSON	MARJORIE	4/19/2002	CONFIDENTIAL ASST	POLICE DEPT	\$ 21,828.49	\$ 198.86	\$ 22,027.35
WEBSTER	JAY	6/16/2000	LEISURE PROGRAM DIRECTOR	RECREATION	\$ 3,817.00	\$ -	\$ 3,817.00
WEIL	RUTH	7/1/1988	ASSISTANT TOWN ATTORNEY	LEGAL	\$ 79,422.71	\$ -	\$ 79,422.71
WELCH	MICHAEL	6/15/2001	ON CALL INSPECTOR	BUILDING	\$ 2,710.13	\$ -	\$ 2,710.13
WERNER	CHRISTINE	11/8/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 87.75	\$ -	\$ 87.75
WESTON	ROBERT	9/19/1994	TEMP. WIRE INSPECTOR	BUILDING	\$ 52,067.33	\$ 678.86	\$ 52,746.19
WHEELDEN	LINDA	1/3/2000	TOWN MANAGER'S ASSIST	TOWN MANAGER	\$ 48,095.77	\$ -	\$ 48,095.77
WHELAN	ANGELA	5/24/1999	ADMINISTRATIVE ASSISTANT	BUILDING	\$ 33,092.85	\$ 143.19	\$ 33,236.04
WHELAN	AMY	6/28/2002	BEACH AIDE	RECREATION	\$ 42.00	\$ -	\$ 42.00
WHELDEN	FREDERICK	5/7/2001	GOLF STARTER	GOLF	\$ 2,823.75	\$ -	\$ 2,823.75
WHITE	CHRISTOPHER	9/8/1992	FOREMAN IRRIGATION	GOLF	\$ 37,602.99	\$ 3,587.86	\$ 41,190.85
WHITE	SAMUEL	9/4/2001	HEALTH INSPECTOR	HEALTH	\$ 39,036.94	\$ 342.37	\$ 39,379.31
WHITE	LAUREN	6/10/2002	TELECOMM.SPEC/JAIL ASSIST	POLICE DEPT	\$ 18,932.83	\$ 1,221.85	\$ 20,154.68
WHITE	ELIZABETH	6/16/2000	LIFEGUARD AIDE	RECREATION	\$ 2,598.00	\$ -	\$ 2,598.00
WHITESIDE	RICHARD	7/18/2002	CARPENTER	DPW - S&G	\$ 12,226.65	\$ 1,453.49	\$ 13,680.14
WHITNEY	ALICE	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 84.50	\$ -	\$ 84.50
WHITTY	ROBERT	4/15/1974	TOWN ASSESSOR	ASSESSING	\$ 31,301.65	\$ -	\$ 31,301.65
WIINIKAINEN	RICHARD	11/29/1993	CEMETERY SERVICES COORD	DPW - S&G	\$ 36,250.21	\$ 4,241.12	\$ 40,491.33
WILBUR	JOHN	8/30/2002	MAINTENANCE TECHNICIAN	DPW - S&G	\$ 12,509.92	\$ 835.62	\$ 13,345.54
WILEY	ERIK	11/9/1999	ZAMBONI OPERATOR	DPW - S&G	\$ 18,121.84	\$ 144.00	\$ 18,265.84
WILLIAMS	LISA	11/3/2000	HOURLY ADM. ASSIST.	HEALTH	\$ 6,834.30	\$ -	\$ 6,834.30
WILLIAMS	KEITH	4/26/2000	NATURAL RESOURCE OFFICER	NATURAL RES. DIV.	\$ 38,709.15	\$ 18,594.23	\$ 57,303.38
WILLIAMS	AIMEE	5/27/2000	HEAD INSTRUCTOR	RECREATION	\$ 8,058.16	\$ -	\$ 8,058.16
WILLIAMS	ELIZABETH	4/10/1979	ELECTION POLL WORKER	TOWN CLERK	\$ 84.50	\$ -	\$ 84.50
WINCHELL	ALDEN	5/18/1970	LABORER/CRAFTSPERSON	DPW - S&G	\$ 33,541.86	\$ 1,090.65	\$ 34,632.51
WINKFIELD	LORNE	7/1/2002	VIDEOGRAPHER	INFORMATIONS SYSTEMS	\$ 11.25	\$ -	\$ 11.25
WITT	RALPH	6/15/1975	SENIOR MECHANIC	POLICE DEPT	\$ 42,254.96	\$ 7,244.98	\$ 49,499.94
WITTENMEYER	DANIEL	7/14/1995	LABORER CRAFTSPERSON	DPW - S&G	\$ 32,268.72	\$ 895.17	\$ 33,163.89
WITTER	JESSICA	12/13/2002	ASSISTANT	RECREATION	\$ 96.00	\$ -	\$ 96.00
WOOD	DANIEL	9/9/1985	MANAGER	INFORMATIONS SYSTEMS	\$ 83,577.15	\$ -	\$ 83,577.15
WRIGHT	SCOTT	7/22/2002	PATROL OFFICER	POLICE DEPT	\$ 21,233.69	\$ 4,059.28	\$ 25,292.97
YORK	JOHN	11/1/1987	PATROL OFFICER	POLICE DEPT	\$ 53,979.92	\$ 17,442.29	\$ 71,422.21
YORK	LISA	1/9/2001	CROSSING GUARD	POLICE DEPT	\$ 7,465.01	\$ -	\$ 7,465.01
YOUNG	THOMAS	5/12/1986	LABORER/CRAFTSPERSON	DPW - S&G	\$ 33,617.32	\$ -	\$ 33,617.32

Town Departments

Gross Wage Report - 2002

Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
YOUNG	GERTRUDE	9/19/1995	ELECTION POLL WORKER	TOWN CLERK	\$ 250.00	\$ -	\$ 250.00
ZARTHAR	KATIE	5/24/2002	BEACH AIDE	RECREATION	\$ 245.00	\$ -	\$ 245.00
ZELINSKI	DARLENE	6/1/2001	SEAS INTERN ENGINEERING	DPW - ENGINEERING	\$ 4,371.84	\$ 605.48	\$ 4,977.32
ZIBUTIS	FRANK	8/24/1990	MAINTENANCE TECHNICIAN	DPW - S&G	\$ 33,521.29	\$ 4,304.13	\$ 37,825.42
ZIBUTIS	MELISSA	6/22/2001	HEAD LIFEGUARD	RECREATION	\$ 4,744.39	\$ -	\$ 4,744.39
ZULKIEWICZ	JANE	7/22/1986	EQUIPMENT OPERATOR II	DPW - HIGHWAY	\$ 39,019.55	\$ 6,344.65	\$ 45,364.20

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Barnstable Citizens Leadership Academy ***“Inside Barnstable Town Government”***

Inaugural Class 2003

Carlos Barbosa

Bob Bastille

Cornell, Bretz

Gary Brown

Judy Caccioli

Ann Canedy

Brenda Cazeault

Kris Clark

Stefanie Coxe

Martha Curley

Tom Dolby

Paul Drouin

Wolfgang Fattler

William Fletcher

Robert Frazee

Judith Goetz

Susan Griffin

Hilliard Hiller

Mary Lyons

Mary Mannix

Jaqueline Michelove

Leon Michelove

Kenneth Morey

Melvin Pauze

Lynne Poyant

Carl Reidell

Robert Schulte

Jim Scovil

Christine Skirvan

James Walker

Robert Young

Facilitators:

Sue French

Meg Loughran