

ANNUAL REPORTS
OF THE
TOWN OFFICERS

TOWN OF BARNSTABLE

The mission of the Town of Barnstable is to provide the best possible services consistent with our budget policy, to respond to the needs of our community and to openly involve all in protecting our unique character and quality of life.

FOR THE
YEAR 2003

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TOWN OF BARNSTABLE OVERVIEW

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	32,675
Democrats	8,472
Republicans	6,635
Unenrolled	17,260
Green - Rainbow	76
Interdependent 3 rd Party	9
Green Party USA	21
Natural Law	1
Reform	11
Libertarian	190

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

MESSAGE FROM THE TOWN MANAGER

We are faced with many challenges as a community; challenges of historic proportions, namely, growth and the pressure on traffic, infrastructure and our environment growth brings; the challenge of effectively educating our youth; the challenge of carefully addressing our affordable housing situation; and finally, the challenge of working together to revitalize our downtown area so that we bring the very best to Barnstable. All of this with ever shrinking dollars. These kinds of historic times call for creative, determined management, excellent communication, and for a pulling together of our community...for only together can we meet these challenges.

The Town of Barnstable is blessed with employees who are not only experts in their respective fields, they are also committed to public service and the betterment of our community. They live and breathe their work and come to work every day with a level of enthusiasm and pride that is truly unique. With budget and staff cuts over the past three years, they continue to take on more responsibility to get the job done. Because of our employees, Barnstable is recognized for innovative ideas and programs that put Barnstable on the map and, in so doing, help other communities solve problems using Barnstable's solutions. Our employees work hard, play by the rules, and commit themselves to excellence in public service.

We have been busy this past year on a number of fronts:

Our Police Department has begun the lengthy process of seeking national accreditation by meeting the 445 standards set by the Commission on Accreditation for Law Enforcement Agencies. The Department has been recognized for participating in the Barnstable Triad Program working with our seniors and they lead the way in community policing and the creative use of dedicated volunteers in a variety of programs.

Our Department of Public Works continues to be at the forefront of energy conservation initiatives with the installation of energy efficient systems in Town buildings, the use of electric vehicles and the evaluation of wind energy, to name but a few. When we witnessed devastating damage to our Town Hall this past year, the DPW oversaw a complete reconstruction of portions of this building. With the leadership of Councilor Greg Milne, our Engineering and Water Pollution Control Divisions collaborated on a project to sewer a portion of Hyannis in the Sea Street/Stewart's Creek area to protect our fragile environment. In addition, our Highway and Structures and Grounds continue to do more with less as they get more and more calls for service each year.

Our Department of Community Services continues to work with community groups to raise the necessary

private funds to build our new youth and community center and expand our senior center. We also began to construct the Amy Ellen McBarron Recreation fields in Marstons Mills and continue to receive high praise for the operation of our Old Barnstable Fairgrounds Golf Course. Our Marine and Environmental Affairs Division oversaw the acquisition of the Prince Cove Marina and realized a new direction and improvements at Sandy Neck Park. Our Senior Services Division continues to manage the highly successful Adult Social Day Program, which gives Barnstable families who are caring for elders essential respite care, as well as providing a range of programs and services to elders elsewhere in the region.

Our Regulatory Services Department continues to operate consumer affairs programs not only for Barnstable, but also for many Cape Communities. They oversaw the Long Pond Project to control an invasive species threatening the viability of the Pond and they continue to collaborate with Barnstable County on regular water testing at town beaches.

In addition, our Administrative Services Department continues to provide support services to our Departments in the areas of information technology, legal, finance, human resources and planning and economic development, many of which have received local, state and national recognition for the professionalism over the past year.

In response to feedback we have received from many of you, our citizens, we have significantly expanded our outreach efforts over the past year to improve upon the amount and variety of information made available to you about issues you care about. These efforts have included; the development of a free monthly newsletter made available in both electronic and print forms, more extensive use of our television station, Channel 18, which is now airing interesting and helpful programming seven days a week including our new, popular talk show "Talk of the Town" as well as full length informational videos on a variety of topics. We continue to run the Citizens Police Academy and Citizens Leadership Academy, which have had a combined total of 500 graduates thus far. Finally, we continue to improve upon our town website, making a huge amount of information available to you from the comfort of your home. We understand that making simple, straightforward information available to you is critical and we're developing new, creative ideas to meet this need every day. Our annual report is an excellent example. I hope you find the information herein useful and interesting.

Thank you for your commitment to this community; together we can make history every day.

I wish you and your family a healthy year to come.

John Klimm

TOWN COUNCIL

The Barnstable Town Council, a thirteen member elected body, is the legislative and policy-making branch of Barnstable 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.

Significant legislative initiatives in the 2003 calendar year included:

- Downtown Revitalization
- East Beach named Fortes Beach
- Cape Cod Airport Land Purchase
- 725 Main Street
- Walkway to the Sea
- Change to 13 member Council

A study by RKG Associates of downtown Hyannis was presented to the town Council in winter of 2003. The study found that high-end residential uses, as well as entertainment options, are not in place to capture the commerce of visitors. What is in place, the consultants found, were parking lots which take up too much of the landscape of downtown. There exists a bold new vision for downtown which includes the revitalization of the West End Marketplace to include some 12 high-end condominiums with a restaurant on the bottom floor. This project which includes an indoor parking garage will, it is hoped, lead to further residential development in the heart of downtown Hyannis.

Cape Cod Airport in Marstons Mills ceased to exist as of April 30th of 2003. The total amount of property was about 217 acres which the town purchased for some \$11.2 million. The beautiful airfield vista off Route 149 will now be forever preserved as open space.

In the summer of 2003, the Council appointed more than 50 citizens to town boards or commissions. There are some 43 Boards and Commissions in the town of 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 Barnstable Town Council remains grateful to each and every citizen who volunteers his or her time in service to our community.

In the fall of 2003, the Town Council approved a Pay-As-You-Throw pilot program to be conducted at the solid waste transfer station in Marstons Mills. This program will be implemented in 2004, and was a long time project of outgoing councilor Audrey Loughnane.

Also in the fall of 2003, the Town Council voted to name East Beach in Hyannisport, Fortes Beach, named after Eugenia Fortes who has been one of the most active in our lifetime as a town meeting member and probably holds the record for attendance at Town Council meetings, beginning with the 1989 inception of the Council form of government. She has also been a leader throughout the Cape with respect to social and economic justice issues. Eugenia Fortes was a founding member of the Cape Cod NAACP.

Following last year's purchase of the 725 Main Street property in Hyannis, formerly the blighted Gulf Station, the Park Committee made significant strides in the completion of the design plans for the park which will greet residents and visitors to the newly upgraded Main Street, in addition to receiving the design endorsement of the Town Council. The professional design would not have been possible without the generous donated services provided by John Kissida of Camp, Dresser & McKee.

The town received a \$1 million grant for construction of a walkway to the sea, a long held dream of residents and municipal leaders. The walkway should be completed by spring of 2004.

Finally, the membership of the Barnstable Town Council increased from 11 to 13 due to the decennial census. Eight new members were elected to the Council in November of 2003.

Respectfully submitted

Gary R. Brown
Town Council President

2003 OFFICERS AND ELECTED OFFICIALS

TOWN COUNCIL Term Expires

Precinct 1

Richard Clark Nov. 2003
Ann Canedy Nov. 2007

Precinct 2

Richard Elrick Nov. 2003
Thomas Rugo Nov. 2005

Precinct 3

Robert Jones Nov. 2003
James Munafo, Jr. Nov. 2007

Precinct 4

Royden Richardson Nov. 2005

Precinct 5

Carl Riedell Nov. 2003
James Crocker, Jr. Nov. 2007

Precinct 6

Janet Swain Joakim Nov. 2005

Precinct 7

Richard Barry Nov. 2007

Precinct 8

Gary Brown Nov. 2003
Harold Tobey Nov. 2005

Precinct 9

J. Gregory Milne Nov. 2003
Gary Brown Nov. 2007

Precinct 10

Gary Blazis Nov. 2003
Janice Barton Nov. 2005

Precinct 11

Audrey Loughnane Nov. 2003
Henry Farnham Nov. 2007

Precinct 12

Leah Curtis Nov. 2005

Precinct 13

J. Gregory Milne Nov. 2007

TOWN CLERK

Linda E. Hutchenrider Nov. 2005

TOWN COLLECTOR

Maureen J. McPhee Nov. 2007

HOUSING AUTHORITY

Arthur F. Kimber 2007
Paula Schnepf 2005
Dolores E. Rucker 2003
Deborah Converse 2007
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
Peggy K. Dandridge 2007
David V. Lawler 2007
Richard P. Murphy 2007

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 2006
John T. Griffin Jr. 2006
Arthur Kimber 2005
John Lemos 2006
Margarete Maillho 2005
Larry Wheatley 2004

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

Sue Campbell 2005
Rick Fennucio 2006
Rebecca Richardson 2006

ASSESSORS

William T. Garreffi 2006
Jeremy F. Gilmore 2005
Carol Horgan 2004

AGING, COUNCIL ON

Fiske Adams (Dec.) 2003
Barbara Cross 2006
Marston Daley 2006
Eugenia Fortes 2006
Emmett F. Glynn 2004
Elizabeth Lynch 2006
Robert May 2004
Patricia Murphy 2005
Walter Neale, Jr. 2004
John Ross 2005
Ruth M. Rusher 2006
Carol Sinclair 2006
Lawrence Sinclair 2006

**BARNSTABLE COUNTY COASTAL
RESOURCES**

Dale Saad 2006

**BARNSTABLE COUNTY HOME
CONSORTIUM**

Judith Barnet 2005

**BARNSTABLE COUNTY WASTE
MANAGEMENT ADVISORY COM.**

Mark Ells

BAYS LEGAL FUND TRUSTEE

Audrey Loughnane

CABLE TV ADVISORY COMMITTEE

David B. Cole 2006
Robert Daniels 2006
Joseph Garodnick 2005
J. Douglas Murphy 2004
Nancy L. Richard 2004

**CAPE COD REGIONAL TECHNICAL
VOCATIONAL SCHOOL COM.**

Joan Bentinck-Smith 2006
Ann Williams 2004

CAPE COD COMMISSION REP.

David Ansel 2006

ENOCH COBB TRUST

David B. Cole, Trustee 2006

**COMPREHENSIVE FINANCIAL
ADVISORY**

COMMITTEE

Joseph A. Cotellessa 2005
John F. Curtis 2005
Mike Ingham 2006
John Ladner 2005
Thomas Michael 2004
Jefferson Slater 2005
James Sproul 2005

CONSERVATION COMMISSION

John Abodeely 2005
Albert Barbour 2004
Scott Blazis 2006
Robert A. Lancaster 2004
James A. Lane 2005
Peter Sampou 2004
T. Walter Wannie 2004
Rob Gatewood, Administrator

CONSTABLE

William Elkins
Howard Coleman

CULTURAL COUNCIL

Mary P. Andres 2005
Patricia Austin 2005
Jolline Diehl 2004
Harry D. Evans 2006
Shirley Flynn 2005
Gordon Jones 2004
Patricia A. Kelly 2004
Margaret Lambert 2005
Alice Owens Williams 2006

**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 2006
Paul Nevosh 2006
Paul Sullivan 2004
William Cole, Dir. H.R.

**ECONOMIC DEVELOPMENT
COMMISSION**

Lois R. Andre 2005
Henry C. Farnham 2006
Donald E. Megathlin 2005
Howard K. Penn 2004
Lynne Poyant 2003
Patrick Princi 2006
Philip S. Scudder 2006
Steve Shuman 2006

ELDERLY & DISABLED TAXATION COM.

Jeff Cannon 2006 (Town Treasurer)
William Garreffo, Chair 2006
Carol Horgan 2003

GOLF COMMITTEE

Richard Aliberti 2004
Joseph Chilli 2003
Mary Creighton 2003
Terry Duenas 2005
Cathleen Foley-Dupuis 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 2006
Nancy V. Shoemaker 2005
Robert Stewart 2004

HOUSING COMMITTEE

Judith Barnet 2004
Patricia Fiero 2005
Tom Kosman 2004
Robert Murray 2005
Frederick Presbrey 2004
Laura Shufelt 2004
Becky Souza 2006

**HYANNIS MAIN ST. WATERFRONT
HISTORIC COM.**

Marina Atsalis 2004
Joseph Cotellessa 2005
Paul Drouin 2004
Barbara Flinn 2003
George Jessop 2004
David Scudder 2006

JFK MEMORIAL TRUST FUND

John C. Klimm – Town Mgr.
Robert Jones 2006
Henry L. Murphy, Jr. 2004
Lynne Poyant 2006
Ruth Rusher 2006

**JANE ESHBAUGH COMMUNITY SERVICE
AWARD COMMITTEE**

Jacalyn Barton 2004
Deborah Fitton 2003
Shirley Flynn 2003
Gwen Phillips 2005
Audrey Loughnane – Council liaison

LIBRARY COMMITTEE

Centerville - Pat Giammasi
 Ted Schilling
Cotuit - John Talma
 David Nisula
Hyannis - Charles Sabatt
 Robert Donohue
Marstons Mills - Susan Martin
 Tom Dolby
Osterville - Mark Cote
 Geoffrey Lenk
Sturgis - Betsy Newell
 Roy Hammer
Whelden - Joe Maguire
 Joanne Wallace

LICENSING AUTHORITY

Eugene Burman 2006
 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.) 2006
 The following are elected by BWB district:
 Carrie T. Bearse 2005
 Jeffrey Wilson 2004
 Elizabeth Nilsson 2006
 Patricia Anderson 2007

OPEN SPACE

Charles Baskin 2005
 Kris Clark 2004
 Lindsey Counsell 2005
 William E. Cutcliffe 2006
 Henry C. Farnham 2005
 Deborah S. Fitton 2003
 Christopher Murphy 2004
 Susan Rohrbach 2004
 Scott Schofield 2004
 Mark Wirtanen 2006

PERSONNEL ADVISORY BOARD

Richard Egan 2005
 Vincent Kaseta 2006

Robert O'Brien 2006

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 2006

PORT COUNCIL

Robert Jones 2004

RECREATION COMMISSION

John Avery 2005
 Robert Hoxie 2004
 Joseph O'Brien, Jr. 2004
 Katherine I. Pina 2004
 Kathleen Sylvester 2006

REGISTRAR OF VOTERS

Linda E. Hutchenrider 2005
 John Sheehan 2005
 Lucien Poyant 2006
 Agnes Sorenson 2004

ROADS COMMITTEE

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

SANDY NECK BOARD

Barbara Bell 2006
 William S. Carey 2005
 John Kennefick Sr. 2004
 Nason King 2005
 James Kittredge 2006
 Peter Sampou 2005

SCHOLARSHIP ADVISORY COMMITTEE

Shirley Flynn 2005
 Deborah J. Hill 2004
 John Klimm, Twn Mgr.
 John Marsden 2006
 Nancy Vecchione 2005

SHELLFISH COMMITTEE

Barbara Enos 2004
Les Hemmila 2003
Daniel Looney 2004
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 2004
John Rosario 2003
Floyd Silvia 2005

WATER QUALITY ADVISORY COMMITTEE

Thomas Cambarari 2004
David Condry 2005
Jon Erickson 2004
Jack Thomas 2006
Robert Wood 2005

WATERWAYS COMMITTEE

Andrew T. Castrenze 2005
Thomas McKenzie 2005
Robert St.Peter 2005
Dennis S. Sullivan 2006
Carl Syriala 2006

YOUTH COMMISSION

Carlos Barbosa 2005
Steve Brown 2004

Marty Field 2005
Margaret Hill 2005
Isia Islam 2005
Stephanie Jeffers 2005
Hope Taylor 2005
Donald Chamberlain – Community Rep.
Norma Holder Hall – Rec. Rep.
Valerie Hemmila - 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 2005
Thomas DeRiemer 2004 (alternate) Resigned
12/03
Sheila C. Geiler (alternate)
Jeremy Gilmore 2006 (alternate)
Ron S. Jansson 2004
Gail Nightingale 2006
Randolph Childs 2006 (alternate)

TOWN OFFICIALS

TOWN MANAGER

John Klimm

ASSISTANT TOWN MANAGER

Joellen J. Daley (Resigned fall of 2003)

SUPERINTENDENT OF SCHOOLS

Andre Ravenelle

**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

William E. Cole, Human Resources Director

INFORMATION TECHNOLOGIES

Daniel J. Wood, Manager

**MARINE & ENVIRONMENTAL AFFAIRS
DIVISION**

Daniel Horn, Director and Harbormaster

Douglas Kalweit, Supervisor Natural Resource

**OFFICE OF COMMUNITY & ECONOMIC
DEVELOPMENT**

Kevin Shea, Director

**PLANNING, ZONING & HISTORIC
PRESERVATION**

Thomas A. Broadrick, AICP, Director

PUBLIC HEALTH DIVISION

Thomas McKean, RS/CHO, Division Manager

PUBLIC WORKS

Mark S. Ells, Director of Public Works

RECREATION DIVISION

David Curley, Director

**REGULATORY SERVICES
DEPARTMENT**

Thomas F. Geiler, Director

SENIOR SERVICES DIVISION

Jemma Lambert, Director (thru June 2003)

Rose Digregorio, Director (Appt. 2003)

TOWN ENGINEER

Robert A. Burgmann, P.E.

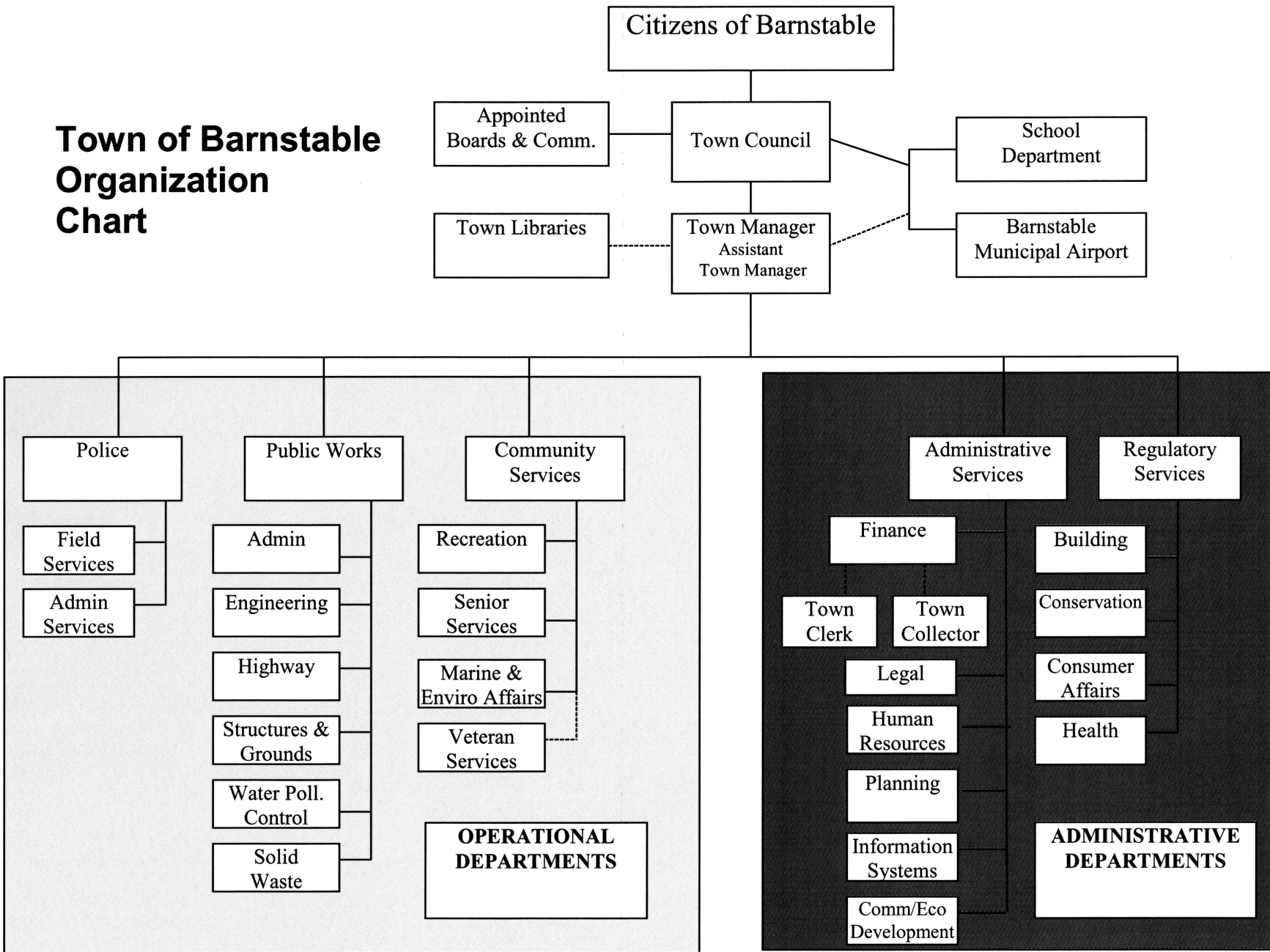
TOWN TREASURER

Jeffrey Cannon

VETERANS SERVICES

Sidney L. Chase, Director

Town of Barnstable Organization Chart



**DEPARTMENT / DIVISION HEAD LISTING
and Phone Numbers**

Town Manager, John C. Klimm		508.862.4610
Assistant Town Manager, Paul Niedzwiecki		862.4601
Police Department	Chief John Finnegan	508.775.0387
Public Works Department	Mark Ells, Director	862.4090
Engineering Division	Robert Burgmann	862.4088
Highway Division	Neil Andres	790.6330
Structures and Grounds	Joseph Slominski	790.6320
Water Pollution Control	Peter Doyle	790.6335
Solid Waste Division	Glenn Santos	420.2258
Community Services Department	Jemma Lambert, Director	862.4956
Recreation Division	David Curley	790.6345
Senior Services Division	Elyse DeGroot	862.4750
Marine and Environmental Affairs Division	Daniel Horn	790.6273
Administrative Services Dep't.	Paul Niedzwiecki	862.4601
Finance Division	Mark Milne	862.4654
Assessing Program	Paul Matheson	862.4022
Treasury Division	Jeff Cannon	862.4653
Property Management Div	David Anthony	862.4652
Town Clerk	Linda Hutchenrider	862.4044
Town Collector	Maureen McPhee	862.4054
Legal Services	Robert Smith, Esq.	862.4615
Human Resources	William Cole	862.4694
Planning Division	Tom Broadrick	862.4676
Information Technology	Daniel Wood	862.4623
Community & Economic Development	Kevin Shea	862.4678
Regulatory Services Department	Thomas Geiler, Director	862.4772
Building Division	Thomas Perry	862.4038
Conservation Division	Rob Gatewood	862.4093
Consumer Affairs Division	Thomas Geiler	862.4672
Public Health Division	Thomas McKean	862.4644
Barnstable Municipal Airport	Quincy "Doc" Mosby	775.2020
School Department	Andre Ravenelle, Sup't.	790.9802
Town Council Office	Donald Grissom, Assn't.	862.4733

IMPORTANT PHONE NUMBERS

Airport Services	Barnstable Municipal Airport 508.775.2020
Adult Social Day Program	Senior Services Division 508.862.4750
Amnesty Housing Program	Comm./Economic Development 508.862.4678
Affordable Housing Program	Comm./Economic Development 508.862.4678
Beach Stickers	Recreation Division 508.790.6345
Betterments	Town Collector 508.862.4054
Birth, Death, Marriage Certs.	Town Clerk 508.862.4044
Building Permits, all types	Building Division 508.862.4038
Business Licenses	Town Clerk 508.862.4044
Census Information	Town Clerk 508.862.4044
Certificates of Discharge	Town Collector 508.862.4054
Dog, Hunting, Fishing Licenses	Town Clerk 508.862.4044
Elections	Town Clerk 508.862.4044
Firearms registration	Police Department 508.775.0387
Golf, public	Recreation Division 508.790.6345
Hazardous Waste Collection	Public Health Division 508.862.4644
Inspections, trades	Building Division 508.862.4038
Inspections, restaurants	Public Health Division 508.862.4644
Marinas, marina fees, moorings	MEA Division 508.862.6273
Newsletter, Town of Barnstable	Community Services Department 508.862.4956
Parking citations	Consumer Affairs 508.862.4672
Property Values	Assessors 508.862.4022
Public Information	Community Services Department 508.862.4956
Reservations; fields & facilities	Recreation Division 508.790.6345
Senior Services; programs assistance	Senior Services Division 508.862.4750
Septic System Inspections	Public Health Division 508.862.4644
Shell fishing info and licenses	MEA Division 508.862.6273
Shooting Range	MEA Division 508.862.6273
Stickers, transfer station	DPW Department 508.862.4090
Site Plan Review	Building Division 508.862.4038
Swim lessons	Recreation Division 508.790.6345
Taxes, excise and property	Town Collector 508.862.4054
Tax Abatement Requests	Assessors 508.862.4022
Television, general information	Community Services Department 508.862.4956
Television, community listings	Information Technologies 508.862.4624
Transportation, handicapped	Senior Services Division 508.862.4752
Volunteering	Community Services Department 508.862.4956
Website, information	Information Technologies 508.862.4624
Yard Sale Permits	Town Manager's Office 508.862.4610

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 initiatives this year in addition to providing police services to the citizens and visitors to the Town of Barnstable.

Accreditation: The Department is currently in the process of seeking both state and national accreditation. Accreditation is achieved by meeting the approximately 445 standards set by the Commission on Accreditation for Law Enforcement Agencies (CALEA). The Department has assigned Officer Ralph Cahoon as its full time accreditation officer. Officer Cahoon, assisted by a Policy and Accreditation Review Committee composed of representatives from all sectors of the department, is reviewing and formulating policies and procedures to meet these standards.

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.

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. To date 8,500 packets have been made available to seniors 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, and 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.

A major project that the TRIAD embarked on this past year was the identification and notification to homeowners of improperly numbered houses. The group completed a check of all parcels in the village of Cotuit, canvassing 2,369 parcels, of which 553 were inadequately numbered. Letters were sent to these 553 homeowners to advise them how to better number their house. The cost of this distribution and mailing was made available through the assistance

of the Cotuit Fire Department and donations from the Aubuchon Hardware located in the Cotuit Landing Plaza. Thanks to the Sheriff's Department for providing lunches and meeting space on house numbering days and to Frank Schlegel of the Town Engineering Department for his guidance and assistance with the project. This project will not just benefit seniors of our community, but all residents. The group plans to cover all of the remaining villages in Barnstable over the next few years. 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.

The TRIAD started a cell phone lending program this year in which fully charged cell phones are available through TRIAD for senior residents to borrow when they take a trip. If they run into trouble on the road and need emergency road assistance they can use the phone to call 911. Other than 911 services the phone does not provide any other phone calling capabilities. Thanks to the Senior Center Staff for their ongoing assistance with this program. If you are a senior interested in borrowing a phone you can call Mr. Mel Pauze at 508-428-1362. Used, working cell phones can be donated to TRIAD by dropping off the phone to the Barnstable Police Department c/o TRIAD.

TRIAD is also involved and supportive of Safe Return registries and safety concerns of caregivers to Alzheimer's patients.

Thanks to the S.A.L.T. council members and their advisors: Peggy Dandridge, Chairperson; Melvin Pauze, Vice Chairperson; Klaus Guttman, Secretary, Lawrence Sinclair, Carol Sinclair, Adrienne Lawson, Virginia Gorse, Joe Gentile, Mae Gentile, Lolita Stull, Arnold Kaplan, Ernest DeWitt, Leon Billman, Joseph Milliken, Liz Milliken, John Mollica, Mary Childs, Dorothy Hill, Judy Curry (VNA Representative), Senior Center Staff, 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.

The Triad group has a web page (www.barnstabletriad.org), which provides updates of projects the group is currently working on.

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 Station located at 507 Main Street in Hyannis.

Over the past year we:

- gained 16 new volunteers
- received approximately 750 trick or treaters to the substation on Halloween
- supported 21 street festival events on Main Street in Hyannis
- hosted a volunteer appreciation breakfast in December as a way to thank our volunteers for their work throughout the year

Thanks especially to Mel Pauze, Volunteer Coordinator, for his substantial donation of time in the overall assistance with the volunteer program. Special thanks also to Ralph Childs for his ongoing assistance with the overall operation of the community-policing substation.

Thanks to the following who have volunteered their time over the past year:

Emmanuel Aristide	Betsy S. Hendricks
Leon Billman	John T. Kolenik
Linda Billman	Rosalie L. Lambert
M. Brendon Bricklin	Steven Leva
Eldon Burgess, Jr.	Thomas H. Lloyd
Pat Burgess, Jr.	Leon Michelove
Nancy Blazis	Jacqui Michelove
Virginia M. Blundell	Joseph J. Milliken
Aldo Castellani	Cheryl Moniz
Ralph W. Childs	Thomas Moriarty
Edward J. Clark	Catherine Moriarty
Vernon Coleman	Susanna D. Moynihan
Sal Cotta	William C. Orman
Sandra Cotta	Melvin J. Pauze
Peggy K. Dandridge	Lucien Poyant, Jr.
Sossos A. Delis	Lloyd Sherwood
Gene M. Desruisseaux	Jacqueline Sherwood
Donald Duquette	Edward B. Souza
Grace Elskamp	Arline Sullivan
Ed Flynn	Robert H. Taylor
Iris Flynn	James Walker
Elaine L. Grace	Jeanne Walsh
Mary Green	Hillard Welch
Klaus Guttmann	Joyce Welch
Warren Hansen	Mary Woodsum
Rebecca Harran	

Rape Aggression Defense (R.A.D.) and Resisting

Aggression with Defense (radKID's): R.A.D. is a self-defense course for women from age 11 and radKID's is a self-defense/safety awareness program for children ages 5-10. During the year we offered one radKID's program by request from the community, which included many children who walk to school and at times may be in at-risk situations. Thirty-five parent/child teams participated in the class. The program has been largely funded for the past two years through a grant, which 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 are in the process of locating alternative funding sources which would at least enable the department to offer a few programs in rad women's and rad kid's each year. Thanks 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 provides for 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 partnership 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 collaboration with the Hyannis Area Chamber of Commerce; the numerous officers of the police department who contribute their time and effort; the many Main Street businesses who donate 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 4 civilian telecommunications specialists. The use of civilian dispatchers enables the department to better free up officers to provide a greater police presence on the street and to develop specialty police positions to address areas of concern such as speeding, traffic, presence in the schools and concerns of the elderly. The hiring of these civilian dispatchers is a lengthy and selective process carefully designed to produce quality and highly trained telecommunications professionals.

Domestic Violence Unit: The Domestic Violence unit received a Town of Barnstable Community Development Block Grant of \$2,500. This will enable the unit to be better identified out in the community and subsequently help to make our services better known to the citizenry. Specifically the grant money will be spent on officer training materials, a banner that identifies the unit at community outreach and community events, and informational handouts that enhance community identification of the unit. We thank the Town of Barnstable for giving us an opportunity to reach out to those that may need our services.

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. Almost 400 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.

Sex Offender Registry: The Sex Offender Registry Program has created an upsurge of interest from residents all across the Commonwealth of Massachusetts, including the Town of Barnstable. Sex Offenders are classified according to the degree of danger they pose to the public and their likelihood to re-offend. The classifications are as follows:

Level 1 – “low risk” offender

Level 2 – “moderate risk” offender

Level 3 – “high risk” offender

Level 3+ - sexually violent predator

We currently have four (4) Level 3 sex offenders, thirteen (13) Level 2 sex offenders, 8 Level one (1) sex offenders and 37 Level zero (0) sex offenders (not classified as yet), living in the Town of Barnstable. These statistics do not reflect sex offenders that are registered/living in other towns but work in the Town of Barnstable.

In an effort to protect the public from the threats posed by known sex offenders, the Barnstable Police Department, in a joint effort with other Cape law enforcement agencies, have formed a regional task force to develop sex offender management strategies. Because of the severity of the offenses perpetrated by these offenders and the challenges they pose, protecting the public requires a comprehensive and collaborative approach that will reduce further sexual victimization by these predators.

Firearms Training: In 2003 the Barnstable Police Department conducted the annual firearms qualifications, which also incorporated a scenario based live fire component. In addition to static qualifications, officers were exposed to moving targets and were required to fire while on the move. Use of cover and concealment was also reviewed.

Specialty Impact Munitions: The Barnstable Police Department has fielded Specialty Impact Munitions on the Special Response Team since 1998. As a result of a grant obtained in cooperation with the Cape Cod Regional Law Enforcement Council, specialty impact munitions were made available to all members of the Department. Each officer was given training which included classroom, written testing, simulations training and live fire of the Specialty Impact Munitions. Specialty Impact Munitions are commonly referred to as Bean Bag rounds.

Active Shooter Response Training: We have participated in providing instructors for a two-day Active Shooter Response class. Each officer on Cape Cod has been given the opportunity to attend a two day Response To Active Shooter Class while attending in-service training. This has provides the basics to an appropriate response to a Columbine type incident or other terrorist type problem. Officers will continue to receive refresher training this year. The ability to train with other Cape Departments in a consistent manner, will allow for a better response should the need arise.

Awards Ceremony: The Barnstable Police Department held its fourth annual awards ceremony in June. Patrol Officer Brandon P. Walkus received

the Medal of Merit and Officer of the Year award for his actions on December 11, 2002 when he apprehended a murder suspect. He was later the recipient of the prestigious Trooper George Hanna Award at a ceremony held at the State House in October. Patrol Officer Colin T. Kelley received the Lifesaving Award for his actions on August 1, 2002 at a pleasure boat accident off Cotuit. Patrol Officer John E. O'Hare received the Lifesaving Award for his off duty actions on November 28, 2002. Kathleen I. Hinckley received the Chief's Award. Ralph D. Witt received the Civilian of the Year Award.

Promotions: In August Sergeant JoEllen Jason was promoted to Lieutenant and Detective Sean E. Balcom was promoted to Sergeant. In December Patrol Officer Matthew K. Sonnabend and Patrol Officer Mark R. Mellyn were promoted to Sergeant.

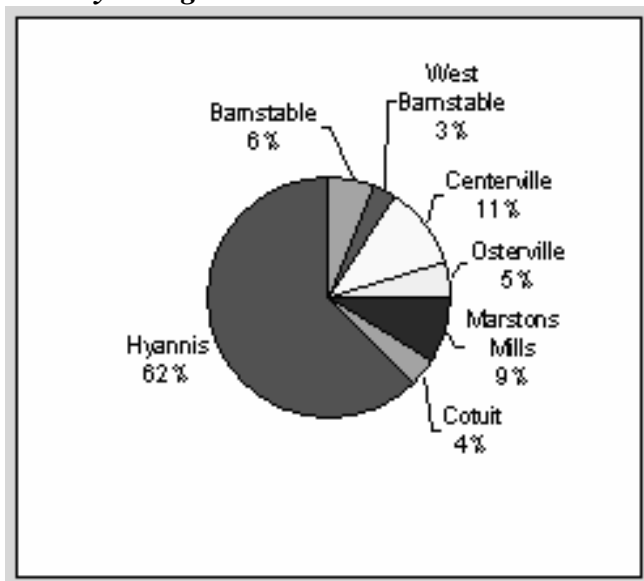
Retirements: Lieutenant Robert M. Murphy and Patrol Officer Reginald E. Lomba retired after many years of faithful service to the Barnstable Police Department. I wish them well in their retirement.

Calls for Service

	<u>2002</u>	<u>2003</u>	<u>% Change</u>
Barnstable	2,442	3,053	25%
West Barnstable	1,163	1,471	26%
Centerville	4,558	5,569	22%
Osterville	2,036	2,409	18%
Marstons Mills	3,538	4,425	25%
Cotuit	1,592	1,937	22%
Hyannis	25,370	31,026	22%
Grand Totals	40,699	49,890	23%

<u>Offense</u>	<u>2002</u>	<u>2003</u>	<u>% Change</u>
Homicide	2	1	-50%
Rape	41	43	5%
Robbery	38	29	-24%
Aggravated Assault	272	266	-2%
Burglary	489	452	-8%
Larceny	1,436	1,017	-29%
MV Theft	129	104	-19%
Grand Totals	2,407	1,912	-21%

Calls by Village



Selected Calls for Service

<u>Calls for Service</u>	<u>2002</u>	<u>2003</u>	<u>% Change</u>
Alarms	4,796	5,307	11%
MV Accident	3,186	3,285	3%
MV Citations	11,977	12,374	3%
Domestic	1,512	1,262	-17%
Disturbances	3,447	3,491	1%

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

DEPARTMENT OF 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.

The Department of Public Works sustained a two percent reduction in budget in FY 2004 resulting in the lose of a technical draftsperson in Engineering Division, Section Foreman and Laborer positions at Highway Division, and a laborer position at Structures & Grounds. The Department is challenged with a continual increase in service demands while resources are annually reduced. Capital funding to repair our aging infrastructure has been limited, resulting in the Department losing ground relative to our mission of protecting, preserving and improving the Town's infrastructure. Our Department's staff must be recognized for the outstanding job accomplished in managing and responding to the severe winter conditions of 2003. Our crews met the goal of opening all main roads to traffic within eight hours following a major snow storm in a efficient and cost effective manner.

Roads and Drainage

The Town's roadway system was severely impacted by the winter of 2003. The overall conditions of our roadway systems decreased and with fewer resources to allocate toward the repair and maintenance of the roads, our residents regularly commented on the deteriorating conditions. In an effort to make short term repairs to the many failing roads, our Engineering and Highway Divisions commenced a crack seal, chip seal, and overlay program in the fall to make needed repairs. This program will continue in the spring of 2004 in combination with the road reconstruction program. DPW's efforts focused on the significant backlog of road maintenance and drainage problems within the roadway system.

Facilities Management/ Energy Conservation

The DPW, through its Structures & Grounds Division, continues to aggressively seek and implement techniques to reduce energy consumption in the Town's facilities. By the institution of energy

conservation measures and installation of high efficiency systems we have been able to minimize the increase of our energy utility bills as energy demands and utility bills continue to increase.

Early this year, one third of the Town Hall was devastated when a fire sprinkler pipe froze and subsequently thawed on the 4th floor. The Engineering/Survey Division, DPW Administration, Town Council Offices and the Tax Collectors Offices were all displaced. When it came time for restorations after the demolition was complete, energy conservation and efficiency measures were built into the plans.

This year marked the first of three years that the S&G Division will be hosting an all electric vehicle free of charge. The EV-1 produced by GM is a developmental vehicle utilizing only batteries and controlled by 9 inboard computers. The car was assigned to the General Foreman who utilized it around town performing his duties. Presently we are researching the possibility of purchasing CNG (compressed natural gas) trucks during the next trade-in.

We continued performing Facility Energy Audits in municipal buildings, focusing on the Centerville and Osterville Community Centers and the Highway Division Facilities. We are planning to implement the lighting and HVAC improvements and recommendations at these buildings in 2004. Savings have been noted throughout the town facilities in many different ways since energy initiatives were given a special focus. Reduced energy bills are a savings for the town and we all benefit from better air quality and control of the heating and air conditioning systems in town buildings while enjoying fewer, costly trouble call outs.

The additions to the Barnstable Police Station are proceeding on schedule. This project is an expansion of the existing 24 year old facility in an effort to address the changes in workforce need and growth.

Wastewater Management

The DPW is presently in the preliminary stages of design for the Wequaquet Lake area in Centerville, and the Sea Street/Stewart's Creek area in Hyannis. An initial meeting was held with the residents of the Wequaquet Lake area sewerage project, resulting in many technical and financial questions regarding the

proposed project. It is anticipated that more public meetings will be held to address the residents' questions. There are several major projects that must be completed prior to any sewer design proceeding to the construction stage. These projects include completion of the Wastewater Facilities Plan, selection and permitting of effluent disposal sites, and expansion of the aeration tanks at the Hyannis Water Pollution Control Facility.

The Water Pollution Control and Engineering Divisions obtained approval from the Massachusetts Department of Environmental Protection for the modification to the groundwater discharge permit at the Horace Mann Middle School Wastewater Treatment Plant. This project has been a cooperative effort between the Municipal, School and the Housing Land Trust of Cape Cod to address wastewater needs of the Schools and the Housing Land Trust. Draft service agreements have been submitted to both the School and Housing Trust for municipal operation of the wastewater treatment facility.

Solid Waste Management

The Solid Waste Division performed a Pay-as-you-Throw pilot program from January 1, to June 30, 2003. The pilot program 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 results of the pilot study were positive from the 200 participants. The operational issues associated with changing the entire programs for solid waste disposal are under review and will be discussed in 2004.

Engineering Division Projects begun in 2003

- Centerville River Dredging, Phase I.
- Design of roundabout for the intersection of Scudder Avenue/Smith Avenue/Marstons Avenue.
- Design of relief drains for Schoolhouse Pond.
- Design of a sidewalk for a portion of Old Falmouth Road.
- Design of a sidewalk for a portion of Lumberts Mill Road.

- Reconstruction of Main Street, Hyannis.
- Construction of the Walkway to the Sea Project.
- Construction of addition to the Police Department building.
- Conversion of all plan files from paper to digital format.
- Design of expansion of the wastewater treatment plant at the Marstons Mills Middle School.
- sign of sewer for the area around Stewart's Creek in Hyannis.

2003 Major Accomplishments

- Completion of construction of a new sidewalk for a portion of Old Oyster Road, Cotuit.
- Completion of reconstruction of Buckwood Drive, Hyannis.
- Construction of stormwater quality improvements on South Street, Pleasant Street and School Street, Hyannis.
- Completed reconstruction of Barnstable Road.
- Completed reconstruction of Park Square.
- Completed the installation of the first vacuum sewer ever constructed in New England.
- Completed the design of improvements to the intersection of Independence Drive and Iyannough Road, Hyannis.
- Completed installation of a new boat ramp on Old Shore Road, Cotuit.
- Completed Centerville River Dredging, Phase 1A
- Completed the preparation of an Environmental Impact Report for Phase II of the Centerville River Dredging project.
- Replacement of an undersized culvert under the railroad tracks on Bridge Creek in West Barnstable as part of a salt marsh restoration project being jointly sponsored by the town and several state and federal agencies.
- Negotiated an agreement with Nantucket Electric for the placement of underground electrical cables in several streets in the Hyannis area.
- Completed the design of the Walkway to the Sea Park.
- Completed design and permitting of the handicapped fishing pier to be constructed at Dowse's Beach.
- Completed the repaving of the Town parking lot off Main Street, Osterville.
- Completed design of additions to the Police Department.

- Completed design of new sewers to serve Town Hall and the School Administration Building.

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 230 requests for land surveying assistance.
- Processed 52 applications for new connections or for repairs, modifications and disconnects to Town sewer.
- Processed 426 applications for Road Opening Permits and inspected work for compliance with Town regulations.
- Inspected 9 roads being constructed under subdivision rules and regulations.
- Revised and updated 48 Assessors' Maps for Assessing Division, involving 157 subdivided parcels of land.
- Made 79 address corrections to the Bell Atlantic/Verizon E-911 database.
- Corrected 104 Town address records.
- Processed 11 applications for utility relocation.
- Filed 42 subdivision, road layouts and land plans.
- Conducted 131 reviews for projects under Site Plan regulations.

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Highway Division

- 2003 Major Accomplishments
-
- Received and responded to 2,173 unscheduled work requests from citizens, up from 1,468 complaints/requests last year. Much of this can be attributed to a harsh winter.
- Provided snow and ice control for a severe winter.
- Completed 19 major drainage improvement projects with Highway Division crews in cooperation with Engineering Division, including the following locations:
 - Centerville - South County Road, Bernard Circle, Sachem Drive, Riverview Lane, Rolling Hitch Road and the Service Road.
 - Osterville – Great Bay Road, Bridge Street and the Town parking lot
 - Marstons Mills – Capt. DeYoung Road and Flint Street.
-

- Hyannis – Otis Road, Brookshire Circle, Strawberry Hill Road, Yarmouth Road, Ocean Street
- Barnstable – Cedar Street.
- Cotuit – Poponessett Road, Sandalwood Road
- Cleaned over 3,800 catch basins (48% of all catch basins in town).
- Completed 17 miles of chip sealing on town roadways.
- Repaved Yarmouth Road, Putnam Avenue, sections of the Service Road, and sections of Old Stage Road.
- Repaved the town parking lot in Osterville.
- Maintained over 100 gravel roads using gravel recycled from broken pavement.
- Completed emergency replacement of a culvert on Oregon Beach in Cotuit in cooperation with Conservation and engineering to eliminate road flooding and help restore the health of Rushy Marsh Pond.
- Provided maintenance of the back trail on Sandy Neck.
- Swept 390 miles of main and secondary roads and 73 parking lots during the spring sweeping program.
- Completed major sight distance improvements at 16 intersections.
- Implemented improved roadside mowing procedures to accomplish more with less staff.
- Provided prompt emergency maintenance of all traffic control signs and installed new signs as approved by the Town Manager.
- Vacuum machined litter on sidewalks in Downtown Hyannis 5 days per week, Memorial Day to Columbus Day.
- Provided barricades, cones, barrels and signs for various town and civic functions throughout the year. Cleaned up the areas before and after the events.
- Repainted 22 parking lots
- Processed over 350 Road opening permits.
- Provided assistance to the Conservation Commission on land maintenance town wide including major work at the former Conant Property in West Barnstable.
- Assisted Solid Waste Division with mowing the landfill cap.
- Repaired plow damage to lawns town wide.
- Continued Work with the Consulting Arborist for NStar Electric in an effort to provide better tree clearance in and around their electric distribution lines.

- Completed a Hazardous Tree Survey. Removed many Hazardous trees.
- Planted 20 new street trees.
- Received Tree City Award.
- Assisted Airport with repaving terminal roads and signage requests.
- Assisted Natural resources with the replacement of a flume at a Marstons Mill Herring run.
- Successfully completed reimbursement request to FEMA resulting in the town receiving approximately \$100,000 for Presidents Day storm related expenses.
- Began a grant funded energy savings program of upgrading traffic signals town wide to LED (light emitting diodes) to reduce energy consumption by half Structures & Grounds Division
- 2003 Major Accomplishments
- Completed the demolition and extensive renovation/rehabilitation of a third of the Town Hall following the water damage from a broken pipe on January 26th, 2003. Energy efficiency was a goal in all aspects of this construction to gain savings in energy consumption while maintaining comfort for Town Hall visitors and employees. The offices renovated included DPW Administration and Engineering, the Town Council offices and Conference Room, the Tax Collector's offices and the Clerk's Offices.
- Completed the construction of the McBarron Soccer Playing Fields.
- Received a \$40,000 MTC Grant for public outreach and education with regards to Wind Power Generation at the Water Pollution Treatment Plant.
- Awarded a \$20,000 MTC Grant for the purpose of a Green Building feasibility study. The grant will study the quantities, reliability and effectiveness of using the capped landfill-generated methane gas to fire co-generators at a Solid Waste Division/Grounds Division Facility to be built on that site and to assess the feasibility of developing the facility into a model Green building utilizing recycled building materials, building orientation, low impact landscaping, alternative sources of renewable energy such as photovoltaic and wind power and an integrated recycling program for the building users. Pursuing a \$500,000 Green Building Construction Grant in connection with that new facility.
- Re-organized the Grounds and Cemeteries Section responsibilities into one unit utilizing a four sector maintenance assignment schedule. Each sector is responsible for maintenance of approximately 30 acres, comprising cemetery, traffic island, ball field or park lands. With the implementation of a new work order system, tasks, personnel and time is tracked to optimize efficiencies. Using this approach, staff maintained an eight-day or better mowing cycle for 120+ acres of grass.
- With the help of the Highway Division, S&G now is using Barnstable's 1st electric vehicle. The General Foreman is assigned this vehicle in his work journeys and has been giving educational lectures about the benefits of energy conservation.
- Completed renovations to the North Street Comfort Station under budget. The facility was gutted and completely refurbished with new plumbing fixtures, improved ADA features, easily maintainable ceramic tile on walls and floors, new energy efficient, vandal proof lighting fixtures and the addition of a gas fired heating system to facilitate the opening of the comfort station during the winter months.
- Installed and painted 15 steel driveway gates for Land Bank properties.
- Completed Energy audits at the Centerville, Osterville and West Barnstable Community Centers as well as the Highway Division facility.
- Centerville Community Center was upgraded with new steam traps throughout the building to help improve the efficiency of the gas fired steam boilers that were installed last year.
- Assisted the Veteran's Services Division to renovate the memorial in Centerville.
- Bismore Park Harbormaster House received a facelift with paint and trim repairs.
- Over 1600 square feet of main floats were constructed and replaced at Barnstable harbor.
- Dowse's Beach House received a new roof.
- Installed a pool cover on the John F. Kennedy Memorial reflecting pool for the winter months to cut down on damage and vandalism.
- Veterans Beach House received new exterior paint and trim repairs.
- Kalmus Beach House exterior received the installation of vinyl shingle siding and trim.
- Over 200,000 sq ft of Town Cemetery roads were chip sealed to preserve the life of the roads.
- Supported all bulk mailings, elections and aided the Town's Green Team recycling program.

- Installed a gas-engine chiller to work in conjunction with the existing air conditioning system at the Police Department. Keyspan Energy Delivery provided this research and development unit free of charge and paid for half of the installation cost.
- Improvements were made at the 200 Main Building with commercial gutters and downspouts being installed complete with dry wells and a new rear entry awning system.
- The Kennedy Ice Rink Facility was re-lamped with 48 new metal halide bulbs to gain both energy and maintenance labor efficiencies.
- Installed an emergency generator at the Solid Waste Division to handle electrical needs for the compactors during emergency black-outs.
- Renovated the fourth floor of Town Hall to accommodate the Information Technologies Department. The area received a new ceiling, wall surfaces and carpeting. New electrical service replaced the unsafe and inadequate existing conditions and new telecommunication cabling was provided to improve the equipment performance. The energy efficient lighting was provided by the Cape Light Compact.
- Successfully implemented a new work order program to track and report on all work orders. 168 work orders answered in regards to trash management, including litter pickup and illegal dumping.

Solid Waste Division

Enterprise Account

2003 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.
- Installed backup generator.
 - Mowed cap area of the landfill.
- Processed 1,000 yards of compost and 1,700 yards of wood mulch, which was returned to residents free of charge.
- Processed 3,000 yards of compost and excavated 5,000 yards of sand for the McBarron Soccer Fields, supplied loader and manpower to construct the fields.
- Held 10 Household Hazardous Waste collection days.

- Held the transfer station sticker fee to \$110 for CY 2004.

Tons of Materials Processed in 2003

- Transported 8,715 tons of municipal solid waste to the Barnstable/Yarmouth Transfer Station for delivery to SEMASS via Bay Colony Railroad.
- Received 3,982 tons of construction and demolition material for transport to Rochester and Sandwich processing facility.
- Composted 902 tons of leaves and grass
- Recycled the following 81.14 tons of #1 and #2 plastics and milk jugs
- 276.19 tons of clear and mixed glass
- 426 gallons of paint
- 195.01 tons of magazines
- 355.24 tons of cardboard
- 813.57 tons of newspapers
- 82.01 tons of mixed paper
- 1,952 mattresses
- 770 refrigerators
- 551 propane tanks
- 6,370 gallons of waste oil
- 1 oil filters (55 gal. drums)
- 1,071 tires
- 932.70 tons of metals; scrap, cast and aluminum
- 81.95 tons of tin cans
- 85.93 tons of CRTs – televisions and computers
- 23,841 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

2003 Major Accomplishments

- Repainted #1 Primary Clarifier building
- Installed an algae sweep on #3 Secondary Clarifier
- Sealed the pipe joints at the pump stations on Spring Street (constructed in 1956), Ridgewood Avenue (constructed in 1940), Lewis Bay Road (constructed in 1935).
- Repaired and sealed pipe joints at the School Street pump station (constructed in 1935)
- Completed a well benchmark report
- Completed a well monitoring report.
- Refurbished Division's Administrative office, including paint, new carpet, replaced office furniture and computer equipment.
- Assumed operation of Bears's Way and Route 28 vacuum sewer system
- Rewrote the Marstons Mills Horace Mann School wastewater treatment plant operations and maintenance contract.

- Processed 613,824,000 gallons of sewage received from sewer collection mains.
- Processed 9,957,400 gallons of septage collected from septic systems throughout the town.
- Removed 1,028.69 tons of biosolids material (sludge) to off-Cape location to be incinerated.
- Performed 100% of 8,044 tests required by State permit and met permit requirements 100% of the time.
- Issued sewer use bills to 4,052 customers quarterly, totaling \$2,742,344.
- Collected septage disposal fees totaling \$671,328.

Respectfully submitted,

Mark Ells
Director, DPW

COMMUNITY SERVICES DEPARTMENT

Comprised of the Recreation, Senior Services, and Marine and Environmental Affairs Divisions the Community Services Department provides a range of educational, recreational and supportive services to our residents. Intent upon both preserving and maintaining our treasured natural resources the Division works hard to improve the quality of life for all residents by managing an impressive and ever-expanding array of land and water-based programs.

Balancing the ever increasing needs and interests of residents and visitors with decreasing resources remains our biggest challenge; one we approach with creativity, tenacity and professionalism.

2003 was an extremely busy year for the Division; acquisition of Prince Cove Marina, the instigation of an ambitious capital campaign to raise the funds necessary to construct a new Youth and Community Center, and a similar effort to complete the much needed expansion of the Barnstable Senior Center.

Heartfelt thanks are extended to the many hundreds of volunteers who help to keep our Department running, to all of the other town Departments without whom our work would be impossible, to our

many associated boards and committees, the Town Manager for his vision and commitment, and to the Town Council for their continued support.

Respectfully submitted,

Jemma Lambert
Director, Community Services

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 programs:

- Activities
- Aquatics
- Rink
- Golf Program

The goals of the Division include a variety of opportunities for Barnstable residents to achieve their human potential, and to preserve the integrity of our natural environment in order to enhance the quality of life for families, individuals, and the community at large. 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.

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.

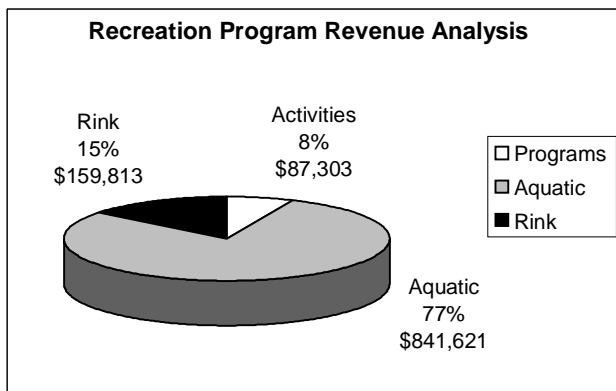
RECREATION PROGRAMS

Once again, in the year 2003, our Programs saw a great deal of change, which include changes in staffing and activity development.

Revenue

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

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



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 responses received from participants allow us to measure the success of activities and work toward the continua's improvement 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 Town's general 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 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. 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.

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 include Dance, Tennis, Bowling, Cross Country Running, and Friday Night Social Program.

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. We continue to see an increase in requests for space every year. 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.

The Aquatic area is a key element in our Division. This area includes aquatic summer activities such as swimming, sailing, and lifeguard training. We continue to offer the Mail-In Program by which you can obtain your Parking Permit. In the year 2003, over 9,000 parking permits were issued through the Mail-In Program; combined parking permit sales totaled over 22,000 for the year 2003.

Volunteers sell thousands of Parking Permits during the summer months, seven days per week 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.

The Aquatic Staff in 2003 worked diligently to maintain a safe environment for our residents and visitors. Nine hundred children worked their way through our Swim Team Lesson Activities to earn their certifications in 2003.

We thank the J.F.K. Memorial Trust Fund Committee, which allows us to run our Youth Sailing Programs; over 125 participants enroll in our instructional sailing activity every summer. This past year a new Youth Sailing Program was implemented to better accommodate the rising numbers of participants each year.

Rink

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

During the fall and winter, ice is made and used by our Learn To Skate Clinic, Barnstable Youth Hockey, Barnstable High School, and the Cape Cod Skating Club; as well as 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. In 2003, the Kennedy Rink has reached over 1,000 participants in our Learn to Figure Skate and Learn to Play Hockey Programs.

Due to our ever growing demands on our initial space the Town of Barnstable Town Council in partnership with the Youth Center fundraising committee have together committed to raise the funds necessary to construct a vastly expanded Youth Community Center. The proposed new facility would include two ice surfaces, proper gymnasiums, recreation and function rooms, and would theoretically be cons. 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.

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 Recreation Commission meets on the first Wednesday of every month at 5:30pm and is open to the public.

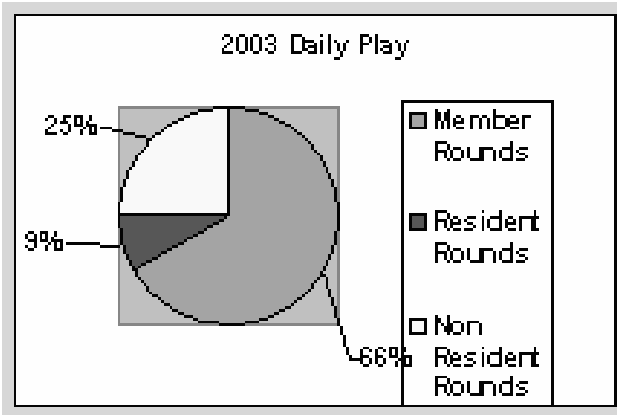
Olde Barnstable Fairgrounds Golf Course

The Olde Barnstable Fairgrounds Golf Course has an 18 hole Championship Layout. The Course measures 6,479 yards from the Blue tees.

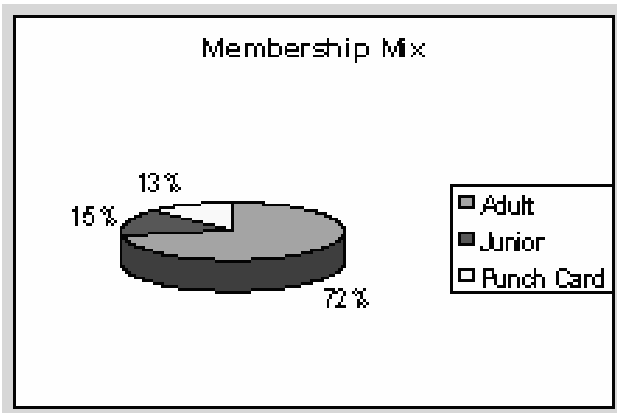
2003 Highlights:

- In 2003 a new large area rough mower was purchased which has proven to be a great help in maintaining the golf course's 55 plus acres of rough in a timely manner. A majority of back nine green side bunkers were edged and reshaped. Regularly scheduled sampling and testing of groundwater from seven monitoring wells are being done twice a year with result being logged for statistical comparisons.
- A comprehensive management plan for the care and maintenance of the golf course was developed. Several key components have been addressed including: Integrated Pest Management program, water and fertilizer usage and management, turf mowing and maintenance plans, and environment protection and enhancement plans.
- The golf course has been re-rated in 2003 by the Massachusetts Golf Association. We have included a new rating from the middle tees for the women, as well as a tee with a mix of the forward and middle tees, for the women, seniors, and juniors. The sprinklers have all been remarked for yardage.

We hosted 4 charitable tournaments in 2003 raising over \$20,000 for scholarships to Town of Barnstable students, and contributing \$5,000 to the Barnstable Recreation Summer Camp Scholarship Fund. Each year the greens fees generated on "Camp Day" are donated to the fund.



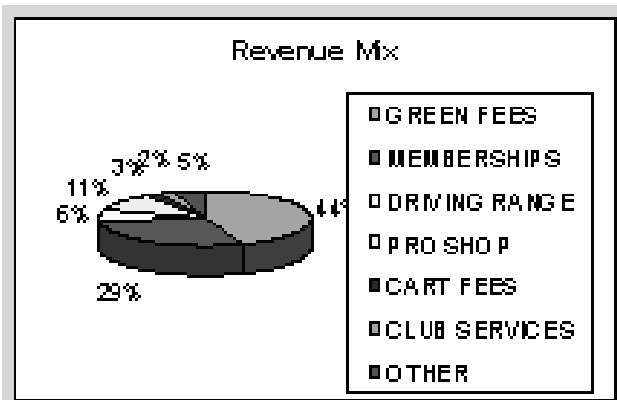
In 2003, 48,483 rounds of golf were recorded.



Cash Receipts:

Cash receipts in FY 2003 totaled \$1,831,779.00

Since 1992 the Golf Enterprise Fund has paid down \$5,209,426 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.



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.

Thanks to the Barnstable Recreation Commission and Golf Committee for their assistance in delivering quality recreation. Board members volunteer hundred of hours annually

Respectfully Submitted,

David Curley, Director
Barnstable Recreation Division

Senior Services Division

The Senior Services Division of the Town of Barnstable continues its mission to provide activities, programs and services to improve the quality of life for those aging in our community. Without the on-going support of the Town Council, Town Manager, and the staff of every town department, many of the programs and services delivered through the Senior Center could not maintain the current level of high quality service delivery. We thank all of those departments for their support and assistance.

The Town of Barnstable is home to the highest number of elders on Cape Cod, 12,000+. These demographics support the premise for our community to respond to the diverse needs and interests of this growing and aging population. Identifying trends and implementing new programs and services to meet the needs and interests of our aging citizenship is challenging, particularly in this time of reduced funding.

Through the hard work and dedication of the Barnstable Council on Aging, the Friends of the Council on Aging, senior services staff and volunteers this division has continued to expand classes, activities, programs, and services. The Barnstable Senior Center greets hundreds of elders each day seeking information, education, classes, activities or appointments.

In the area of **Senior Programs** our Senior Center hosted over 170 different classes from health and wellness to history and star gazing. Our continued learning opportunities saw computer classes revamped and art and exercise classes like watercolor, Tai Chi and Yoga expanded. Also, our REC TRAC computer system for tracking and analyzing senior center activity and class registrations completed its first full year cycle.

Our Advocacy and Professional Services team of two (1.25) staff persons were extremely busy this year with Prescription Advantage applications, Tax Abatement and Fuel Assistant applications and a myriad of health insurance questions and concerns. An amazing \$885,763.00 was saved by 1500+ elders who sought the assistance of this great team. (Since the Millennium began 2000 to 2003 an even more amazing \$1,592,566.85 was saved by elders.

Our Transportation Program provides handicapped accessible, escorted transportation services primarily for medical appointments for elders and the disabled throughout the town. We have three (3) vans in operation and in December 2003 we were awarded one brand new 9-passenger van from the Executive Office of Transportation and Construction, Mobility Assistance Program. This van is leased through Cape Cod Regional Transit Authority which gives us the opportunity to lease a new van every five years. Our transportation program is managed by one 19-hour Program Coordinator, one 30-hour paid driver and 10 volunteer drivers. We are very fortunate to serve elders and the disabled by providing this service Monday through Friday 8:00 am – 4:00pm. In 2003, we provided over 6,000 one-way trips serving over 300 individuals.

Our Volunteer Program is managed by our part-time Volunteer Coordinator. Without the dedicated service of our 150+ volunteers who are van drivers, receptionists, crafters, board members and more, delivery of our programs and services would not be possible. Our volunteer program is essential to the first-rate operations of this Senior Services Division. The dollar value attributed to our volunteer program is \$196,000+ representing 12,000+ hours of service.

Our Adult Social Day Program serves elders in need of supportive care and provides respite for family caregivers. Through this program elders who are recovering from an illness or injury or those who are suffering from dementia receive the benefits of

an engaging and supportive environment by participating in activities designed to engage the spirit, work the body and sharpen the mind. Caregivers who give us the opportunity to share their responsibilities are relieved of a significant amount of stress and are given time to attend to the many other chores and responsibilities of caring for a household or their own personal needs. As statistics indicate Caregivers tend to “pass away” long before those they care for. Programs like ours are helping to turn that trend around, keeping families healthier and at home for as long as possible. This past year, our program served 30+ families and provided over 11,000 service hours to program participants.

Along with our Adult Social Day Program Senior Services offers a **Caregiver Support Program and Respite Group** on-site at the Center. This program is designed to outreach specifically to caregivers and provide them with information, support and assistance. The program allots caregivers the time needed through one-on-one counseling to assess their needs and offer a plan to connect them with all available resources in the community. This program is fully grant funded and utilizes the services of volunteers who conduct an on-site respite group supervised by the Program Coordinator who also plans all program activities. In 2003 over 300 caregivers were served in this program.

In summary, the design of our activity planning around classes, seminars and special events make our Senior Center a vibrant, busy and well received service of the Town of Barnstable. Our offerings of

health and wellness classes, cultural and educational programs, clubs, groups and social gatherings recognize the need for healthful and active aging. Learning new skills, challenging one’s mind and body and interacting with others in your own community are key components of successful aging and our Senior Center offers our elder community engagement in all of these opportunities.

Respectfully Submitted,

Rose DiGregorio
Director of Senior Services

Marine and Environmental Affairs Division

As noted in years past, limited staffing and funding make meeting the many divisional demands difficult. The Marine and Environmental Affairs Division employs approximately fifteen full time people and up towards 30 seasonal employees (dockmasters, natural resource officers, shellfish assistants, gatehouse staff, lifeguards, etc.) whose job it is to provide services in seven program areas: moorings, marinas, waterways safety, shellfish, natural resource, animal control, and Sandy Neck. We accomplish our mission through cross training, by the efforts of a knowledgeable and dedicated staff, with the help of a large number of volunteers and the assistance of various committees we serve dedicated to improving services to our residents.

We have seen a number of changes within the Division over the course of the past year including assuming operations of a new Town marina (the Marina at Prince Cove), the hiring of a Marina Manager, replacement of the Mooring Officer, and the hiring of a new Sandy Neck Park Manager.

HARBORMASTER PROGRAMS

A long, cold, record breaking winter was followed by an unusually wet spring – delaying (even canceling) the launching/commissioning of many peoples’ boats. A relatively quiet but breezy summer followed, though it came to an abrupt end for many boaters with the threat of Hurricane Isabel in mid September. Though short in duration, activity was steady in 2003. Our marinas and mooring areas continue to be at capacity. Waiting lists are long with many “closed”. New waiting lists have been established in mooring areas recently deemed full: Scudder Lane, Barnstable Harbor (east), and Shoestring Bay. At the end of December 2003 we had 1,114 waiting list applicants desiring mooring space.

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

<u>Location</u>	<u>No. Permits Issued</u>
Barnstable	289
Centerville River/East Bay	186
Cotuit	742
Hyannis	586
North Bay	270
Prince Cove	114
West Bay	189
Other	25
Total	2,401

Revenue collected and related to the issuance of mooring permits and wait list fees totaled \$111,871.

Since assuming operations of The Marina at Prince Cove in October, we have cleared the property of debris, and disposed of dilapidated floats. We are in the process of building float replacements and upgrading the facilities’ electrical service. We are busy working on establishing rules and regulations for Prince Cove Marina to include fees and waiting list procedures and should be ready for a public hearing by the end of January or early February. Lastly, we are evaluating the facility for future improvements to docking space, the marina yard and the building itself.

In an effort to enhance operations at all four of our marinas, to provide more oversight, and in concert with a business plan developed for the operation of the Marina at Prince Cove, a new position (Marina Manager) was created. This position was filled in late August by Eric Shufelt, who had been our Mooring Officer since 1994. Subsequently, the Mooring Officer position was filled by Joe Gibbs. Mr. Gibbs has a strong harbormaster background, most recently being an assistant harbormaster in Chatham. We look forward to having Mr. Gibbs on our team.

Our four marinas encompass approximately 188 slips and we collected \$435,216 in marina related revenue.

We expanded our pumpout service to area boaters with the addition of a new pumpout boat. The purchase of the boat was made possible through Clean Vessel Act funding. The new boat operated primarily in the Hyannis/Lewis Bay area, with trips to East Bay and Centerville River. Between the new boat and the one we already have providing service in the Three Bay area, 323 pumpouts were performed with 5,468 gallons of waste removed from holding tanks and properly disposed.

Other activities/news, worthy of note include: phase II of the Centerville River dredging project has started, phase I of the Hyannis Harbor shoaling study has been completed, the Division participated in the Town’s “Inside to Town Government” program, and a large fire in Osterville, between two boat yards - Crosby Yacht Yard and Oyster Harbors Marine - destroyed several buildings and over 100 boats. Firefighters did a great job in containing the fire and fortunately nobody was hurt.

We want to again thank the Waterways Committee for their continued help and guidance; the mooring designees, assistant harbormasters, the Police Department's Marine Patrol, and many concerned citizens.

Respectfully submitted,

Daniel J. Horn
Director/Harbormaster

WATERWAYS COMMITTEE

The winter of 2003 saw extreme conditions, with heavy snow and ice causing many piles in Barnstable Harbor to be pulled out, necessitating spring replacement.

Although the Prince Cove Marina purchase occurred in January, the town, as planned, took over operation of the facility on October 1st under the supervision of Eric Shufelt.

We are most thankful for the expertise, guidance and assistance provided us by Harbormaster Dan Horn, Marina Manager Eric Shufelt, Mooring Officer Joe Gibbs, our secretary, Jessica Stamaris and the Harbormaster office staff.

Respectfully submitted,

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

NATURAL RESOURCES

During 2003, the repair and upgrade to the Marstons Mills herring run began. The Marstons Mills Herring Run Committee is currently discussing the best ways to replace and upgrade the down stream portion of the run. Our goal is to use material that will last a long time and is environmentally friendly.

Natural Resource Officers (NROs) are working closely with Barnstable Police and the Mass Environmental Police to educate and monitor recreational vehicle activity within the Town of Barnstable. All Conservation Areas within the Town are off limits to dirt bikes and ATVs, as stated in the Conservation Division's land use regulations. Many staff patrol hours were spent during 2003 to

reduce the impact of recreational vehicles on Town lands.

The Town shooting range saw a lot of activity during 2003. Natural Resource Officers continued to monitor users of the range daily for permit compliance along with other range regulations. They are instrumental in the range's overall upkeep including debris removal.

All four herring runs in the town were cleaned and brushed during the early spring by volunteers and staff. This year the water levels were adequate and the herring running were above average which is a good sign for possibly opening the Mills herring run at Route 28 & Route 149 for the taking of herring.

Again in 2003, the NROs raised endangered Plymouth Red Bellied Turtles in conjunction with the Mass Fish and Wildlife Office in Westboro. The project is another tool to help us educate school children in our natural resources.

During the spring, Sandy Neck responsibilities encompassed a significant amount of the NROs' time where they assisted with the installation of symbolic fencing for protecting piping plover habitat, beach patrols, training of summer staff and installation of snow fence on the front beach near lower parking lot. Members of Mass Beach Buggy Association also helped with fencing the beach.

Respectfully submitted,

Douglas M. Kalweit,
Supervisor Natural Resources

SHELLFISH PROGRAM

Town of Barnstable Shellfishery Annual Report:

Total Recreational Permits

Resident	1,162
Non-Resident	57
Senior Citizen	537
Duplicate	12
Senior Duplicate	9
Seasonal	11

Recreational Shellfishermen checked 1,275

Recreational Harvest:

Quahogs	291 bu.
Soft Shell Clams	15 bu.
Mussels	3 bu.

(As checked by NRP officers, bushel = tote basket)

Total Commercial Licensed Individuals	
Master	46
Commercial Shellfishermen checked 180	
Commercial Harvest:	
Quahog	2,019 bu.
Soft Shell Clam	257 bu.
Scallop	70 bu.
Mussels	5,295 bu.
(85% 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>	2003
910,000	Three Bay Area		

Quahog Seed Cultured by Private Growers

protected under nets:

<u>year class</u>	<u>amount</u>	<u>areas planted</u>
2002/2003	250,000	Barnstable Harbor

free planted:

<u>year class</u>	<u>amount</u>	<u>areas planted</u>
2002/2003	140,000	North Bay

Oyster Seed Cultured by Public / Private Collaboration

free planted:

<u>year class</u>	<u>amount</u>	<u>area planted</u>
2003	>250,000 (est.)	Barnstable Harbor

Wetland Projects Reviewed / Surveyed 31/10

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, along with the Massachusetts Division of Marine Fisheries (DMF) and the Army Corps of Engineers (ACOE), monitors and regulates private shellfish aquaculture operations of 50 licensees on 146 acres of allocated coastal marine environment within the Town. The NRP and the Town Geographical Information Systems Unit maintain databases of licensees and aquaculture sites.

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. Also during 2003, 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. In 2003, Americorps members assisted NRP staff with various shellfish propagation and environmentally related projects. We appreciate all Americorps members for their outstanding contribution to NRP services.

The Town of Barnstable Natural Resources Program submitted and was awarded a grant to support marine shellfish habitat restoration efforts and to support a strategic approach to marine, coastal and riverine habitat restoration. In an attempt to enhance the shellfishery of the Town of Barnstable the NRP, Aquacultural Research Corporation (ARC), Americorps Cape Cod members and the Barnstable Association for Recreational Shellfishermen sought to increase the production of oysters, supplement and expand the existing oyster habitat(s), create an oyster habitat/sanctuary in Barnstable Harbor, and continue to refine method and material needs.

Juvenile Oyster Disease (JOD), which has plagued juvenile oysters throughout the Northeast since the mid 1980's, is suspected to have caused extensive mortalities in a considerable majority of the oysters produced by the project during 2003. JOD has been determined to have caused extensive losses of oysters elsewhere on the Cape and Islands and other parts of New England this year.

The brutal ice conditions of January and February 2003 severely diminished the survival of the 2002 year class of oysters. As a management measure, oystering was prohibited in Barnstable Harbor, at least for the season, in order to allow the surviving seed oysters cultured during 2003 to bypass potential destruction from recreational foot traffic on selected beds.

Natural Resources participated in the on-going oyster remote setting research and development project as instituted by Southeast Massachusetts Aquaculture Center and the Cape Cod Cooperative Extension.

The Three Bays Preservation Inc. 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 of 2003 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. An estimated 910,000 cultured quahog seeds were planted in selected Three Bay Area shellfish habitat and covered with predator exclusion netting in order to continue the long term culturing process. The NRP also procured 250,000 quahog seed from private suppliers and planted them under predator exclusion netting at the Scudder Lane. NRP also obtained 140,000 quahog seed that was free planted at select habitat in North Bay. An exceptional yield of “littleneck” quahogs was recreationally available when the Scudder Lane Recreational Shellfishing Area was opened during mid-October 2003. The harvest, at that most suitable habitat, was the direct result of NRP shellfish propagation efforts, with extraordinary volunteer assistance from groups such as BARS and Americorps Cape Cod amongst others.

During 2003 Natural Resources continued an on-going bay scallop research project with the Cape Cod Cooperative Extension / Southeast Massachusetts Aquaculture Center (SEMAC). The purpose of the project is to potentially gain a naturally occurring set of bay scallops from SEMAC broodstock deployed at a suitable habitat and recruitment site (West Bay). These agencies provided approx. 5,000 bay scallops, field gear and labor to deploy the scallops in West Bay.

As in years past, the NRP continued to research the occurrence of soft shell clam settlement and recruitment as a result of using “spat collector nets”. Sporadic results have yet to lead to the definitive understanding of this biological/ecological phenomenon.

In addition to the massive blue mussel set of 2001, another set of blue mussels occurred in various areas of Barnstable Harbor during 2003. Commercial and recreational mussel harvests ensued during 2003 on tens of acres of prodigious mussel beds. A prolific

set of juvenile razor clams occurred in various areas of Barnstable Harbor during 2003.

Again during 2003, 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. One particular catastrophe that had a significant detrimental impact to the shellfishery of the Three Bays was the boatyard fire that occurred on the night of December 10th, 2003 at Crosby’s Yacht Yard and Oyster Harbors Marine.

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 Inc., 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, Seasonal Assistants Molly Vollmer and Steve Solbo, Robert Ashworth, Scott Mullin for his gift of oysters to the Town, 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

Outreach Program

For our community, we continued to offer “how-to” shellfish classes, taking several groups out to harvest for mussels and quahogs this year. For the first time we conducted the popular “Clamming for Kids” during April school vacation week. Regular

seasonal updates on the status of the shellfisheries and progress reports on our propagation efforts are shared via the Shellfish Newsletters each spring, summer and fall. Available at the MEA office, at local libraries and online, these newsletters keep shellfishers informed about the ever-changing shellfish stocks and the status of areas for safe shellfish harvesting.

Respectfully submitted,
Douglas M. Kalweit
Supervisor Natural Resources

SHELLFISH COMMITTEE

During last year the Committee continued to work directly with the Natural Resource Program, as well as commercial and residential shellfish persons and aquaculture license holders to help enhance the shellfish resources 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 (East, West and North Bays). The Committee has been working with the NRP, 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 “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
Matt Ostrowski
Andre P. Sampou
Stuart W. Rapp, Chairman

SANDY NECK PROGRAM

Piping Plovers and vehicle access were again the main focus for Sandy Neck staff during 2003.

We had a very productive year for Piping Plovers with 31 successful nests; one of the highest recorded in Massachusetts in the past five years. In order to reach this success rate, Sandy Neck staff installed 6.5 miles of fencing to protect breeding habitat. In addition, 32 wire enclosures were erected around the nests to protect eggs from predation.

As has been the practice, Sandy Neck cottage owners were escorted past Piping Plover nests on the front beach during the summer months. In 2003, Sandy Neck also obtained permits to repair the Marsh Trail in hopes of further reducing the need for escorts.

Barnstable High School students, under the direction of Dr. Auger, assisted in the Diamondback Terrapin monitoring program. Students gathered information involving the distribution and reproduction of this “threatened” species of turtle. This year students covered 22 nests with wire mesh in order to reduce predation of the eggs. The students also collected turtle eggs as part of the headstart program. This program hatches the eggs in captivity and releases the juvenile turtles back into the wild the following summer.

New this year was a weekly nature hike series lead by the Sandy Neck Park Manager. We also reinstated our Junior Ranger program, which introduced children to the natural wonders of Sandy Neck and provided ways to help protect the fragile ecology. This year we “graduated” 20+ Junior Rangers.

During the fall we once again had a safe and successful Pheasant hunt with approximately 250 birds released. We also conducted two deer hunts with a total of 12 deer taken. The archery hunt was held November 10-15, and the primitive firearms hunt was conducted December 15-20. Only the primitive firearms hunt required a lottery.

Animal rescue occurred throughout the year but was most prevalent during the winter months. Sandy Neck staff successfully rescued two juvenile seals in conjunction with the Marine Mammal Standing Network. In addition, a number of animals were

collect from the beach and rehabilitated at the Cape Wildlife Center in West Barnstable.

Overall we had a successful year with revenue and off road vehicle sticker sales up slightly from last year.

I want to thank the Sandy Neck Board for their input, support, and assistance in helping me make my first year as the Park Manager rewarding.

Piping Plover

Number of Pairs31
Number of Eggs..... 131
Eggs Hatched.....103
Chicks Fledged 74

The 2003 Piping Plover productivity rate was 2.39 chicks per pair, which is one of the highest rates recorded in the Massachusetts in the past five years.

Diamondback Terrapin

Number of Nests..... 48
Number of Nest Predated 21
Number of Nests Hatched 27

Plover Habitat Protection

Over six miles of fencing installed
32 wire nest exclosures installed

Citations

Citations 59
Written Warnings..... 10

Deer Hunt

Archery Hunt 1 deer
Primitive Firearm Hunt 11 deer

Pheasants Released

Estimated Total..... 250 birds

Off Road Vehicle (ORV) Permits

Barnstable Resident 859
Sandwich Resident..... 403
Non Resident 773
Property Owner..... 109
Total ORV Permits 2,144

Off Road Vehicle Trips (April-Oct.)

Camping Nights 3,334
Day Trips.....6,425
Trips to Cottages..... 703
Total Vehicle Trips10,462

Escorts

June 31
July 63
August 30
Total 124
No special permits were issued.
One missed escort.

Respectfully submitted,

Nina Z. Coleman
Sandy Neck Park Manager

ANIMAL CONTROL PROGRAM

Animal Control spent another very busy year responding to many domestic animals calls and requests for wildlife assistance. A great deal of time was utilized educating the public on the care, custody and related regulations about domestic animals and wildlife. Officers quarantined a total of 92 domestic dogs and cats suspected of having an infectious disease. A number of animal specimens were submitted to the MA Department of Public Health for rabies testing. All came back negative. Officers were called out after hours for emergencies and provided assistance to the public and Police Department as necessary.

The following numbers reflect assistance provided by Officer Brian Everett & Senior Officer Charles Lewis.

Service calls	3641
Wildlife calls	415
Dogs impounded / claimed	170
Dogs impounded / not claimed	40
Dog adoptions	3
Cat impounded	3
Dog bites reported	61
Cat bites reported	1
Other animal bites	3
Dogs / cats quarantined due to bites	
Scratching humans or other animals	92
Animal impound fees collected	\$4,964
Citations issued - 143 – amount	\$8,400
Verbal warnings	349
Written warnings	11

Respectfully submitted,

Charles Lewis
Senior Animal Control Officer

ADMINISTRATIVE SERVICES

Property Management Division

The Property Management Division is broken up into two distinct sections. As in past years, projects continue to require the combination of skills from both sections, even though each section has a set of distinct functions.

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.

The continuing involvement with all Town Divisions and Departments as well as the school Department 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 design and construction of Wind Turbines at the Water Pollution control facility has further developed the breadth of this sections involvement in Town and School activities and reaches to major issues impacting the entire Town.

Another example of the role of this program is in the support of the schools in replacing the 47 copiers used systems wide. Due to the involvement of this division and the negotiation of a "Big Buy" through the State of Massachusetts, a savings of over \$86,000 over the next four years will be realized by the schools.

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. This year has produced several challenges involving the consideration of the disposition of certain assets held by the Town. For example, earlier in the year, a

piece of property owned by the Town required the eviction of tenants, the clearing of the premises, the securing of the building and the eventual disposition through sale of the property. This process, heavy under the weight of numerous laws and regulations, resulted in the generation of over \$300,000 worth of needed cash for the Town. In addition, the property now resides on the Tax roles and will continue to provide additional tax revenue for years to come. Late in the year the process of disposing of the former Town High school in Hyannis (most recently known as the home for the Horace Mann fifth grade charter school) and the management contract for the Cape Cod Airfield in Marstons Mills, required tremendous effort on behalf of the Asset management division to make sure both valuable assets were handled properly.

Asset Management continues to expand and build the listing and recording of all Town owned properties for the purposes of proper management. This includes questions on ways to water, Town memorials, other Town leases, and determination of abutter and ownership questions on Town owned parcels. We also provide regular and ongoing open space support and effectively work 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 effort to secure the borders of the open space parcels purchased to date as well as identify these important properties has resulted in a number of gates restricting and protecting access to the property as well as numerous identification signs located on open space property.

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

Respectfully Submitted,

David W. Anthony, Chief Procurement Officer

Sample Projects Completed by the Purchasing Program in 2003

- School elementary School feasibility Study – RFP preparation and administration.

- Printing of Towns Annual Report – Determination of State Contracted Vendor.
- Bid for MEAD Pump Out Boat - Prepared Bid and issued Contract (with MEAD).
- Transfer Station Inspection and Reporting Contract– Avoided Bid (with DPW)
- Assessing Revaluation vendor RFP – Prepared documents, issued contract (with Assessing)
- Recodification RFP – Prepared Documents and issued contract (with Town Clerk and Legal Office)
- Furniture Purchase – 4rth floor Info Systems purchase on State Contract (space design and coordination with DPW)
- Transportation Contract for Summer recreation Programs – prepared bid documents (with recreation)
- Trust Fund Management Contract – Prepared RFP documents (with Treasurer)
- Security Upgrades to doors at school buildings – prepared bid documents, issued contracts (with school maintenance)
- Fireworks 2003 – Assisted in organizing annual event, managed fireworks vendor, managed budget (with MEAD, Hyannis Chamber of Commerce, BPD and YPD)
- Roof Replacement for portion of Airport Terminal – Reviewed bid documents (with Airport).
- Spring Quahog seed procurement – reviewed procurement plan to meet grant guidelines (with MEAD).
- Cotuit Boat Ramp – Reviewed purchase of Pre Fab concrete slabs to economically enhance boat Ramp (with DPW)
- Annual Financial Audit – Prepared contract for Finance Director.
- Copier Replacement for Schools – Assisted schools in replacing 47 machines system wide.
- Cleaning contracts for Kennedy Rink and School Administration Building – Prepared bid documents (with DPW)

Sample Projects Completed by the Asset Management Program in 2003

- Conant Green House Demolition and Site restoration (with DPW)
- Open Space Signage (with DPW)
- Open Space Gate Installation (with DPW)
- Race Lane Farm Lease Renewal
- Assisted Cobb trust fund in Land identification.
- Removal of Light Poles at Hyannis Mets Field – arranged for removal as well as disposal of poles to meet safety plan.

- Upgrades to Boilers and Hot Water heater at Race Lane farm – negotiated free equipment through Keyspan and oversaw conversion.
- Insurance Loss – Hangar Door at Airport (with Airport)
- Insurance Loss – Town Hall Water Damage (with DPW)
- Annual Insurance renewal – Prepared multiple insurance applications, reviewed proposals.

Treasury Division

Treasurer’s Cash	
1 July 2002	\$86,970,106.69
Receipts	147,995,097.95
Earnings on Investments	2,035,605.42
Disbursements	144,944,432.71
30 June 2003	\$92,056,377.35

Note: This report includes cash in all funds including over 20 million dollars in various trust fund accounts. 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, liened, real estate taxes (\$1,005,021.80 in FY03). We also provide support for the Barnstable Elderly and Disabled Taxation Aid Committee and the Trust Fund Advisory Committee. Our able and attentive staff remain 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 staff. 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 Assessing Department successfully completed the State mandated Triennial recertification this past summer. A consequence of the revaluation was that the total taxable value of the Town of Barnstable increased from approximately \$7,500,000,000 to over \$11,200,000,000! Actual tax bills were issued in October marking the first time in Barnstable history that actual tax bills were sent in the Fall. In previous recertification years estimated bills were sent in the Fall and actual bills were not sent until the following Spring. As a part of the revaluation process the Department of Revenue instructed us to change our method of assigning land valuation neighborhoods. The previous method, although producing acceptable assessment values, was not conducive to a thorough mass appraisal review. These changes required extensive data entry to our existing database. We had to change the neighborhood designation on every one of our over 29,000 real estate parcels! Although this project was extremely time consuming and labor intensive, the changes will allow us to produce assessments which will be fairer and more equitable than in the past.

The Assessing Department has also changed its policy for revising our values. In the past assessment values were only changed every third year during the revaluation process. In these times when the value of real estate is increasing at a rate of almost 20% per year the assessments are quickly outdated. Therefore we will be reviewing our values and making assessment adjustments on an annual basis. Although this will create a lot more work for the Department it will allow the tax payer to better evaluate as to whether their assessments reflect market value.

On the subject of the real estate market values continue to increase at a robust rate. According to the Banker & Tradesman, a periodical which tracks real estate sales, the average sale price in 2003 for real estate in Barnstable is over 18 percent higher than 2002 sales. Similar increases have occurred since 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 annual update of values will enable the Board to comply with this mandate.

On October 15, 2003, the FY 2004 tax bills were issued. These bills consisted of 34,714 real estate and Personal Property tax bills with a total levy of

\$74,566,034. New construction for the year resulted in an increase in the value of the Residential Class by \$145,542,417 and to the Commercial, Industrial and Personal property Classes by \$45,549,000. Total new taxes added to the levy limit as a result of this new growth were \$1,796,260.

The Division also issued 55,406 motor vehicle excise tax bills with a total tax levy of \$5,638,055. Although these are large amounts, they represent a one percent decrease in the number of bills but a three percent increase in the overall excise tax levy from last year. We also issued 3,921 Boat excise tax bills totaling \$179,709 in taxes. This was a 19% increase in the number of bills and a 7% increase in tax dollars from the previous 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 3,345 inspections. In addition, we also conducted 1,374 inspections of properties for which building permits had been issued.

William Garreffo was again reappointed to the Board of Assessors. Jeremy F. Gilmore was elected Chairperson, and William Garreffo was elected Secretary to the Board. E. Carol Horgan continued to serve as the third member of the Board. Jason R. Streebel was appointed Clerk to the Board.

Janice Semprini resigned from her position as Office Manager to return to the private sector. Her professionalism and experience will be greatly missed. Jason Streebel was promoted from his position as Property Transfer Assistant to Office Manager. Donna Grzywoc was hired to replace Jason as the Property Transfer Assistant.

I would like to express my appreciation to the staff for the dedication and sacrifice they exhibited during this very challenging year. Their actions resulted in the revaluation being completed in a timely manner. Their professionalism during the highly stressful and emotionally charged abatement period was exemplary. They were truly a credit to the Town.

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

Board of Assessors
Jeremy F. Gilmore, Chairman
William T. Garreffo, Secretary
E. Carol Horgan, Board Member

Finance Division

For the second year in a row the Finance Department has prepared a Comprehensive Annual Financial Report (CAFR) for the fiscal year ended June 30, 2003. 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 2004. This report includes all of the new accounting and financial reporting requirements of GASB Statement number 34.

In fiscal year 2003 the Town received the *Distinguished Budget Presentation Award* from the Government Finance Officer's Association (GFOA) for the FY 2003 operating budget document. In addition, the Town was the recipient of the *Certificate in Achievement for Excellence in Financial Reporting*. The GFOA is an organization made up of over 14,000 finance professionals from the United States and Canada. This was the third budget award and first financial reporting award for the Town.

The following pages include the financial statements for the Town of Barnstable on June 30, 2003 and for the year then ended. Selected highlights regarding the Town's financial operations include the following:

- Total assets decreased from \$486 million to \$446 million. The decrease is mainly attributable to depreciation in fixed assets as well as a writedown in fixed asset values.
- Total liabilities decreased from \$143 million to \$141 million mainly attributable to the pay down of long-term debt.
- Total fund equity decreased from \$343 million to \$305 million. Again, this is mainly attributable to depreciation in fixed assets as well as a writedown in fixed asset values.
- All funds, except for the enterprise funds experienced growth in fund balance for the year.
- All appropriated funds including the General Fund and various Enterprise Funds experienced a favorable variance from actual operations compared to budgeted amounts.
- The Town received in excess of \$25 million in federal and state grant revenue in FY 2003.
- The Town issued \$7.5 million in new debt. Major issuances include; \$2.0 million 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; \$1.1 million for school related projects; \$2.3 million for road related projects and \$1.3 million for the addition to the police facility.

- \$10.3 million of existing debt was retired.

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, 2003
(Unaudited)

	Governmental Fund Types			Proprietary Fund Types Enterprise	Fiduciary Fund Types Trust and Agency	Account Groups		Total (Memorandum Only)
	General	Special Revenue	Capital Project			General Long-term Obligations	General Fixed Assets	
<u>ASSETS</u>								
Cash and investments	\$ 19,858,154	\$ 10,599,377	\$ 13,646,365	\$ 25,260,143	\$ 25,810,665			\$ 95,174,704
Receivables:								
Property taxes	2,770,591	69,468	-	-	-			2,840,060
Tax liens and foreclosures	1,971,464	12,800	-	38,222	-			2,022,486
Excises	1,212,277	-	-	-	-			1,212,277
Utility charges	-	-	-	293,726	-			293,726
Special assessments	-	1,017,909	-	1,020,025	-			2,037,934
Departmental	635,661	44,563	-	70,936	145,013			896,173
Due from other funds	1,266,665	-	-	-	-			1,266,665
Due from other governments	863,219	81,737	78,404	-	-			1,023,360
Notes receivable	-	-	-	-	15,770			15,770
Inventory	-	-	-	106,489	-			106,489
Fixed assets, net of accumulated depreciation	-	-	-	57,698,693	-		\$ 179,492,741	237,191,434
Amounts to be provided - payment of bonds	-	16,140,000	-	-	-	\$ 85,783,434		101,923,434
Total Assets	<u>\$ 28,578,030</u>	<u>\$ 27,965,854</u>	<u>\$ 13,724,769</u>	<u>\$ 84,488,234</u>	<u>\$ 25,971,448</u>	<u>\$ 85,783,434</u>	<u>\$ 179,492,741</u>	<u>\$ 446,004,510</u>
<u>LIABILITIES AND FUND EQUITY</u>								
Liabilities:								
Deferred revenue	\$ 5,664,761	\$ 1,100,177	\$ -	\$ 1,736,292	\$ -			\$ 8,501,230
Tax refunds payable	1,556,236	-	-	-	-			1,556,236
Accounts payable	69,462	3,150	-	2,856	-			75,468
Accrued payroll and withholdings	4,028,285	32,824	4,251	97,987	16,734			4,180,082
Due to other funds	-	-	-	1,266,665	-			1,266,665
Other liabilities	110,028	-	-	1,680,635	449,951			2,240,614
Notes payable	356,256	-	1,850,000	-	-			2,206,256
Bonds payable	-	16,140,000	-	19,139,982	-	\$ 85,783,434		121,063,416
Vacation and sick leave liability	223,213	-	-	-	-			223,213
Total Liabilities	<u>12,008,241</u>	<u>17,276,151</u>	<u>1,854,251</u>	<u>23,924,416</u>	<u>466,685</u>	<u>85,783,434</u>	<u>-</u>	<u>141,313,179</u>
Fund Equity:								
Reserved for encumbrances	2,504,202	547,358	4,228,055	2,088,087	6,933			9,374,634
Reserved for expenditures	1,973,357	-	-	733,171	-			2,706,528
Reserved for continuing appropriations	-	-	-	2,572,468	-			2,572,468
Reserved for endowments	-	-	-	-	10,076,825			10,076,825
Unreserved, undesignated	12,677,543	10,142,345	7,642,463	-	15,421,005			45,883,356
Contributed capital	-	-	-	36,114,911	-			36,114,911
Unreserved retained earnings	-	-	-	19,055,180	-			19,055,180
Investment in general fixed assets	-	-	-	-	-		179,492,741	179,492,741
Reserved for snow and ice deficit	(585,312)	-	-	-	-			(585,312)
Total Fund Equity	<u>16,569,789</u>	<u>10,689,703</u>	<u>11,870,518</u>	<u>60,563,817</u>	<u>25,504,763</u>	<u>-</u>	<u>179,492,741</u>	<u>304,691,331</u>
Total Liabilities and Fund Equity	<u>\$ 28,578,030</u>	<u>\$ 27,965,854</u>	<u>\$ 13,724,769</u>	<u>\$ 84,488,234</u>	<u>\$ 25,971,448</u>	<u>\$ 85,783,434</u>	<u>\$ 179,492,741</u>	<u>\$ 446,004,510</u>

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Balance Sheet - All Special Revenue Funds
On June 30, 2003
(Unaudited)

<u>ASSETS</u>	Town Revolving Funds	School Revolving Funds	Town Grants	School Grants	Other Restricted	Total
Cash and investments	\$ 695,718	\$ 1,081,021	\$ 1,095,677	\$ 453,911	\$ 7,273,051	\$ 10,599,377
Receivables:						
Property surtax	-				69,468	69,468
Tax liens and foreclosures	-				12,800	12,800
Special assessments	-		457,551		560,358	1,017,909
Departmental	-	44,563			-	44,563
Due from other governments	-	37,294	44,443		-	81,737
Amounts to be provided - payment of bonds	-				16,140,000	16,140,000
Total Assets	<u>\$ 695,718</u>	<u>\$ 1,162,877</u>	<u>\$ 1,597,671</u>	<u>\$ 453,911</u>	<u>\$ 24,055,677</u>	<u>\$ 27,965,854</u>
 <u>LIABILITIES AND FUND EQUITY</u>						
Liabilities:						
Deferred revenue	\$ -		\$ 457,551		\$ 642,626	\$ 1,100,177
Accounts payable	-			\$ 3,150	-	3,150
Accrued payroll and withholdings	25,147		1,690		5,987	32,824
Bonds payable	-				16,140,000	16,140,000
Total Liabilities	<u>25,147</u>	<u>\$ -</u>	<u>459,241</u>	<u>3,150</u>	<u>16,788,613</u>	<u>17,276,151</u>
Fund Equity:						
Reserved for encumbrances	36,326	257,447	21,653	148,648	83,283	547,358
Unreserved, undesignated	634,244	905,430	1,116,776	302,113	7,183,781	10,142,345
Total Fund Equity	<u>670,570</u>	<u>1,162,877</u>	<u>1,138,430</u>	<u>450,761</u>	<u>7,267,064</u>	<u>10,689,703</u>
Total Liabilities and Fund Equity	<u>\$ 695,718</u>	<u>\$ 1,162,877</u>	<u>\$ 1,597,671</u>	<u>\$ 453,911</u>	<u>\$ 24,055,677</u>	<u>\$ 27,965,854</u>

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Balance Sheet - All Special Revenue Funds
On June 30, 2003
(Unaudited)

<u>ASSETS</u>	Town Revolving Funds	School Revolving Funds	Town Grants	School Grants	Other Restricted
Cash and investments	\$ 695,718	\$ 1,081,021	\$ 1,095,677	\$ 453,911	\$ 7,273,051
Receivables:					
Property surtax	-				69,468
Tax liens and foreclosures	-				12,800
Special assessments	-		457,551		560,358
Departmental	-	44,563			-
Due from other governments	-	37,294	44,443		-
Amounts to be provided - payment of bonds	-				16,140,000
Total Assets	<u>\$ 695,718</u>	<u>\$ 1,162,877</u>	<u>\$ 1,597,671</u>	<u>\$ 453,911</u>	<u>\$ 24,055,677</u>
 <u>LIABILITIES AND FUND EQUITY</u>					
Liabilities:					
Deferred revenue	\$ -		\$ 457,551		\$ 642,626
Accounts payable	-			\$ 3,150	-
Accrued payroll and withholdings	25,147		1,690		5,987
Bonds payable	-				16,140,000
Total Liabilities	<u>25,147</u>	<u>\$ -</u>	<u>459,241</u>	<u>3,150</u>	<u>16,788,613</u>
Fund Equity:					
Reserved for encumbrances	36,326	257,447	21,653	148,648	83,283
Unreserved, undesignated	634,244	905,430	1,116,776	302,113	7,183,781
Total Fund Equity	<u>670,570</u>	<u>1,162,877</u>	<u>1,138,430</u>	<u>450,761</u>	<u>7,267,064</u>
Total Liabilities and Fund Equity	<u>\$ 695,718</u>	<u>\$ 1,162,877</u>	<u>\$ 1,597,671</u>	<u>\$ 453,911</u>	<u>\$ 24,055,677</u>

TOWN OF BARNSTABLE, MASSACHUSETTS
Combined Balance Sheet - All Enterprise Funds
On June 30, 2003
(Unaudited)

<u>ASSETS</u>	Airport	Golf	Solid Waste	Water Pollution Control	Total
Cash and investments	\$ 7,313,293	\$ 1,073,359	\$ 7,710,059	\$ 9,163,432	\$ 25,260,143
Receivables:					
Tax liens and foreclosures	-	-	-	38,222	38,222
Utility charges	-	-	-	293,726	293,726
Special assessments	-	-	-	1,020,025	1,020,025
Departmental	70,936	-	-	-	70,936
Inventory	25,846	80,642	-	-	106,489
Fixed assets, net of accumulated depreciation	28,640,496	5,164,194	1,938,170	21,955,833	57,698,693
Total Assets	<u>\$ 36,050,571</u>	<u>\$ 6,318,195</u>	<u>\$ 9,648,229</u>	<u>\$ 32,471,238</u>	<u>\$ 84,488,234</u>

LIABILITIES AND FUND EQUITY

Liabilities:					
Deferred revenue	\$ -	\$ 384,319	\$ -	\$ 1,351,973	\$ 1,736,292
Accounts payable	-	2,856	-	-	2,856
Accrued payroll and withholdings	35,816	26,455	13,594	22,122	97,987
Due to general fund for land acquisition	-	1,266,665	-	-	1,266,665
Other liabilities	-	-	1,680,000	635	1,680,635
Bonds payable	-	1,585,650	6,334,671	11,219,661	19,139,982
Total Liabilities	<u>35,816</u>	<u>3,265,944</u>	<u>8,028,265</u>	<u>12,594,392</u>	<u>23,924,416</u>

Fund Equity:					
Reserved for encumbrances	1,126,477	8,568	103,614	849,427	2,088,087
Reserved for expenditures	275,000	-	458,171	-	733,171
Reserved for continuing appropriations	1,904,084	-	13,942	654,442	2,572,468
Contributed capital	21,494,674	1,133,335	-	13,486,903	36,114,911
Unreserved retained earnings	11,214,520	1,910,348	1,044,237	4,886,075	19,055,180
Total Fund Equity	<u>36,014,756</u>	<u>3,052,251</u>	<u>1,619,964</u>	<u>19,876,847</u>	<u>60,563,817</u>

Total Liabilities and Fund Equity	<u>\$ 36,050,571</u>	<u>\$ 6,318,195</u>	<u>\$ 9,648,229</u>	<u>\$ 32,471,238</u>	<u>\$ 84,488,234</u>
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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, 2003
(Unaudited)

	General Fund	Special Revenue Fund	Capital Projects Fund	Fiduciary Fund Type Expendable Trust	Total (Memorandum Only)
Revenues:					
Real estate and personal property taxes	\$ 69,620,269	\$ 2,052,621			\$ 71,672,889
Motor vehicle boat and other excise	5,944,110	-			5,944,110
Hotel/motel tax	1,667,205	-			1,667,205
Charges for services	1,191,473	-			1,191,473
Penalties and interest on taxes	723,474	-			723,474
Fees and rentals	1,442,008	4,954,583			6,396,591
Intergovernmental	16,216,407	6,887,498	\$ 2,068,003		25,171,909
Licenses and permits	1,360,200	-	-		1,360,200
Investment income	850,902	-	-	\$ 1,055,554	1,906,456
Departmental and other revenue	552,829	802,325	92,850	42,209	1,490,213
Gifts and contributions	-	71,050	-	27,783	98,833
Total Revenues	99,568,879	14,768,076	2,160,853	1,125,545	117,623,353
Expenditures:					
General government	5,428,808	704,939	101,953	81,253	6,316,953
Public safety	9,176,990	803,387	81,825	7,029	10,069,231
Education	50,871,886	7,567,028	966,982	-	59,405,896
Public works	7,375,247	78,617	5,103,122	-	12,556,986
Regulatory Services	1,657,593	4,734,381	530,637	-	6,922,610
Community services	2,567,224	789,016	1,785,786	10,950	5,152,976
Debt service	11,965,436	-	-	-	11,965,436
Grants	1,323,628	-	-	-	1,323,628
State and county assessments	7,425,940	-	-	-	7,425,940
Fixed costs	2,079,509	-	-	-	2,079,509
Total Expenditures	99,872,262	14,677,368	8,570,305	99,232	123,219,166
Excess (deficiency) of revenues over expenditures	(303,383)	90,708	(6,409,452)	1,026,313	(5,595,813)
Other Financing Sources (Uses):					
Proceeds from bonds	-	2,200,000	5,014,000	-	7,214,000
Operating transfers in	6,547,820	288,881	2,702,621	5,318,658	14,857,980
Operating transfers (out)	(5,123,697)	(772,069)	(597,491)	(6,749,651)	(13,242,908)
Total Other Financing Sources (Uses)	1,424,123	1,716,812	7,119,130	(1,430,993)	8,829,072
Excess of revenues and other sources over expenditures and other uses	1,120,740	1,807,520	709,678	(404,679)	3,233,259
Fund Balance, July 1, 2002	15,449,049	8,882,183	11,160,840	15,825,685	51,317,756
Fund Balance, June 30, 2003	\$ 16,569,789	\$ 10,689,703	\$ 11,870,518	\$ 15,421,005	\$ 54,551,015

TOWN OF BARNSTABLE, MASSACHUSETTS
Statement of Revenues, Expenses and Changes in Fund Equity
Enterprise Funds
For the Fiscal Year Ended June 30, 2003
(Unaudited)

	Airport	Golf	Solid Waste	Water Pollution Control	Total
Operating revenues:					
Charges for services	\$ 4,543,043	\$ 1,792,439	\$ 1,329,800	\$ 3,994,724	\$ 11,660,006
Intergovernmental	1,163,808	-	52,378	127,591	1,343,777
Total Revenues	<u>5,706,851</u>	<u>1,792,439</u>	<u>1,382,178</u>	<u>4,122,316</u>	<u>13,003,783</u>
Operating expenses:					
Personnel	1,135,327	716,718	430,684	704,305	2,987,034
Operating	2,268,109	526,302	488,136	1,026,702	4,309,248
Capital outlay	19,038	9,235	1,106	32,958	62,337
Depreciation	947,730	208,605	50,908	637,638	1,844,881
Total Expenses	<u>4,370,204</u>	<u>1,460,860</u>	<u>970,834</u>	<u>2,401,603</u>	<u>9,203,500</u>
Operating income	<u>1,336,647</u>	<u>331,579</u>	<u>411,344</u>	<u>1,720,713</u>	<u>3,800,283</u>
Nonoperating revenue (expense):					
Investment income	79,171	10,343	77,411	102,556	269,481
Interest expense	-	(74,482)	(67,368)	(268,122)	(409,972)
Total nonoperating revenue (expense)	<u>79,171</u>	<u>(64,139)</u>	<u>10,043</u>	<u>(165,566)</u>	<u>(140,491)</u>
Income before operating transfers	1,415,818	267,440	421,387	1,555,147	3,659,792
Operating transfers (net)	<u>(365,609)</u>	<u>(75,000)</u>	<u>(235,284)</u>	<u>(421,852)</u>	<u>(1,097,745)</u>
Net income (loss)	1,050,209	192,440	186,103	1,133,295	2,562,047
Fund Equity, July 1, 2002	37,062,739	2,859,811	3,958,801	25,574,154	69,455,506
Fixed Asset Audit Adjustment at 6/30/02	<u>(2,098,193)</u>	<u>-</u>	<u>(2,524,941)</u>	<u>(6,830,602)</u>	<u>(11,453,735)</u>
Fund Equity, June 30, 2003	<u>\$ 36,014,756</u>	<u>\$ 3,052,251</u>	<u>\$ 1,619,964</u>	<u>\$ 19,876,847</u>	<u>\$ 60,563,817</u>

GENERAL FUND
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE -
BUDGETARY BASIS - BUDGET AND ACTUAL

FISCAL YEAR ENDED JUNE 30, 2003

	Budgeted Amounts						Variance to Final Budget
	Amounts Carried Forward From Prior Year	Current Year Initial Budget	Original Budget	Final Budget	Actual Budgetary Amounts	Amounts Carried Forward To Next Year	
REVENUES:							
Real estate and personal property taxes, net of tax refunds.....	\$ -	\$ 69,305,259	\$ 69,305,259	\$ 69,307,636	\$ 69,620,270	\$ -	\$ 312,634
Motor vehicle and other excise taxes.....	-	5,316,000	5,316,000	5,316,000	5,944,110	-	628,110
Hotel/motel tax.....	-	1,450,000	1,450,000	1,450,000	1,667,205	-	217,205
Charges for services.....	-	1,319,000	1,319,000	1,319,000	1,180,238	-	(138,762)
Penalties and interest on taxes.....	-	823,000	823,000	823,000	723,473	-	(99,527)
Fees and rentals.....	-	1,070,050	1,070,050	1,070,050	1,509,296	-	439,246
Licenses and permits.....	-	1,299,950	1,299,950	1,299,950	1,341,511	-	41,561
Intergovernmental.....	-	14,879,834	14,879,834	14,879,834	16,225,079	-	1,345,245
Departmental and other.....	-	395,000	395,000	395,000	506,799	-	111,799
Investment income.....	-	720,000	720,000	720,000	850,903	-	130,903
TOTAL REVENUES.....	-	96,578,093	96,578,093	96,580,470	99,568,884	-	2,988,414
EXPENDITURES:							
Current:							
Town Council:							
Personnel.....	-	143,899	143,899	143,899	143,874	-	25
Operating Expenses.....	1,533	87,774	89,307	89,307	77,008	10,252	2,047
TOTAL.....	1,533	231,673	233,206	233,206	220,882	10,252	2,072
Town Manager:							
Personnel.....	-	358,842	358,842	358,842	358,610	-	232
Operating Expenses.....	37,586	230,756	268,342	268,342	182,058	83,295	2,989
TOTAL.....	37,586	589,598	627,184	627,184	540,668	83,295	3,221
Administrative Services:							
Personnel.....	-	3,794,711	3,794,711	3,675,011	3,621,738	-	53,273
Operating Expenses.....	240,059	1,026,987	1,267,046	1,293,746	981,039	238,186	74,521
Capital Outlay.....	48,376	97,255	145,631	170,631	64,485	103,395	2,751
TOTAL.....	288,435	4,918,953	5,207,388	5,139,388	4,667,262	341,581	130,545
Police:							
Personnel.....	-	8,947,463	8,947,463	8,850,463	8,446,657	-	403,806
Operating Expenses.....	77,174	533,397	610,571	625,571	558,819	54,111	12,641
Capital Outlay.....	97,781	240,000	337,781	372,781	171,514	198,760	2,507
TOTAL.....	174,955	9,720,860	9,895,815	9,848,815	9,176,990	252,871	418,954
Regulatory Services:							
Personnel.....	-	1,545,357	1,545,357	1,555,157	1,453,318	-	101,839
Operating Expenses.....	56,110	247,540	303,650	307,600	204,275	71,773	31,552
TOTAL.....	56,110	1,792,897	1,849,007	1,862,757	1,657,593	71,773	133,391
Local School System.....	1,001,203	51,877,678	52,878,881	52,520,128	50,631,885	900,843	987,400
Regional School District.....	-	1,523,636	1,523,636	1,523,636	1,523,636	-	-

GENERAL FUND
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE -
BUDGETARY BASIS - BUDGET AND ACTUAL

FISCAL YEAR ENDED JUNE 30, 2003

	Budgeted Amounts				Actual Budgetary Amounts	Amounts Carried Forward To Next Year	Variance to Final Budget
	Amounts Carried Forward From Prior Year	Current Year Initial Budget	Original Budget	Final Budget			
EXPENDITURES:							
Public Works:							
Personnel.....	-	4,602,765	4,602,765	4,585,765	4,649,908	-	(64,143)
Operating Expenses.....	347,069	1,972,951	2,320,020	2,320,020	2,394,437	451,763	(526,180)
Capital Outlay.....	245,536	375,000	620,536	637,536	330,902	306,306	328
Snow & Ice Deficit.....	-	74,080	74,080	74,080	-	-	74,080
TOTAL.....	592,605	7,024,796	7,617,401	7,617,401	7,375,247	758,069	(515,915)
Community Services:							
Personnel.....	-	2,224,105	2,224,105	2,203,231	2,125,622	-	77,609
Operating Expenses.....	53,849	296,150	349,999	478,958	425,102	46,034	7,822
Capital Outlay.....	-	-	-	37,374	16,500	20,874	-
TOTAL.....	53,849	2,520,255	2,574,104	2,719,563	2,567,224	66,908	85,431
Culture and Recreation.....	7,042	1,346,628	1,353,670	1,360,670	1,345,020	15,608	42
Debt Service:							
Principal.....	-	7,367,833	7,367,833	7,959,145	7,959,145	-	-
Interest.....	70,202	4,557,959	4,628,161	4,129,507	4,129,507	-	-
TOTAL.....	70,202	11,925,792	11,995,994	12,088,652	12,088,652	-	-
Pension Benefits.....	-	3,166,793	3,166,793	3,162,292	3,162,292	-	-
Employee Benefits.....	-	1,147,813	1,147,813	1,230,813	1,230,142	-	671
Liability Insurance.....	11,705	775,000	786,705	831,301	827,975	-	3,326
State and County Assessments.....	-	2,665,632	2,665,632	2,664,812	2,662,802	-	2,010
Other Assessments.....	-	194,350	194,350	77,211	77,211	-	-
TOTAL EXPENDITURES.....	2,295,225	101,422,354	103,717,579	103,507,829	99,755,481	2,501,200	1,251,148
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES.....	(2,295,225)	(4,844,261)	(7,139,486)	(6,927,359)	(186,597)	(2,501,200)	4,239,562
OTHER FINANCING SOURCES (USES):							
Transfers in.....	-	6,534,070	6,534,070	6,547,820	6,547,820	-	-
Transfers out.....	-	(5,110,000)	(5,110,000)	(5,363,697)	(5,363,697)	-	-
TOTAL OTHER FINANCING SOURCES (USES).....	-	1,424,070	1,424,070	1,184,123	1,184,123	-	-
NET CHANGE IN FUND BALANCE.....	(2,295,225)	(3,420,191)	(5,715,416)	(5,743,236)	997,526	(2,501,200)	4,239,562
BUDGETARY FUND BALANCE, Beginning of year.....	16,147,271	16,147,271	16,147,271	16,147,271	16,147,271	-	-
BUDGETARY FUND BALANCE, End of year.....	\$ 13,852,046	\$ 12,727,080	\$ 10,431,855	\$ 10,404,035	\$ 17,144,797	\$ (2,501,200)	\$ 4,239,562

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, 2003

	Balance July 1	Revenues	Expenditures	Excess (Deficiency)	Net Transfers	Balance June 30
FEDERAL GRANTS:						
Cops in school	\$ (10,417)	\$ 52,083	\$ (41,667)	\$ 10,417	\$ -	\$ -
Law enforcement block grant	18,246	-	(18,246)	(18,246)	-	-
Bullet proof vest	(62,665)	-	(3,428)	(3,428)	-	(66,093)
Law enforcement block grant	67,629	-	(67,629)	(67,629)	-	-
Law enforcement block grant	180,661	-	(124,979)	(124,979)	-	55,682
Byrne Grant	-	-	(142,873)	(142,873)	-	(142,873)
Law enforcement block grant	-	123,273	-	123,273	13,697	136,970
Local law enforcement equip. grant	-	44,500	(20,753)	23,747	-	23,747
Environmental	8,577	-	-	-	-	8,577
Clean vessel act	23,077	44,561	(50,606)	(6,044)	-	17,033
Universal Hiring Program	(149,079)	225,359	(72,917)	152,442	-	3,362
TSA enforcement personnel - Airport	-	241,240	(197,580)	43,660	-	43,660
Subtotal Public Safety	76,029	731,016	(740,676)	(9,660)	13,697	80,066
Palms	0	-	-	-	(0)	0
Tech Lit Challenge 1	588	-	(588)	(588)	-	(0)
Project Idea	136,653	-	(136,358)	(136,358)	-	295
SPED Electronic Portfolio	139	-	(139)	(139)	-	-
Sped Early Childhood allocation	(1,296)	-	1,296	1,296	-	-
SPED Professional Development	52,941	-	(51,269)	(51,269)	-	1,671
Title VI	1,150	-	(1,150)	(1,150)	-	(0)
DD Eisenhower Prof. Dev.	14,881	-	(13,664)	(13,664)	-	1,218
Title I	87,983	23,020	(111,003)	(87,983)	-	-
MCKinny Homeless (Project Debut)	3,920	-	(3,920)	(3,920)	-	-
Safe and Drug Free Schools	5,113	-	(5,113)	(5,113)	-	-
Perkins Voc & Tech	1,669	-	(1,669)	(1,669)	-	-
Tech Lit - Lighthouse & Mentoring	459	-	(459)	(459)	-	(0)
Tech Lit - Challenge	4,625	-	(4,625)	(4,625)	-	-
Tech Lit - Challenge Fund	1,623	-	(1,623)	(1,623)	-	-
Teaching State Standards	40,000	-	(40,000)	(40,000)	-	-
JTEC Grant	29,396	-	(117,156)	(117,156)	-	(87,760)

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, 2003

	Balance July 1	Revenues	Expenditures	Excess (Deficiency)	Net Transfers	Balance June 30
FEDERAL GRANTS:						
Tomorrow's Teacher Club	984	-	(984)	(984)	-	-
Project Success	120	-	(120)	(120)	-	-
Class Size Reduction	18,807	-	(18,807)	(18,807)	-	-
Project Playgroup	368	10,000	(10,368)	(368)	-	-
Class Size Reduction / Horace Mann	-	14,643	(3,030)	11,613	-	11,613
Teacher Quality	-	269,523	(216,540)	52,983	-	52,983
Enhanced Ed. Through Teaching	-	24,434	(20,880)	3,554	-	3,554
LEP Support	-	7,948	(7,774)	174	-	174
State Assessment Pgm	-	1,690	(878)	813	-	813
Early childhood mental health	-	3,500	(1,861)	1,639	-	1,639
Project Idea	-	817,196	(642,455)	174,741	-	174,741
SPED Electronic Portfolio	-	600	(522)	78	-	78
Sped Early Childhood allocation	-	23,771	(7,913)	15,858	-	15,858
SPED Program Improvement	-	32,750	(16,010)	16,740	-	16,740
Early Childhood Training	-	3,500	(60)	3,440	-	3,440
Project Playgroup	-	6,000	(240)	5,760	-	5,760
Title V	-	33,082	(31,072)	2,010	-	2,010
Title I	-	918,632	(773,873)	144,759	-	144,759
MCKinny Homeless (Project Debut)	-	24,750	(28,395)	(3,645)	-	(3,645)
Title I School Achievement HY East	-	3,128	-	3,128	-	3,128
Safe and Drug Free Schools	-	8,159	(2,161)	5,998	-	5,998
Eliminate Sex Bias/Perkins	-	12,000	(12,000)	-	-	-
JTEC Grant	-	137,981	(131,118)	6,864	-	6,864
Sped Early Childhood allocation	-	3,060	-	3,060	-	3,060
Subtotal Education	400,123	2,379,367	(2,414,499)	(35,132)	(0)	364,991
Community Development Block Grant	(164,325)	614,345	(542,606)	71,740	-	(92,586)
Subtotal CDBG	(164,325)	614,345	(542,606)	71,740	-	(92,586)
Shellfish Enhancement Grant	-	-	(1,169)	(1,169)	-	(1,169)
Culture and Recreation	-	-	(1,169)	(1,169)	-	(1,169)

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, 2003

	Balance July 1	Revenues	Expenditures	Excess (Deficiency)	Net Transfers	Balance June 30
FEDERAL GRANTS:						
TOTAL FEDERAL GRANTS	311,826	3,724,729	(3,698,950)	25,778	13,697	351,301
STATE GRANTS:						
Per-Dev Tech Assistance Grant	-	13,576	(25,000)	(11,424)	-	(11,424)
DEP Wellhead protection grant	-	-	(40,500)	(40,500)	-	(40,500)
Regional transit	6,521	-	-	-	-	6,521
Subtotal General Government	6,521	13,576	(65,500)	(51,924)	-	(45,402)
Law Enforcement Ed Partnership	-	-	-	-	-	-
Cops in Shops	-	-	-	-	-	-
Item pricing grant	-	-	-	-	-	-
Gov. Highway Safety	-	-	-	-	-	-
Child passenger Safety Grant	(2,495)	-	-	-	-	(2,495)
Community policing	-	-	-	-	-	-
Police DARE	-	-	-	-	-	-
Law Enforcement Ed Partnership	7,623	6,674	-	6,674	-	14,297
Law Enforcement Underage Drinking	-	11,605	(11,605)	-	-	-
Shellfish Enhancement Grant	-	-	-	-	-	-
FY02 Item Pricing Grant	23,249	-	(23,249)	(23,249)	-	-
4Stroke Motor Grant	(740)	-	-	-	-	(740)
Community policing	55,906	-	(55,906)	(55,906)	-	-
Police DARE	14,084	-	(14,084)	(14,084)	-	-
FY02 Shellfish enhancement grant	-	5,000	(5,000)	-	-	-
Traffic Enforcement Grant	-	3,051	(3,051)	-	-	-
FY03 Community Policing Grant	-	95,000	(21,501)	73,499	-	73,499
Endangered Species Grant	5,233	(5,000)	-	(5,000)	-	233
Subtotal Public Safety	102,860	116,330	(134,395)	(18,065)	-	84,795
CS2 Grant	(18,178)	78,750	(65,475)	13,275	1	(4,902)
Educational technology	1	-	-	-	(1)	-

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, 2003

	Balance July 1	Revenues	Expenditures	Excess (Deficiency)	Net Transfers	Balance June 30
STATE GRANTS:						
Comp School Reform	2,157	-	(2,157)	(2,157)	-	(0)
Full-Day Kindergarten	49,873	-	(49,873)	(49,873)	-	-
Transitional Planning - Full Day K	8,709	-	(8,709)	(8,709)	-	-
Health Protection/Smoking Cessation	5,365	-	(5,365)	(5,365)	-	-
Early Childhood - Comm Partnership	32,758	-	(32,683)	(32,683)	-	74
Enhanced School Health Services	12,347	-	(12,347)	(12,347)	-	-
After School Programs	(1,805)	-	1,805	1,805	-	(0)
Advanced Placement	3,737	-	(3,737)	(3,737)	-	(0)
Academic Support GD 3-7 MCAS	(18,175)	71,000	(52,825)	18,175	-	0
Academic Support HS MCAS	(507)	22,702	(22,195)	507	-	-
Class Size Reduction	(31,634)	30,553	1,081	31,634	-	0
MA Service Alliance	5,286	-	(5,286)	(5,286)	-	-
Early Childhood/MA Family	-	135,514	(109,298)	26,216	-	26,216
Early Childhood - Comm Partnership	-	599,967	(546,017)	53,950	-	53,950
Enhanced School Health Services	-	86,237	(86,080)	157	-	157
Competitive Academic Support Serv.	-	8,363	(2,768)	5,595	-	5,595
Academic Support Services	-	106,683	(64,969)	41,714	-	41,714
SPED Pupil Services	-	162,511	(265,466)	(102,955)	-	(102,955)
Subtotal Education	49,932	1,302,279	(1,332,363)	(30,084)	0	19,849
Keyes Beach Accessibility Grant	(1,233)	5,000	-	5,000	-	3,767
Arts grants	9,448	4,320	(6,602)	(2,282)	-	7,166
Subtotal Culture & Recreation	8,215	9,320	(6,602)	2,718	-	10,933
Title III E Caregiver Grant	(771)	9,144	(8,265)	879	-	108
COA Formula grant	19,025	58,928	(69,781)	(10,853)	-	8,172
Transportation Coordinator	-	-	-	-	-	-
Subtotal Council on Aging	18,254	68,072	(78,046)	(9,974)	-	8,280
State aid to libraries	648	46,188	(46,188)	(0)	-	648
Subtotal Library Grants	648	46,188	(46,188)	(0)	-	648

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, 2003

	Balance July 1	Revenues	Expenditures	Excess (Deficiency)	Net Transfers	Balance June 30
STATE GRANTS:						
Tobacco Control Services	14,230	-	(13,478)	(13,478)	-	751
Comm Septic Mgt.	-	-	-	-	-	-
Coastal Access Grant	-	-	-	-	-	-
FY03 Item Pricing Grant	-	45,000	(15,793)	29,207	-	29,207
Subtotal Other State Grants	14,230	45,000	(29,272)	15,728	-	29,958
TOTAL STATE GRANTS	200,660	1,600,766	(1,692,365)	(91,600)	0	109,061
RECEIPTS RESERVED FOR APPROPRIATION:						
Parking meter receipts	187,201	32,312	(21,782)	10,530	(54,889)	142,842
Sale of Cemetery Lots	27,593	15,075	(8,422)	6,653	-	34,246
BDC Handicap	54,316	23,412	(2,368)	21,044	-	75,360
Sale of old police station	(0)	-	-	-	-	(0)
Wetland Protection Fund	102,822	40,515	-	40,515	(20,000)	123,338
Flynn Tower Mitigation	408,130	-	-	-	(408,130)	-
Town hall 4th floor flood	-	-	(17,652)	(17,652)	-	(17,652)
TOTAL RECEIPTS RESERVED FOR APPROPRIATION	780,062	111,314	(50,224)	61,090	(483,019)	358,134
REVOLVING FUNDS:						
Sisco	-	2,500	(2,500)	-	-	-
J-Tech	0	-	-	-	-	0
School Choice Tuition	-	302,838	(247,153)	55,685	-	55,685
After school	118,445	331,227	(338,254)	(7,027)	-	111,418
Special Ed	128,197	55,259	(44,894)	10,365	-	138,563
School Building Rental	47,264	167,109	(173,562)	(6,453)	-	40,810
EYL	27,298	42,999	(37,319)	5,680	-	32,978
School lunch	(180,829)	2,271,443	(2,183,484)	87,960	240,000	147,131
Early childhood	42,129	94,825	(64,186)	30,639	-	72,768
Wed. Afternoon	154	3,680	(3,778)	(98)	-	56

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, 2003

	Balance July 1	Revenues	Expenditures	Excess (Deficiency)	Net Transfers	Balance June 30
REVOLVING FUNDS:						
Instrumental Music	25,400	56,750	(1,275)	55,475	10,471	91,346
Extended Day	47,475	268,920	(195,402)	73,518	-	120,993
Transportation	208,895	400,193	(281,195)	118,998	-	327,893
Elementary Summer School	-	860	-	860	-	860
Subtotal Education	464,428	3,998,603	(3,573,002)	425,601	250,471	1,140,500
School athletics	31,115	166,579	(175,317)	(8,738)	-	22,378
Subtotal school athletics	31,115	166,579	(175,317)	(8,738)	-	22,378
GIS	23,544	10,027	(4,092)	5,934	-	29,478
Adult Social Day	55,236	117,838	(53,922)	63,917	(45,535)	73,617
Senior Programs	17,255	39,787	(36,328)	3,459	-	20,713
Weight & measures	90,726	110,406	(39,366)	71,040	-	161,765
Building permits	88,998	25,003	(61,467)	(36,464)	-	52,534
Shellfish	51,604	61,604	(57,630)	3,974	-	55,578
Parks and recreation	295,664	387,679	(410,912)	(23,233)	-	272,431
Police Training	1,303	9,400	(6,250)	3,150	-	4,453
Subtotal Ch44 53E1/2	624,329	761,744	(669,967)	91,776	(45,535)	670,570
Ins. recovery - Hamblins Bathhouse	2,989	84,833	(3,354)	81,479	-	84,468
Insurance recovery	72,438	-	-	-	-	72,438
Subtotal Other Revolving	75,427	84,833	(3,354)	81,479	-	156,906
TOTAL REVOLVING FUNDS	1,195,299	5,011,759	(4,421,640)	590,119	204,936	1,990,354
OTHER SPECIAL REVENUE:						
Insurance recovery	2,682	2,470	-	2,470	-	5,152
Kidsnet	0	-	-	-	-	0
CC Economic Dev Council	1,096	-	(1,096)	(1,096)	-	(0)
Kidsnet	4,989	-	(4,589)	(4,589)	-	400
CC Economic Dev Council	4,911	-	(4,767)	(4,767)	-	144

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, 2003

	Balance July 1	Revenues	Expenditures	Excess (Deficiency)	Net Transfers	Balance June 30
<i>OTHER SPECIAL REVENUE:</i>						
CC Economic Dev Council	1,394	-	(1,394)	(1,394)	-	(0)
BC/BS Grant	3,445	3,000	(1,986)	1,014	-	4,459
Verizon	3,680	-	(3,366)	(3,366)	-	314
School Volunteers	1,276	-	-	-	-	1,276
Teen Enrichment	150	-	-	-	-	150
Music Program Gifts	14,896	(1,425)	(3,000)	(4,425)	(10,471)	-
Phinney Greek Grant	-	15,944	(22,674)	(6,730)	-	(6,730)
Genesis Fund	-	5,000	(5,000)	-	-	-
CC Economic Dev Council	-	16,000	(8,874)	7,127	-	7,127
Kidsnet	-	12,000	(5,944)	6,056	-	6,056
Great Expectations Fund	-	4,900	(3,373)	1,527	-	1,527
Verizon	-	35,000	(2,869)	32,131	-	32,131
Living Classroom	-	16,832	(2,916)	13,916	-	13,916
Subtotal Education	38,519	109,721	(71,847)	37,873	(10,471)	65,922
Land Bank	5,073,480	5,117,101	(4,272,539)	844,562	-	5,918,042
Subtotal Open Space	5,073,480	5,117,101	(4,272,539)	844,562	-	5,918,042
Septic grant	83,983	89,038	(30,400)	58,638	-	142,621
FY02 Comm. Septic Mgt. Grant	-	200,000	(200,000)	-	-	-
Subtotal Title V Loan	83,983	289,038	(230,400)	58,638	-	142,621
Historical Committee	16,233	3,941	(840)	3,101	-	19,334
Iyanough Memorial	1,850	-	-	-	-	1,850
Arts & Humanities	2,355	5,881	(2,975)	2,906	327	5,588
Environmental	1,000	-	-	-	-	1,000
Housing Inspection	11,753	-	-	-	-	11,753
Beautification	513	-	-	-	-	513
Disability Committee	1,927	200	-	200	-	2,127
Village Green Improvement	6,706	-	-	-	-	6,706
Old Selectmen's Building	29,478	9,770	(3,800)	5,970	-	35,448

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, 2003

	Balance July 1	Revenues	Expenditures	Excess (Deficiency)	Net Transfers	Balance June 30
<i>OTHER SPECIAL REVENUE:</i>						
Sandy Neck	4,120	-	-	-	-	4,120
Planning	436	-	-	-	-	436
Craigville Beach rocks	50	-	-	-	-	50
Community Services	175	-	(173)	(173)	-	2
4th of July	8,123	3,500	(10,000)	(6,500)	-	1,623
Centerville Monument Gifts	5,300	9,018	(1,944)	7,073	-	12,373
Indep. Drive Guardrail Gift	-	-	-	-	-	-
Long Beach Details	1,000	-	-	-	-	1,000
Gloria Uranus Memorial Gifts	-	940	-	940	-	940
Police Dept. Gifts	-	8,100	-	8,100	-	8,100
Subtotal Gifts	91,019	41,350	(19,732)	21,617	327	112,963
Capecod Economic Dev Council	2,352	-	-	-	-	2,352
COA - Capecod 5 Grant	1,306	-	-	-	-	1,306
RAD Program	2,558	770	(920)	(150)	-	2,408
Turn off the violence	158	-	-	-	-	158
Human Services	4,737	8,464	(8,872)	(408)	-	4,330
School Audit	21,984	-	-	-	-	21,984
Tree replacement	41	2,008	-	2,008	-	2,049
EDC Revitalize Hyannis	17,000	-	(17,000)	(17,000)	-	-
RT 6A Vegt. Mgt. plan	10,657	-	-	-	-	10,657
County surplus funds	12,672	1,173	(13,845)	(12,672)	-	-
County surplus funds	(30,072)	108,344	(78,262)	30,082	-	10
Undesignated	7,102	-	(2,097)	(2,097)	-	5,005
Capecod Pathways	-	-	(4,960)	(4,960)	-	(4,960)
Pride in Capecod Grant	-	500	(500)	-	-	-
County surplus funds	-	237,960	(1,233)	236,727	-	236,727
Town Hall Flood	-	-	(8,689)	(8,689)	-	(8,689)
Road assessments	-	208,658	-	208,658	(208,658)	-
Media One Capital	1,056,839	394,421	(83,290)	311,131	-	1,367,969
Subtotal Other Special Revenue	1,107,334	962,298	(219,669)	742,630	(208,658)	1,641,306

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, 2003

	Balance July 1	Revenues	Expenditures	Excess (Deficiency)	Net Transfers	Balance June 30
<i>OTHER SPECIAL REVENUE:</i>						
<i>TOTAL OTHER SPECIAL REVENUE</i>	<i>6,394,335</i>	<i>6,519,509</i>	<i>(4,814,188)</i>	<i>1,705,321</i>	<i>(218,802)</i>	<i>7,880,854</i>
<i>TOTAL ALL SPECIAL REVENUE FUNDS</i>	<i>\$ 8,882,183</i>	<i>\$ 16,968,076</i>	<i>\$ (14,677,368)</i>	<i>\$ 2,290,708</i>	<i>\$ (483,188)</i>	<i>\$ 10,689,703</i>

Note: All deficit balances are a result of timing issues only. Subsequent receipt of revenues in fiscal year 2004 will eliminate all deficit balances.

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Statement of Revenues, Expenditures and Changes in Fund Equity - All Capital Project Funds
For the Fiscal Year Ended June 30, 2003

Project Name	Balance July 1,	Revenue	Expenditures	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	11,970	-	17,669	30,908	25,209
Ch. 90 Barnstable Rd.	3,443	-	7,676	5,213	980
Ch. 90 Old Stage Rd.	14,845	-	-	(14,845)	-
Ch. 90 Ocean/South St.	196,079	41,404	10,084	(41,404)	185,995
Ch. 90 Barnstable Village 6A	157,772	-	-	(157,772)	-
Ch. 90 Rt.149 Falmouth/Flint Rd.	75,824	-	-	(75,415)	409
Ch. 90 Upgrade 5 Intersections	(124,395)	-	-	124,395	-
Ch. 90 Main St. Osterville	78,213	-	128	116,876	194,962
Ch. 90 Center St.	(0)	-	-	1,349	1,349
Ch. 90 Rt. 149 Old Fal. to Rt. 28	(23,815)	-	-	36,473	12,658
Ch. 90 Yarmouth Road	9,578	-	(1,155)	-	10,732
Ch. 90 Strawberry Hill Traffic Signal	(5,615)	-	1,211	-	(6,825)
Attuck's Lane Extension	(43,297)	-	-	43,297	0
Ch. 90 Old Stage Rd. Rt.28 to Oak	(507,853)	1,047,147	754,601	-	(215,306)
Ch. 90 Meetinghouse Rt.149	(14,702)	-	-	-	(14,702)
Ch. 90 Corporation St.	(50,989)	-	34,963	85,952	-
Ch. 90 Phinneys Lane/Hyannis rd.	(100,010)	120,157	20,659	495	(17)
Ch. 90 Craigville/So. Main Traffic Light	-	-	3,500	-	(3,500)
Total Chapter 90	(167,429)	1,208,708	849,336	(0)	191,944
Kennedy Rink Roof Repairs	13,476	-	-	-	13,476
Old Town Hall Improvements	58,528	-	58,528	-	-
Facility Maintenance	3,100	-	3,100	-	-
Town Hall Rehabilitation	239,227	-	179,536	-	59,691
Beach House Renovation	-	-	8,432	120,000	111,568
Police Facility Addition	-	1,300,000	81,023	-	1,218,977
Kennedy Rink Improvements	(73,804)	250,000	27,078	-	149,118
Plans for Police Station	23,594	-	23,594	-	-
Town Hall Air Quality Improvements	11,473	-	11,473	-	(0)
Osterville Community Center	39,011	-	-	-	39,011
Highway Equip Storage Shed	1,658	-	1,484	-	174
Town Bldg Repairs Guyer & S&G	42,202	-	13,954	-	28,248
Old Jail Roof Replacement	4,175	-	-	-	4,175
Old Town Hall Repairs	17,738	-	13,169	-	4,569
Police Facility Repairs	1,451	-	802	-	649
New Town Hall Renovations	8,802	-	7,762	-	1,040
SAB Repairs	1,708	-	1,125	-	583
S&G Building Repairs	37,246	-	16,543	-	20,703
Beach Building Renovations	3,218	-	-	-	3,218
Senior Center Rt. 28	137,647	-	-	-	137,647
Town Hall Repairs	248	-	-	-	248
Community Center Repairs	24,990	-	20,266	-	4,724
Highway Office Renovation	82,923	-	-	-	82,923
Total Municipal Buildings	678,609	1,550,000	467,868	120,000	1,880,741
Handicap Fishing Pier Dowses	45,174	-	-	-	45,174
Dredge Main Channel - 3 Bay	1,930	-	-	-	1,930
Red Lilly Pond	(197,489)	266,080	5,913	143,920	206,598
Land Purchase - 459 Old Mill Rd.	4,532	-	-	-	4,532

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Statement of Revenues, Expenditures and Changes in Fund Equity - All Capital Project Funds
For the Fiscal Year Ended June 30, 2003

Project Name	Balance July 1,	Revenue	Expenditures	Net Transfers	Balance June 30,
Upgrade Traffic Signals	16,354	-	13,876	-	2,478
Sandy Neck Mgt. Plan	6,695	-	-	-	6,695
Hamblin Pond Study	30,634	-	1,050	-	29,584
Barnstable Water Co.	95,671	-	-	-	95,671
Waterfront Property analysis	61,400	-	4,687	-	56,713
GIS Aerial Mapping & Flyover - PH II	36,188	-	8,906	-	27,282
Private Road Layout & Acceptance	498,761	-	160	-	498,601
Bearse Pond Remediation	10,240	-	2,733	-	7,508
Pavement Management	135,846	-	135,605	-	241
Coastal Discharge Mitigation	185,334	23,700	40,178	-	168,856
Storm Water Discharge	80,125	-	21,442	-	58,683
Road Drainage Improvements	20,161	-	15,340	-	4,821
Main St Hyannis Streetscape	(33,418)	2,084,928	487,551	-	1,563,959
Sewer Collection System Expansion	1,198,927	-	156,378	-	1,042,549
Nitrogen Management	(5,455)	-	54,048	-	(59,503)
Reconstruction of Park Square	702,974	-	535,468	-	167,506
Sidewalk Construction	259,957	-	1,106	-	258,851
Parking Lot Improvements	435,000	-	44,382	-	390,618
Dredge Centerville River	1,498,592	-	84,027	-	1,414,566
Walkway to the Sea	385,000	-	35,300	-	349,700
Prince Cove Marina	(9,855)	-	1,750,325	-	(1,760,180)
Long Pond Centerville Hydrilla Control	45,175	25,000	34,486	-	35,689
Nitrogen Management	-	-	9,870	-	(9,870)
Coastal Discharge Mitigation	-	200,000	208	-	199,792
Sidewalk Construction	-	300,000	2,823	-	297,177
Pavement Management	-	-	327,617	900,000	572,383
Boat Ramp Renovations	-	-	-	135,000	135,000
Lake Wequaquet Fanwort Removal	-	-	1,170	15,000	13,830
Road Drainage Repairs	-	250,000	141,587	-	108,413
Roundabout - Scudder/Smith/Marstons	-	250,000	34,529	-	215,471
Dredge Stewarts Creek	-	10,000	-	-	10,000
Hagberg Soccer Fields	-	-	35,461	408,130	372,669
Bridge Creek Restoration	-	232,850	490,831	27,000	(230,981)
Pavement Management	217,866	-	177,511	-	40,355
GIS Aerial Mapping & Flyover	7,809	-	4,500	-	3,309
Acceptance & Layout of Pr. Rd.	319,150	-	205,106	-	114,044
Permit Tracking Software Development	66,000	-	-	-	66,000
Acceptance & Layout of Pr. Rd.	306,160	-	113,148	-	193,012
Kennedy Memorial Renovation	6,807	-	1,675	-	5,132
Bearses Pond Remediation	383	-	368	-	15
Email & Schedule Software	1,382	-	-	-	1,382
New PC's	65,000	-	63,674	-	1,326
Race Lane Farm Repairs	9,353	-	3,686	-	5,667
Historical Projects	2,826	-	-	-	2,826
Red Lilly Pond	16,253	-	10,219	-	6,034
Town Hall Generator	2,007	-	-	-	2,007
West Bay Bridge	6,366	-	-	-	6,366
Road Intersection Realignment	162,102	-	5,866	-	156,236
Traffic Signal Upgrade	32,404	-	29,468	-	2,937
GIS	488	-	-	-	488
Water Quality Monitoring	1,052	-	-	-	1,052
Pavement Management	55,612	-	53,572	-	2,040

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Statement of Revenues, Expenditures and Changes in Fund Equity - All Capital Project Funds
For the Fiscal Year Ended June 30, 2003

Project Name	Balance July 1,	Revenue	Expenditures	Net Transfers	Balance June 30,
Rt. 132 Double Barrell	83,773	-	45,528	-	38,246
Computer Equipment	16,500	-	16,500	-	(0)
Red Lilly Project	324,719	-	2,271	(143,920)	178,527
Land Aquisition - Baxter	4,404	-	-	-	4,404
Unified Trans. & Park. Facility	1,922,830	-	213,917	-	1,708,913
Land Aquisition - Walkway to Sea	16,077	-	-	-	16,077
Prince Cove Dock	99,471	-	14,321	-	85,150
West Bay Bridge Maintenance	27,274	-	2,279	-	24,995
Town Dredging	458,444	-	85,590	-	372,853
Open Space Land Acquisition	(385)	-	-	-	(385)
Highway Bldg Fire & Fuel	71,055	-	-	-	71,055
Beach Replenishment	30,475	-	-	-	30,475
Nitrogen Management	40,715	-	32,832	-	7,883
Cotuit Tennis Courts	18,518	-	-	-	18,518
East Beach Reclamation	4,508	-	-	-	4,508
Bulkhead Improvements	83,251	-	3,900	-	79,351
Barnstable Road	(53,137)	139,586	937,049	-	(850,600)
Total Other	9,935,965	3,782,145	6,500,036	1,485,130	8,703,204
High School Construction	(116,828)	162,000	35,912	-	9,260
Middle School Construction	1,510	-	1,510	-	(0)
Asbestos Tile Abatement	9,011	-	-	-	9,011
School Replacement Roof	174	-	-	-	174
School Replacement Roof	1,421	-	943	-	477
Handicap Accessibility	100,000	-	-	-	100,000
Asbestos Tile Abatement	200,000	-	-	-	200,000
Grade 5 Brick Design	32,589	-	6,066	-	26,523
Engineering Study - Elementary Schools	150,000	-	-	-	150,000
School Health & Safety	-	442,000	171,538	-	270,463
School Facility Repairs	160	530,000	306,911	-	223,249
Fuel Tank & Asbestos Removal	26,916	-	14,231	-	12,684
Exterior Trim Painting	122,758	-	31,413	-	91,345
Window Replacement	179,739	-	179,167	-	572
Light Fixtures	6,244	-	5,373	-	870
Total Schools	713,694	1,134,000	753,065	-	1,094,629
Grand Total - All Capital Projects	\$ 11,160,840	\$ 7,674,853	\$ 8,570,305	\$ 1,605,130	\$ 11,870,518

** The notes payable balance of \$1,850,000 on the June 30, 2003 balance sheet within the capital projects fund represents the temporary borrowing issued for the Prince Cove Marina acquisition.

Note: All deficit balances are a result of timing issues only. Subsequent receipt of revenues in fiscal year 2004 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 2004 to replace the temporary borrowings will eliminate any deficit balances as these receipts are included in revenues.

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Schedule of Trust Funds - Town
For the Year Ending June 30, 2003

	Fund Balance July 1	Total Revenue	Total Expenditures	Net Transfers	Fund Balance June 30
Expendable:					
Pension reserve	5,138,695	96,871	20,834	(493,583)	4,721,150
Insurance reserve	1,748,410	146,458	6,723	(350,000)	1,538,144
Conservation reserve	526,521	36,455	2,189	-	560,787
Police law enforcement	54,419	42,209	7,029	-	89,598
JFK meemeorial fund	48,848	18,412	11,139	-	56,122
Sandy neck gateway	4,173	58	-	-	4,232
Joey Parke meemeorial	92	-	-	-	92
Capital Trust Fund	8,257,353	772,640	33,822	(587,410)	8,408,762
Elderly & Disabled tax fund	21,532	11,128	17,404	-	15,256
Korean War Memorial	25,642	1,313	92	-	26,863
Total Expendable	15,825,685	1,125,545	99,232	(1,430,993)	15,421,005
Non-expendable:					
Beechwood cemetery - P	7,728	-	-	-	7,728
Beechwood cemetery - I	13,605	313	35	-	13,884
Cemetery perpetual care - P	1,077,496	37,072	-	-	1,114,568
Cemetery perpetual care - I	797	31,628	34,511	-	(2,085)
Centerville Improvements - P	10,113	0	-	-	10,113
Centerville Improvements - I	4,006	222	1,612	-	2,615
Collidge Ellen - P	500	(0)	-	-	500
Collidge Ellen - I	178	10	2	-	187
Kirkman S - P	3,944,969	(51,887)	-	-	3,893,082
Kirkman S - I	88,254	147,827	33,801	-	202,281
Lombard P - P	26,045	(20)	-	-	26,025
Lombard P - I	83,131	59,131	28,417	-	113,845
Lovell xmas tree - P	2,799	(1)	-	-	2,798
Lovell xmas tree - I	2,087	69	9	-	2,147
Macgrotty fund - P	105,812	(9,269)	-	-	96,543
Macgrotty fund - I	33,221	2,746	935	-	35,031
Scudder Land Trust - P	1,689	(0)	-	-	1,689
Scudder Land Trust - I	2,734	62	6	-	2,790
Sturgis Fund - P	38,360	(375)	-	-	37,985
Sturgis Fund - I	38,887	2,957	174	-	41,670
Hamblin cons. - P	50,690	194	-	-	50,884
Hamblin cons. - I	4,645	2,132	8,836	-	(2,059)
Total Non-expendable	5,537,746	222,812	108,338	-	5,652,220
Grand total	21,363,431	1,348,357	207,569	(1,430,993)	21,073,226

TOWN OF BARNSTABLE, MASSACHUSETTS
Combining Schedule of Trust Funds - School
For the Year Ending June 30, 2003

	Fund Balance July 1	Total Revenue	Total Expenditures	Net Transfers	Fund Balance June 30
Non-expendable:					
Barnstable scholarship - I	18,333.60	12,888.62	12,782.71	-	18,439.51
Cobb school - P	4,083,186.16	-	-	-	4,083,186.16
Cobb school - I	73,120.63	36,881.00	41,062.89	-	68,938.74
Dean Lewis - P	432.54	-	-	-	432.54
Dean Lewis - I	969.01	19.95	1.44	-	987.52
Hallgren C - P	31,839.55	(135.30)	-	-	31,704.25
Hallgren C - I	24,540.73	1,877.76	2,393.46	-	24,025.03
Harlow C - P	31,712.20	40.76	-	-	31,752.96
Harlow C - I	16,337.49	2,645.26	144.74	-	18,838.01
Hinckle J - P	14,156.16	-	-	-	14,156.16
Hinckle J - I	5,350.87	598.00	1,065.28	-	4,883.59
Lovell W - P	2,044.29	-	-	-	2,044.29
Lovell W - I	1,258.99	46.14	6.93	-	1,298.20
Lovell Loan - P	28,395.02	73.01	-	-	28,468.03
Lovell Loan - I	32,186.70	2,195.30	128.41	-	34,253.59
Marston School - P	919.64	-	-	-	919.64
Marston School - I	9.93	12.12	3.15	-	18.90
School Fund - P	525.84	-	-	-	525.84
School Fund - I	1,139.57	23.05	1.80	-	1,160.82
Thompson Scholarship - P	37,777.94	(175.30)	-	-	37,602.64
Thompson Scholarship - I	11,869.81	2,014.24	153.38	-	13,730.67
HY East Scholarship Program	12,518.31	3,651.62	2,000.00	-	14,169.93
Undesignated	5,448.48	-	5,448.48	-	-
Total Non-expendable	4,434,073.46	62,656.23	65,192.67	-	4,431,537.02

TOWN OF BARNSTABLE, MASSACHUSETTS
Schedule of Long-Term Debt
On June 30, 2003

Description	June 30, 2002	+	MWPAT Write-down	-	June 30, 2002
		Issued		Redeemed	
General Obligation Bonds:					
Old Jail Lane	\$ 440,000			\$ 440,000	\$ -
Burgess property - Refunded	\$ 563,750			\$ 115,000	\$ 448,750
West Barnstable Land Acquisition	\$ 150,000			\$ 50,000	\$ 100,000
Land acquisitions - Affordable Housing	\$ 136,000			\$ 11,000	\$ 125,000
Land acquisitions - BUTAPS	\$ 2,500,000			\$ 140,000	\$ 2,360,000
Total Land Acquisition	\$ 3,789,750	\$ -	\$ -	\$ 756,000	\$ 3,033,750
MM Elementary#1	\$ 280,000			\$ 280,000	\$ -
MM Elementary#2-Refunded	\$ 958,650			\$ 140,600	\$ 818,050
MM Middleschool	\$ 2,505,000			\$ 835,000	\$ 1,670,000
MM Middleschool-Refunded	\$ 8,344,960			\$ 44,329	\$ 8,300,631
High School Addition & Renovation	\$ 40,995,000			\$ 1,700,000	\$ 39,295,000
School Fuel Tank & Asbestos Removal	\$ 140,000			\$ 70,000	\$ 70,000
School Trim Painting	\$ 80,000			\$ 40,000	\$ 40,000
Hy-West Roof Truss Repairs	\$ 126,000			\$ 63,000	\$ 63,000
Hyannis Middle School	\$ 15,030,000			\$ 835,000	\$ 14,195,000
School Windows	\$ 125,000			\$ 45,000	\$ 80,000
School Asbestos Removal	\$ 150,000			\$ 10,000	\$ 140,000
SPED loan	\$ 475,009			\$ 118,753	\$ 356,256
School Remodeling		\$ 442,000			\$ 442,000
School Remodeling		\$ 530,000			\$ 530,000
High School Addition & Renovation		\$ 162,000			\$ 162,000
Total School	\$ 69,209,619	\$ 1,134,000	\$ -	\$ 4,181,682	\$ 66,161,937
Public Way-Signals	\$ 195,000			\$ 40,000	\$ 155,000
Public Way	\$ 1,000,000			\$ 100,000	\$ 900,000
Public Ways-Sidewalks	\$ 80,000			\$ 40,000	\$ 40,000
Public Way-Paving	\$ 1,330,000			\$ 890,000	\$ 440,000
Public Ways-Bridge Repairs	\$ 560,000			\$ 70,000	\$ 490,000
Public Ways-Paving	\$ 560,000			\$ 70,000	\$ 490,000
Public Ways-Paving	\$ 600,000			\$ 200,000	\$ 400,000
Public Ways	\$ 110,000			\$ 40,000	\$ 70,000
Rt. 132 Design	\$ 200,000			\$ 50,000	\$ 150,000
Public Way - Park Square	\$ 510,000			\$ 95,000	\$ 415,000
Public Way - Park Square	\$ 200,000			\$ 40,000	\$ 160,000
Public Way - Parking Lots	\$ 435,000			\$ 90,000	\$ 345,000
Public Way - Walkway to the Sea	\$ 385,000			\$ 80,000	\$ 305,000
Public Way-Sidewalks	\$ 260,000			\$ 55,000	\$ 205,000
Acceptance/Layout-Private Roads	\$ 400,000			\$ 100,000	\$ 300,000
Roundabout Scudder Ave - Smith St		\$ 250,000			\$ 250,000
Main St. Hyannis Reconstruction		\$ 1,830,000			\$ 1,830,000
Subtotal Roads	\$ 6,825,000	\$ 2,080,000	\$ -	\$ 1,960,000	\$ 6,945,000
Public Wharves-Town Pier	\$ 370,000			\$ 55,000	\$ 315,000
Public Wharves-Town Pier	\$ 120,000			\$ 40,000	\$ 80,000
Public Wharves-Town Pier	\$ 150,000			\$ 50,000	\$ 100,000
Subtotal Pier	\$ 640,000	\$ -	\$ -	\$ 145,000	\$ 495,000
Title V	\$ 197,403			\$ 10,400	\$ 187,003
Title V	\$ 100,000				\$ 100,000
Title V	\$ 100,000				\$ 100,000
Subtotal Title V	\$ 397,403	\$ -	\$ -	\$ 10,400	\$ 387,003

TOWN OF BARNSTABLE, MASSACHUSETTS
Schedule of Long-Term Debt
On June 30, 2003

Description	June 30, 2002	+	-	June 30, 2002	
		Issued	MWPAT Write-down	Redeemed	
General Obligation Bonds:					
Building-DPW	\$ 940,000			\$ 95,000	\$ 845,000
Recreation-Aselton Park	\$ 235,000			\$ 40,000	\$ 195,000
Building -Senior Center	\$ 1,260,000			\$ 80,000	\$ 1,180,000
Building Remodeling-Hinckley	\$ 60,000			\$ 30,000	\$ 30,000
Building Remodeling-Town Hall	\$ 105,000			\$ 55,000	\$ 50,000
Building Remodeling-Hinckley	\$ 400,000			\$ 25,000	\$ 375,000
Building Remodeling-Town Hall	\$ 250,000			\$ 15,000	\$ 235,000
Police Facility Addition		\$ 1,300,000			\$ 1,300,000
Kennedy Rink Improvements		\$ 250,000			\$ 250,000
Subtotal Public Buildings	\$ 3,250,000	\$ 1,550,000	\$ -	\$ 340,000	\$ 4,460,000
Public Wharves-Dredging	\$ 94,000			\$ 47,000	\$ 47,000
Public Wharves-Dredging	\$ 430,000			\$ 35,000	\$ 395,000
Dredging - Centerville River	\$ 1,500,000			\$ 150,000	\$ 1,350,000
Public Wharves-Dredging	\$ 500,000			\$ 40,000	\$ 460,000
Subtotal Dredging	\$ 2,524,000	\$ -	\$ -	\$ 272,000	\$ 2,252,000
Drainage	\$ 150,000			\$ 30,000	\$ 120,000
Drainage	\$ 500,000			\$ 50,000	\$ 450,000
Drainage	\$ 210,000			\$ 30,000	\$ 180,000
Drainage	\$ 395,000			\$ 35,000	\$ 360,000
Drainage		\$ 250,000			\$ 250,000
Subtotal Drainage	\$ 1,255,000	\$ 250,000	\$ -	\$ 145,000	\$ 1,360,000
Arial Mapping	\$ 100,000			\$ 15,000	\$ 85,000
Subtotal Arial Mapping	\$ 100,000	\$ -	\$ -	\$ 15,000	\$ 85,000
Sewer Planning and Design	\$ 1,200,000			\$ 240,000	\$ 960,000
Subtotal Sewer Planning	\$ 1,200,000	\$ -	\$ -	\$ 240,000	\$ 960,000
Landbank Acquisitions	\$ 15,003,007			\$ 863,007	\$ 14,140,000
Landbank Acquisitions		\$ 2,000,000			\$ 2,000,000
Subtotal Landbank	\$ 15,003,007	\$ 2,000,000	\$ -	\$ 863,007	\$ 16,140,000
Total General Obligation Bonds:	\$ 104,193,779	\$ 7,014,000	\$ -	\$ 8,928,089	\$ 102,279,690
Enterprise Funds:					
Golf Course:					
31.32% of 8/15/01 refunding bonds	\$ 1,722,050			\$ 216,400	\$ 1,505,650
Golf Course	\$ 120,000			\$ 40,000	\$ 80,000
Subtotal Construction	\$ 1,842,050	\$ -	\$ -	\$ 256,400	\$ 1,585,650
Total Golf Course	\$ 1,842,050	\$ -	\$ -	\$ 256,400	\$ 1,585,650
Water Pollution Control:					
Refund bond 41.01% of \$5,500,000	\$ 2,255,550			\$ 135,785	\$ 2,119,765
Sewer (Refunded on 8/15/2001)	\$ 570,000			\$ 190,000	\$ 380,000
Refund bond 19.76% of 10,400,000	\$ 2,055,040			\$ 97,886	\$ 1,957,154
Sewer 98-42	\$ 250,093			\$ 11,024	\$ 239,069
Sewer 98-27	\$ 380,444			\$ 16,756	\$ 363,688
Sewer 98-44	\$ 130,091			\$ 5,842	\$ 124,249
Subtotal Sewer Repairs	\$ 5,641,218	\$ -	\$ -	\$ 457,293	\$ 5,183,925

TOWN OF BARNSTABLE, MASSACHUSETTS
Schedule of Long-Term Debt
On June 30, 2003

Description	June 30, 2002	+	-	-	June 30, 2002
		Issued	MWPAT Write-down	Redeemed	
General Obligation Bonds:					
Sewer 91-38	\$ 1,713,929			\$ 142,944	\$ 1,570,985
Sewer 91-39 Rewrite	\$ 784,636			\$ 50,932	\$ 733,704
Sewer 91-39A	\$ 900,611			\$ 49,136	\$ 851,475
Sewer 96-28 Rewrite	\$ 1,409,218			\$ 76,884	\$ 1,332,334
Sewer 98-46	\$ 1,619,831			\$ 72,593	\$ 1,547,238
Subtotal Sewer Facility Projects	\$ 6,428,225	\$ -	\$ -	\$ 392,489	\$ 6,035,737
Total Water Pollution Control	\$ 12,069,443	\$ -	\$ -	\$ 849,782	\$ 11,219,661
Solid Waste:					
Solid Waste Landfill Closure	\$ 6,092,733			\$ 303,062	\$ 5,789,671
Transfer Station Improvements		\$ 545,000			\$ 545,000
Total Solid Waste	\$ 6,092,733	\$ 545,000	\$ -	\$ 303,062	\$ 6,334,671
Grand Total	\$ 124,198,005	\$ 7,559,000	\$ -	\$ 10,337,333	\$ 121,419,672

Note: Total outstanding balance at 6/30/2003 above of \$121,419,672 is \$356,256 more than total balance on the June 30, 2003 balance sheet. Difference is the SPED loan payable which is included on the Note payable line on balance sheet.

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 254 passport applications, which were up from 2002. Over 1,987 new voters were added, 1090 changes were made and 2,249 voters were deleted from our CVR system. We registered more than 3592 dogs and over 353 new business certificates were issued.

Births, deaths and marriages were similar to last year's totals with 890 deaths, 994 births and 403 marriages having been recorded. We issued over 10,000 vitals, which has been a fairly stable number for years.

The fall elections encompassed the new scenario of 13 precincts and the election of 13 councilors. All precincts had a greater than average turnout to not only vote for the councilors, but vote on a Prop. 2 1/2 override for town and school expenses. You will see all election results on the following pages.

In 2004 the Town will have three major elections with the Presidential Primary in March of 2004, and the primary and ultimately Presidential election in the fall of 2004. Anyone, who has moved or moves during the year is encouraged to please notify the Town Clerk's office so that your voter status will remain current and your precinct will be applicable to your residence. Please respond to your census, it keeps your voter and census information current. Any questions that you may have concerning your voter status, please contact my office.

My thank yous remain unchanged. I am indebted to the wardens and poll workers who take time out to make the election process work. Over 135 people work on elections from the town, and that does not include the assistance from Structures & Grounds staff, and the Police Department. I also want to thank the School Department, the Recreation Department, as well as the Cotuit Fire District, and St. Georges Greek Orthodox Church, for helping provide facilities for the elections. Thanks again to

my staff who is able provide the services: my assistant, Lucia Fulco, and Susan Maffei, Leslie Steers, Diane D'Agostino and part-timers Donna Silva 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; as well as bind them for historical purposes. A full listing of the items that were addressed during 2003 is provided in this town report.

Linda E. Hutchenrider, CMMC, MMC
Town Clerk

PRECINCT TOTALS TALLY SHEET				
TOWN OF BARNSTABLE				
TOWN PRELIMINARY September 16, 2003				
OFFICES/CANDIDATES		PRECINCTS: 2	11	
	TOTAL VOTERS	2609	2817	
	TOTAL VOTES	451	444	
	%	17%	16%	
PRECINCT 2 TOWN COUNCIL (vote for one)				
Total			451	
Unused Votes			0	
Write-in votes			0	
ARTHUR L DESROCHER			104	
CARLOS BARBOSA			101	
THOMAS R RUGO			222	
GARY W LOPEZ			24	
PRECINCT 11 TOWN COUNCIL (vote for one)				
Total			444	
Unused Votes			1	
Write-in votes			0	
HENRY C FARNHAM			208	
ROBERT F STAHLEY			133	
JOHN E BRENNAN			102	

PRECINCT TOTALS TALLY SHEET			ELIGIBLE VOTERS											32270																
TOWN OF BARNSTABLE			% VOTED											48%																
TOWN ELECTION November 4, 2003			TOTAL VOTES											15414																
OFFICES/CANDIDATES	PRECINCTS: 1 2 3 4 5 6 7 8 9 10 11 12 13														GRAND															
	TOTAL VOTERS	2871	2615	2230	2586	2768	2579	2853	2017	1780	2589	2842	2298	2242	TOTALS															
	TOTAL VOTES	1532	1301	891	1274	1573	1388	1519	745	426	1206	1539	1169	851	15414															
	%	53%	50%	40%	49%	57%	54%	53%	37%	24%	47%	54%	51%	38%	48%															
SCHOOL COMMITTEE (Elect 3)																														
Total		4596	3903	2673	3822	4719	4164	4557	2235	1278	3618	4617	3507	2553	46242															
Blanks		2178	1879	1211	1790	2203	1971	2057	1022	585	1715	2299	1772	1142	21824															
Write-in votes		12	11	9	21	41	28	12	3	0	15	8	12	4	176															
RICHARD PATRICK MURPHY		800	697	512	699	813	756	840	430	274	632	781	602	531	8367															
DAVID V. LAWLER		806	658	463	685	907	709	840	376	205	631	777	546	445	8048															
PEGGY K. DANDRIDGE		800	658	478	627	755	700	808	404	214	625	752	575	431	7827															
															0															
TOWN COLLECTOR																														
Total		1532	1301	891	1274	1573	1388	1519	745	426	1206	1539	1169	851	15414															
Blanks		413	312	181	315	388	337	406	154	78	295	414	293	187	3773															
Write-in votes		2	4	3	5	10	10	4	5	0	5	5	4	0	57															
MAUREEN J McPHEE		1117	985	707	954	1175	1041	1109	586	348	906	1120	872	664	11584															
															0															
HOUSING AUTHORITY (Elect 2)																														
Total		3064	2602	1782	2548	3146	2776	3038	1490	852	2412	3078	2338	1702	30828															
Blanks		1428	1174	765	1125	1425	1277	1352	646	337	1076	1457	1144	720	13926															
Write-in votes		2	3	1	4	8	7	3	2	0	3	3	2	2	40															
ARTHUR F KIMBER		780	687	482	685	782	657	802	421	262	569	768	514	490	7899															
DEBORAH CONVERSE		854	738	534	734	931	835	881	421	253	764	850	678	490	8963															
															0															
PRECINCT 1 TOWN COUNCIL (for 4 years)																														
Total		1532													1532															
Blanks		71													71															
Write-in votes		5													5															
RICHARD W CLARK		473													473															
ANN B. CANEDY		983													983															
															0															
PRECINCT 2 TOWN COUNCIL (for 2 years)																														
Total			1301												1301															
Blanks			94												94															
Write-in votes			3												3															
ARTHUR L. DESROCHER			399												399															
THOMAS R. RUGO			805												805															

PRECINCT 3 TOWN COUNCIL (for 4 years)													0
Total													891
Blanks													70
Write-in votes													2
WAYNE CHICOINE													359
JAMES F. MUNAFO, JR.													460
													0
PRECINCT 4 TOWN COUNCIL (for 2 years)													0
Total													1274
Blanks													334
Write-in-votes													13
ROYDEN C. RICHARDSON													927
													0
PRECINCT 5 TOWN COUNCIL (for 4 years)													0
Total													1573
Blanks													29
Write-in votes													2
JAMES H. CROCKER, JR.													1120
CARL S. RIEDELL													422
													0
PRECINCT 6 TOWN COUNCIL (for 2 years)													0
Total													1388
Blanks													30
Write-in votes													4
JOSEPH R. PINO													613
JANET S. JOAKIM													741
													0
PRECINCT 7 TOWN COUNCIL (for 4 years)													0
Total													1519
Blanks													361
Write-in votes													10
RICHARD G BARRY													1148
													0
PRECINCT 8 TOWN COUNCIL (for 2 years)													0
Total													745
Blanks													29
Write-in votes													1
DEBRA S. DAGWAN													298
HAROLD E. TOBEY													417
													0
PRECINCT 9 TOWN COUNCIL (for 4 years)													0
Total													426
Blanks													77
Write-in votes													0
GARY R. BROWN													349

PRECINCT 10 TOWN COUNCIL (for 2 years)															0
Total											1206				1206
Blanks											69				69
Write-in votes											3				3
JANICE L. BARTON											759				759
THOMAS B. DOLBY											375				375
															0
PRECINCT 11 TOWN COUNCIL (for 4 years)															0
Total												1539			1539
Blanks												126			126
Write-in votes												3			3
ROBERT F. STAHLEY												587			587
HENRY C. FARNHAM												823			823
															0
PRECINCT 12 TOWN COUNCIL (for 2 years)															0
Total													1169		1169
Blanks													52		52
Write-in votes													2		2
LEAH CURTIS													608		608
GARY C. BLAZIS													507		507
															0
PRECINCT 13 TOWN COUNCIL (for 4 years)															0
Total														851	851
Blanks														25	25
Write-in votes														1	1
J. GREGORY MILNE														477	477
ROBERT R. JONES														348	348
															0
QUESTION 1 Override - \$7.2 M															0
Total		1532	1301	891	1274	1573	1388	1519	745	426	1206	1539	1169	851	15414
Blanks		6	6	0	9	4	4	1	6	3	6	3	0	2	50
YES		551	487	307	545	491	549	592	251	171	480	648	530	301	5903
NO		975	808	584	720	1078	835	926	488	252	720	888	639	548	9461
															0
QUESTION 2 Embarkation Fee \$.50															0
Total		1532	1301	891	1274	1573	1388	1519	745	426	1206	1539	1169	851	15414
Blanks		26	26	12	27	34	26	29	10	4	24	35	25	9	287
YES		1176	904	626	918	1079	991	1124	473	299	845	1128	859	629	11051
NO		330	371	253	329	460	371	366	262	123	337	376	285	213	4076

Town Council Items Report

The following are the items that were addressed by the Barnstable Town Council from January – December, 2003; as recorded by the Town Clerk.

2003-046 RESOLVE LOWELL PARK PETITION TO GENERAL COURT

RESOLVED The General Court is hereby petitioned for legislation as follows: Be it enacted,

SECTION 1 Notwithstanding any general or special law to the contrary, the town manager of the town of Barnstable is hereby authorized to permit the Cotuit Athletic Association, Inc. to construct and maintain a building of not more than Forty Feet (40') in height or 800 Square Feet in gross floor area on Lowell Park in the Town of Barnstable.

In addition, said town manager is authorized to delegate, subject to his review, determinations of scheduling of the use of said park to the Cotuit Athletic Association, Inc., in order to accommodate the use of said park by the Cotuit Athletic Association and the Cotuit Kettleers of the Cape Cod Baseball League, Inc., as well as the general public.

SECTION 2. This act shall take effect upon its passage. Dated this 16th day of January, 2003.

Date of 01/16/2003 11 Yes

Final Action: ADOPTED

2003-048A RESOLVE ENTERPRISE ACCOUNT FOR MARINAS

RESOLVED that the Town Manager evaluate the concept of establishing an enterprise account for the funding and operation of all town held marinas, ramps, and mooring programs; said evaluation shall also study the feasibility of inclusion of the Harbormaster's Department, personnel, and the maintenance of all vehicles, boats and related equipment. The Evaluation shall show all funding sources from boat excise taxes to rental fees. Other possibilities of enterprise accounts shall also be explored. The Evaluation and recommendations shall be made to the Town Council no later than June 30, 2003.

Date of 01/16/2003 11 Yes

Final Action: ADOPTED

2003-049 RESOLVE - HOOK FISHERMAN'S SECTOR ALLOCATION PLAN

WHEREAS, Commercial fishing has been a driving force throughout the history of Cape Cod and New England; and WHEREAS, Barnstable, like all the coastal communities here on the our traditional, small boat family fishermen; and WHEREAS, Fishing is our heritage and it must be preserved for our future; and WHEREAS, Commercial fishing is

one of our few non-tourism based economies. It offers a solid opportunity for our young people to live and work on the Cape year round. Our tourism industry is also greatly bolstered by the commercial fishing industry, as tourists come from all over the world to savor our fresh fish and see our small boat fleet working on the water. NOW, THEREFORE, BE ITRESOLVED: The Barnstable Town Council expresses its support of pro-active, progressive action to ensure that the Cape's small boat family fleet doesn't get regulated out of existence. And further, that the Barnstable Town Council support the Sector Allocation Plan for our hook-and-line fleet, as promoted by the Cape Cod Commercial Hook Fishermen's Association. The Sector Allocation Plan will allow hook-and-line fishermen here on the Cape to catch cod in the future as they have for the past three hundred years. The Plan will also ensure that conservation is served by allocating a percentage of George's Bank cod to the conservation friendly hook-and-line gear sector. It will also make management less contentious, as hook fishermen will be able to set up a fishery that works for them while other gear types, like gillnetters and draggers, will be free to set up rules that best fit their style of fishing. FURTHER RESOLVED: The Town Council recommends the implementation of new regulations for Georges Bank cod and supports our local small boat fleet by supporting a Sector Allocation Plan...

Date of 2/6/03

Final Action: Postponed for further info

2003-050 RESOLVE ACCEPTING POTASSIUM IODIDE

RESOLVED: That, as provided for under M.G.L. chapter 111, Section 5K (as amended), the Barnstable Town Council hereby votes to consider accepting potassium iodide from the Nuclear Regulatory Commission's potassium stockpiling program, the Massachusetts Department of Public Health or the operators of the Plymouth Nuclear Power Station.

(Full text on file with the Town Clerk)

Date of 02/06/2003 10 Yes

Final Action: PASSED

2003-051 RESOLVE OPPOSING PREMPTIVE U.S. MILITARY ATTACK

WHEREAS, while Saddam Hussein is a dictator who should be removed from power, both for the good of Iraqi people and for the security of Iraqi's neighboring countries, it is not at all clear that a unilateral U.S. military action would result in the installation of a free and democratic Iraqi government, and ...(full text in office of Town Clerk)

Date of

Final Action: PRES. DECISION NOT TO CONSIDER

2003-052 GRANT ACCEPT. & TRANSFER ORDER - BRIDGE CREEK

THAT: The Town Council hereby accepts the following grants and donations for the Bridge Creek Restoration Project, West Barnstable: Conservation Law Foundation - \$30,000; U.S. Fish & Wildlife Service - \$5,000; EOEA GROWetlands Grant and MA Watershed Initiative -\$150,000; NOAA/Gulf of Maine - \$100,000; USDA Natural Resource Conservation Service - \$195,000; ducks Unlimited - \$15,000; Corporate Wetlands Restoration Partnership - \$37,850 and furthermore, hereby transfer \$27,000 from the Department of Public Works Coastal Discharge Mitigation account for this project.

Date of 02/06/2003 10 **Yes**

Final Action: Unanimous in favor - Roll Call vote

2003-053 APPROPRIATION FOR SERVICE VAN PURCHASE

ORDERED: that the Town Council does hereby appropriate the sum of \$23,500 for the purchase of a 2003 service van for the Regulatory Services Department, Consumer Affairs Division, Parking Meter Patrol/Maintenance and Collection function, and to meet such appropriation, that \$23,500 be transferred from the Parking Meter

Date of 03/20/2003 9 **Yes Abstain**

Final Action: ADOPTED

2003-054 ORDER ACCEPTING ELDERLY EXEMPTION

RESOLVED: the Town Council hereby accepts the provisions of Chapter 184, Section 51 of the Acts of 2002 as it pertains to MGL Chapter 59, Section 5, Clause 41C by allowing the applicant to be not less than 65 years of age; the amount; the amount of the exemption to be \$1,000 (or \$8,000 in value if greater); the amount of gross receipts an applicant may receive to not exceed \$20,000, if single and \$30,000 if married; and the value of real estate cannot exceed \$40,000 if single and \$55,000 if married; and the value of real property occupied as the applicant's domicile shall not be included in their whole estate unless any portion of the estate produces income and exceeds three dwelling units.

Date of 03/20/2003 9 **Yes**

Final Action: ADOPTED

2003-055 APPOINTMENTS

That the Barnstable Town Council appoints the following individuals to a multiple member board/committee:

HYANNIS MAIN STREET WATERFRONT

HISTORIC DISTRICT COMMISSION

Sandy Lenney, 25 Newton Road, Hyannis, MA 02601, to serve until 6/30/2005 -Michael Lyons, 445 Nye Road, Centerville, MA 02632, to serve until 6/30/2005

JANE ESHBAUGH COMMUNITY SERVICE AWARD COMMITTEE

Charles Sabatt, 120 Bunker Hill Road, Osterville, MA 02655, to serve until 6/30/2005**

**Rules waived, Appointed 2/27/2003

SHELLFISH ADVISORY BOARD Matthew Ostrowski, 91 Old Toll Road, West Barnstable, MA 02601, to serve until 6/30/2005

Date of 03/20/2003 9 **Yes**

Final Action: ADOPTED

2003-056 ORDER ACCEPTING CONSERV. SERVICE GRANT

ORDERED: that the Town Council hereby accept the following grant from the USDA Natural Resources Conservation Service which shall pay the contractor (The Town of Barnstable Natural Resources Program) for the performance of the contract the sum of fifteen thousand dollars (\$15,000). The purpose of this work is to allow migrating herring passage in the fishway of the Marstons Mills River during times of low water levels. Further it is to prevent the passage of herring from the river into adjacent cranberry bog ditches where they become trapped and die.

Date of 02/27/2003 9 **Yes**

Final Action: ADOPTED

2003-057 ACCEPTANCE OF GULF OF MAINE COUNCIL GRANT

ORDERED: that the Town Council hereby accepts the following grant from the Association of the United States Delegates to the Gulf of Maine Council. The USDA Natural Resources Conservation Service shall pay the contractor (The Town of Barnstable) for the performance of the contract the sum of twenty thousand dollars (\$20,000). The project entails the restoration of the Marstons Mills River herring run ladder and 375 feet of the lining of the wooden flume structure. The project site is the entrance of the herring run at the southern shore of Middle Pond in the village of Marstons Mills, which exits into the Marstons Mills River about 1,000 feet to the south. The work to be done under this contract shall be completed by the spring of 2004, before the start of the herring migration. Any minor residual work can be completed during the summer of 2004, between the spring and fall herring migrations.

Date of 02/27/2003 9 **Yes**

Final Action: ADOPTED

2003-058 ACCEPTANCE LAW ENFORCEMENT PUBLIC SAFETY EQUIP.

RESOLVED: That the Town Council hereby accepts a Local Law Enforcement Public Safety Equipment Grant award in the amount of \$44,500 from the Executive Office of Public Safety.

Date of 03/06/2003 8 Yes

Final Action: PASSED

2003-059 GROUP PETITION - PROP 2 1/2 OVERRIDE REQUEST

In accordance with the Town of Barnstable charter, Part VIII, citizen Relief Mechanisms, Section 8-7(b) Free Petition, the undersigned residents of Barnstable, MA, hereby request the Town Council accept this petition in support of a public hearing on the issue of a Proposition 2 1/2 Override. In accordance with the provisions of the Town Charter, this petition will be submitted to the Town Clerk. We respectfully request a public hearing on the merits of a Proposition 2 1/2 Override

Date of 05/01/2003 9 Yes No 2

Final Action: COUNCIL FINDS MERIT

2003-060 RESOLUTION AMENDING 2003-036

RESOLVED: That the review subcommittee established under item number 2003-036 presently consisting of four members shall be expanded to include an additional resident from the village of Osterville to be appointed by the Town Manager, together with Mark Ells, interim Superintendent of Public Works and David Anthony, Chief Procurement Officer, in compliance with the Town's Designer Selection and Procurement Process to agree upon and submit their recommendations as to suitable design criteria for development of 87 units of qualified affordable housing to the Town Manager no later than April 1, 2003; if said subcommittee cannot reach agreement as to suitable criteria by April 1, 2003 then the Town Manager is authorized to forthwith issue the documents necessary to commence the process for development of 87 units of qualified affordable housing in consultation with relevant town agencies and consistent with the town's affordable housing plan.

Date of 02/27/2003 9 Yes

Final Action: ADOPTED

2003-061 RESOLVE MGL CHA 59, S 5, CL 41A

RESOLVED: the Town Council hereby accepts the provisions of Chapter 138, Section 126 and 393 of the Acts of 1991 as it pertains to MGL Chapter 59, Section 5, Clause 41A by increasing the amount of gross receipts an applicant may receive to not exceed \$40,000.

Date of 03/20/2003 9 Yes

Final Action: ADOPTED

2003-062 APPOINTMENT-DPW DIRECTOR

APPOINTMENT: That the Town Council confirm the appointment by Town Manager John C. Klimm of Mark Ells as Director of Public Works.

Date of 03/06/2003 8 Yes

Final Action: PASSED

2003-063 DARBY PROPERTY-ROLE OF VILLAGE MEMBERS ON

RESOLVED: That the Town Manager is hereby directed to cause the town employee members of the designer selection committee established for the purpose of selecting a designer for the comprehensive permit affordable housing project on the Darby Property, so-called, which designer selection process is to be carried out under the provisions of Section 38K of Chapter 7 of the General Laws, to defer to the judgment of the non-town employee members of said committee with respect to matters of appearance, orientation, aesthetics, and sitting, but not upon matters of specifications, structural integrity, and safety.

Date of 03/06/2003 8 Yes

Final Action: PASSED

2003-064 DARBY PROPERTY-DEDICATION OF UNUSED PORTION

RESOLVED: That upon the issuance of an occupancy permit applicable to the 87th unit of housing to be constructed under the comprehensive permit in connection with an affordable housing development by the Town of Barnstable on the Darby Property, so-called, in Osterville, which development shall be constructed upon the twenty-five acre parcel identified by the Horsely & Witten study dated June 21, 2002, the balance of land not leased for affordable housing, which leasehold shall include housing footprints, modest yards, parking, driveways, and utilities, shall thereupon be dedicated as open space open to the public under Article XCVII of the Constitution of the Commonwealth.

Date of 3/6/03

Final Action: None – Postponed

2003-065 APPOINTMENT SANDY NECK PARK MANAGER

ORDERED That the Town Council confirm the appointment by Town Manager, John C. Klimm, of Ms. Nina Coleman, as the Sandy Neck Park Manager.

Date of 03/20/2003 9 Yes

Final Action: ADOPTED

2003-066 ORDER - TITLE CONVEYANCE

ORDERED: that the Town Council hereby authorizes the Town Manager to execute and deliver on behalf of the Town for nominal consideration of One and No/100 (\$1.00) Dollar any and all

instruments to release any outstanding right, title and interest which the Town may have in the land shown on the Town of Barnstable's

Date of 03/20/2003 9 Yes

Final Action: ADOPTED

2003-067 ACCEPTANCE OF A GULF OF MAINE COUNCIL

ORDERED: That the Town Council hereby accept the following grant from the Gulf of Maine Council on the Marine Environment/NOAA National Marine Fisheries Service Partnership. The Gulf of Maine Council on the Marine Environment/NOAA National Marine Fisheries Service Partnership shall pay the contractor (the Town of Barnstable) for the performance of the contract the sum of eighteen thousand four hundred fifty dollars (\$18,450). (full text on file in the office of the Town

Date of 04/10/2003 11 Yes

Final Action: PASSED

2003-068 RESOLVE-INVESTIGATION FIRE SAFETY PROVISIONS

RESOLVED: That the Town Council directs the Town Manager to investigate the efficacy of existing fire safety provisions relating to buildings open to the public in the Town of Barnstable and to provide recommendations to the Town Council as soon as is practicable, as to whether additional measures, legislative or otherwise, should be undertaken to enhance such fire safety. (It was decided that Manager Klimm would call a meeting of the fire chiefs to discuss this concern and get back to the council.)

Date of

Final Action: Manager to hold a meeting

2003-069 EASEMENT FOR OLD OYSTER RD. COTUIT SIDEWALK

ORDERED: That the Town Manager be authorized to acquire by purchase or eminent domain for the purpose of constructing a public sidewalk, an easement over a parcel of land located at the intersection of Oyster Way and Main Street in Cotuit, consisting of 128 square feet of land, more or less, as shown on a plan of land entitled "Plan of Proposed Sidewalk Easement in Barnstable (Cotuit) MA for Town of Barnstable as made by the D.P.W. Engineering Division," a copy of which is filed with the Town Clerk, and to appropriate and transfer the sum of \$217.92 for the purchase 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 05/01/2003 9 Yes No 2

Final Action: APPROVED

2003-070 APPOINTMENT - DISABILITY COMMISSION

THAT the Barnstable Town Council appoints the following individual to a multiple member board/committee: Disability Commission: Michael F. Montani,

Date of 05/01/03 11 Yes

Final Action: Approved

2003-071 RESOLVE - ADOPT LARINDA AS OFFICIAL TALL SHIP

RESOLVE: That the Barnstable Town Council recognizes the historical educational and economic value of the Schooner Larinda and hereby adopts the vessel as the official tall ship of the Town of Barnstable.

(This was not passed but a committee was set up to discuss this issue)

Date of

Final Action: Committee set up

2003-072 APPROPRIATION AND LOAN ORDER - LAND BANK

ORDERED: That the Town Manager be authorized to contract for and expend funds for the purpose of continuing to conduct appraisal, title and hazardous materials services in the consideration of land bank purchases as recommended by the Open Space committee, as specified in Chapter 293 of the Acts of 1998, as amended by Section 211 of Chapter 127 of the Acts of 1999, and to meet this appropriation, the Town Treasurer, with the approval of the Town Manager is authorized to borrow up to \$80,000 for additional appraisal services and \$20,000 for additional title and hazardous materials services.

Date of 05/01/2003 9 Yes

Final Action: APPROVED

2003-073 DOWNTOWN HYANNIS GROWTH CENTER

WHEREAS, The Town council has identified the revitalization, redevelopment and reuse of properties and sites within downtown Hyannis and the adjacent waterfront area as a critical component of the town's overall economic development program; and.....(full text on file in the office of the Town Clerk)

Date of 04/10/2003 11 Yes

Final Action: PASSED

2003-074 APPROPRIATION ORDER - TOWN COUNCIL

ORDERED: That the sum of \$249,531 be raised and appropriated for the purpose of funding the Town's FY 2004 Town Council budget as presented to the Town Council by the Town Manager

Date of 05/15/2003 10 Yes

Final Action: PASSED

2003-075 APPROPRIATION ORDER - TOWN MANAGER

ORDERED: That the sum of \$613,591 be raised and appropriated for the purpose of funding the Town's FY 2004 Town Manager's budget as presented to the Town Council by the Town Manager.

Date of 05/15/2003 10 Yes

Final Action: PASSED

2003-076 APPROPRIATION ORDER - ADMINISTRATIVE SERVICES

ORDERED: that the sum of \$4,843,664 be raised and appropriated for the purpose of funding the Town's FY 2004 Administrative Services Department budget as presented to the Town Council by the Town Manager and further, that the sum of \$65,113 be transferred from Free Cash for the purpose of funding the Fiscal Year 2004 budget.

Date of 05/15/2003 10 Yes

Final Action: PASSED

2003-077 APPROPRIATION ORDER - COMMUNITY SERVICES

ORDERED: That the sum of \$2,614,928 be raised and appropriated for the purpose of funding the Town's FY 2004 Community Services Department General Fund budget, that the sum of \$2,031,784 be appropriated for the purpose of funding the Town's FY 2004 Golf course budget; and to meet such appropriation that \$2,031,784 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 for the Bismore Park Account, all for the purpose of funding the Town's FY 2004 Community Services Department budget as presented to the Town Council by the Town Manager.

Date of 05/15/2003 10 Yes

Final Action: PASSED

2003-078 APPROPRIATION ORDER-DEPT. OF PUBLIC WORKS

ORDERED: that the sum of \$6,809,569 be raised and appropriated for the purpose of funding the Town's FY 2004 Department of Public Works General Fund budget, that the sum of \$1,886,726 be appropriated for the purpose of funding the Town's FY 2004 Department of Public Works Solid Waste enterprise Fund budget, and to meet such appropriation that \$1,428,555 be raised from current year revenues and that \$458,171 be transferred from Solid Waste surplus funds, that the sum of \$3,812,693 be appropriated for the purpose of funding the Town's FY 2004 Department of Public

Works Water Pollution Control Enterprise Fund Budget, and to meet such appropriation that \$3,812,693 be raised from current year revenues; all for the purpose of funding the Town's FY 2004 Department of Public Works budget as presented to the Town Council by the Town Manager.

Date of 05/15/2003 9 Yes

Final Action: PASSED

2003-079 APPROPRIATION ORDER - POLICE DEPT.

ORDERED: That the sum of \$9,812,517 be raised and appropriated for the purpose of funding the Town's FY 2004 Police Department budget as presented to the Town Council by the Town Manager

Date of 05/15/2003 9 Yes

Final Action: PASSED

2003-080 APPROPRIATION ORDER - REGULATORY SERVICES

ORDERED: That the sum of \$1,749,460 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 2004 Regulatory Services Department budget as presented to the Town Council by the Town Manager.

Date of 05/15/2003 10 Yes

Final Action: PASSED

2003-081 APPROPRIATION ORDER - BARNSTABLE MUNICIPAL AIRPORT

ORDERED: That the sum of \$4,157,276 be appropriated for the purpose of funding the Town's FY 2004 Airport Department budget, and to meet such appropriation that \$4,157,276 be raised from current year revenues as presented to the Town Council by the Town Manager.

Date of 05/15/2003 9 Yes

Final Action: PASSED

2003-082 APPROPRIATION ORDER - EDUCATION

ORDERED: That the following sums be raised and appropriated for the purposes so specified for FY 2004: \$50,900,000 for the purpose of funding the Local School System; \$2,159,076 for the purpose of funding the Regional School District Assessment; \$1,111,394 for the purpose of funding Charter School Assessments and that the sum of \$235,000 be

transferred from the County Surplus Funds Special Revenue Account as presented to the Town Council by the Town Manager.

Date of 05/15/2003 10 Yes

Final Action: PASSED

2003-083 APPROPRIATION ORDER - OTHER REQUIREMENTS

ORDERED:

1) That the sum of \$19,545,426 be raised and appropriated for funding the Town's FY 2004 Other Requirements Budget as presented to the Town Council by the Town Manager:

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: \$496,979

Solid Waste: \$264,601

Airport: \$675,456

Golf Course: \$100,000

3) And further, that the sum of \$475,000 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 \$315,000 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 \$1,908,244 be transferred and appropriated from Free Cash for the purpose of funding the Fiscal Year 2004 budget.

Date of 05/15/2003 10 Yes

Final Action: PASSED

2003-084 APPROPRIATION ORDER-CAPITAL TRUST FUND

ORDERED: That the sum of \$1,015,000 be appropriated for the purpose of funding six projects as outlined in the FY 2004-FY 2008 Capital Improvement Plan as recommended by the Town Manager as follows:

Pavement Management \$800,000

Environmental Protection and Remediation \$65,000
Replace School Zone Flashing Signals \$75,000

Stewart's Creek Restoration Phase \$50,000

Long Pond Hydrilla Control \$25,000

And that to meet this appropriation, \$1,015,000 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 05/15/2003 10 Yes

Final Action: PASSED

2003-085 APPROPRIATION & LOAN ORDER - CAPITAL TRUST FUND

ORDERED: that the sum of \$2,842,000 be appropriated for the purpose of funding seven capital projects as outlined in the FY 2004-FY 2008 Capital Improvement Plan as recommended by the Town Manager as follows:

School Health & Safety Improvements \$478,000

School Facilities Repairs \$339,000

Roof Replacement - Marstons Mills West \$750,000

Drainage Improvements \$250,000

Sidewalk Construction Program \$495,000

Old Town Hall Renovation Phase \$295,000

Hyannis Main Street Infrastructure Improvements \$235,000

And that to meet this appropriation, the Town Treasurer, with the approval of the Town Manager, is authorized to borrow \$2,842,000, 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. Further, no part of this appropriation may be expended on any school that is scheduled for or being considered for termination of its use as a school.

Date of 05/15/2003 10 Yes

Final Action: PASSED

2003-086 APPROPRIATION & LOAN ORDER - AIRPORT FUND

ORDERED: that the sum of \$2,850,000 be appropriated for the purpose of funding four capital projects for the Barnstable Municipal Airport as outlined in the FY 2003-FY 2007 Capital Improvement Plan as recommended by the Town Manager as follows:

Airport Terminal Building Design \$500,000

Airport East Ramp and Taxiways Overlay \$700,000

Airport Master Plan Update \$250,000

Airport Runway 33 Safety Area Construction Phase \$1,400,000

And that to meet this appropriation, the Town Treasurer, with the approval of the Town Manager, is authorized to borrow \$2,850,000, 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 05/15/2003 9 Yes

Final Action: PASSED

2003-087 APPROPRIATION & LOAN ORDER - SEWER FUND

ORDERED: that the sum of \$2,850,000 be appropriated for the purpose of funding four capital projects for the Barnstable Municipal Airport as outlined in the FY 2003-FY 2007 Capital Improvement Plan as recommended by the Town Manager as follows:

- Airport Terminal Building Design \$500,000
- Airport East Ramp and Taxiways Overlay \$700,000
- Airport Master Plan Update \$250,000
- Airport Runway 33 Safety Area Construction Phase II \$1,400,000

And that to meet this appropriation, the Town Treasurer, with the approval of the Town Manager, is authorized to borrow \$2,850,000, 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 05/15/2003 10 **Yes**

Final Action: PASSED

2003-088 APPROPRIATION ORDER - AIRPORT RESERVE FUND

ORDERED: that the sum of \$275,000 be appropriated from the Airport Reserve Fund Account for the purpose of funding three capital projects for the Barnstable Municipal Airport as outlined in the FY 2004-FY 2008 Capital Improvement Plan as recommended by the Town Manager as follows:

- Airport Air Traffic Control Tower \$75,000
- Airport Administrative Office \$100,000
- Airport Arresting System Snow Removal Equipment \$100,000 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 05/15/2003 10 **Yes**

Final Action: PASSED

2003-089 REVOLVING FUNDS AUTHORIZATION FOR FY2004

ORDERED: Pursuant to Chapter II, Article XVIII-A, Section 3 of the General Ordinances the Town Council hereby authorizes the following revolving funds for FY 2004. (full copy of text and chart on file in the office of the Town Clerk)

Date of 05/15/2003 9 **Yes**

Final Action: PASSED

2003-090 APPROPRIATION ORDER FOR FY 2003 AIRPORT CAPITAL

ORDERED: That the sum of \$200,000 be appropriated from the Airport's Reserve Fund

account for the purpose of funding Runway 33 Safety Area improvements, 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

Date of 05/01/2003 9 **Yes** **No** 2

Final Action: APPROVED

2003-091 ORDINANCE AMENDMENT - SCHEDULE OF FINES

ORDERED: that the Town of Barnstable Ordinances, Chapter IV, Article I, Section 2, Schedule of Fines be amended by replacing the current language with:

Section 2: the following shall be the schedule of fines for the method of enforcement authorized by Section 1. (complete list in Town Clerk's Office)

Date of 06/05/2003 10 **Yes**

Final Action: APPROVED

2003-092 ORDINANCE PROHIBITING EMINENT DOMAIN TAKING -

ORDERED, Section 1. That chapter two of the general ordinances is hereby amended by adding at the end thereof, designated in appropriate sequence, the following: "ARTICLE _____. AN ORDINANCE FOR THE PROHIBITION OF THE TAKING BY EMINENT DOMAIN BY ANY FIRE OR WATER DISTRICT IN THE TOWN OF CERTAIN LAND BY THE TOWN.

Section 1. No fire or water district shall exercise the power of eminent domain with respect to any parcel of land owned by the town which the town has identified and/or expended funds on for the purpose of developing or facilitating the development of affordable housing thereon."

Section 2.

The ordinance contained in Section 1 shall apply to any purported exercise of eminent domain by a fire or water district within the town with respect to a parcel of land owned by the town, which purported exercise takes place after May 15, 2003.

Date of 05/15/03

Final Action: Tabled

2003-093 PETITION FOR SPECIAL LEGISLATION

RESOLVED, That the general court is hereby petitioned for legislation, notwithstanding the provisions of chapter 40, section 38 of the general laws, or any other general or special law to the contrary, prohibiting any fire or water district within the town from exercising its power of eminent domain with respect to any parcel of land owned by the town which the town has identified and/or expended funds on for the purpose of developing or facilitating the development of affordable housing

thereon.

Date of 05/15/03

Final Action: Tabled

2003-094 APPOINTMENT

That the Town Council confirms the appointment by Town Manager John C. Klimm of William Cole as Director of Human Resources.

Date of 05/01/2003 9 Yes No 2

Final Action: APPROVED

2003-096 APPOINTMENTS

That the Barnstable Town Council appoint the following individuals to a multiple member board/committee: (Complete list available in Town Clerk's office.

Date of 06/19/2003 11 Yes

Final Action: APPROVED

2003-097 APPROPRIATION LOAN ORDER - COMMUNITY SEPTIC

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: (full text on file in the Town Clerks Office)....

Date of 06/19/2003 11 Yes

Final Action: PASSED

2003-098 ORDINANCE AMENDMENT INCREASING THE FINE

ORDERED: That Article XX of Chapter III of the General Ordinances is hereby amended by striking out the words "Fifty dollars (\$50.00)" and inserting in place thereof the following: "Three Hundred (\$300.00)

Date of 07/17/2003 11 Yes

Final Action: Approved

2003-099 APPROP. & LOAN ORDER FOR CONSTRUCTION - UNIFIED

ORDERED: That the vote taken under Item No. 98-054 (Appropriation and Loan Order for the Construction, Including Acquisition of Land, of a Barnstable Unified Transportation and Parking System to the East of the Barnstable Municipal Airport) be amended by adding the following three parcels to the land to be acquired: (Full text in the office of the Town Clerk)

Date of 07/17/2003 11 Yes

Final Action: ADOPTED

2003-100 TRANSFER ORDER FOR FY 2003 BUDGET

ORDERED: That the Town Council hereby transfers \$359,575 for the purpose of funding the

following personnel, operating and capital needs: Transfer from....(full text on file with the office of the Town Clerk)

Date of 06/19/2003 11 Yes

Final Action: PASSED

2003-102 APPROPRIATION ORDER FOR FY2004 BUDGET

ORDERED: That the sum of \$99,307 be raised and appropriated for the purpose of funding the Town's FY 2004 Community Services Department Budget and furthermore, that the sum of \$40,800 be raised and appropriated for the purpose of funding the Town's FY 2004 Other Requirements Budget as presented to the Town Council by the Town Manager

Date of 07/17/2003 10 Yes 1 No

Final Action: APPROVED

2003-103 RE-NAMING HAGBERG LAND/TO ELLEN A. MCBARRON RECREATION

RESOLVED: The Barnstable Town Council does hereby request the Town Manager to designate the former Hagberg land, lots 27 and 29 on Assessors Map 149, consisting of 10.5 acres, more or less to be Ellen A. McBarron Recreation Facility. (Full text in office of the Town Clerk)

Date of 06/19/2003 10 Yes 1 Abstain

Final Action: PASSED

2003-104 APPROP. ORDER REBUILDING BEACH STRUCT. AT HAMBLINS POND

ORDERED: that the Town Council hereby authorizes the Town Manager to appropriate the amount of \$84,832.96 from the Town's Insurance Recovery Fund, for the purpose of rebuilding the beach structure at Hamblin's Pond.

Date of 07/17/2003 11 Yes

Final Action: APPROVED

2003-105 DELEGATION OF AUTHORITY TO LONG TERM AGREEMENTS

ORDERED: That the town council authorizes the chief procurement officer of the Town to award contracts for leases of office equipment for terms not to exceed five years including any renewals, extensions or options.

Date of 06/19/2003 11 Yes

Final Action: PASSED

2003-106 RESOLVE-ENDORSE BILL H1468/MUNICIPAL UTILITIES

RESOLVED: That the Town of Barnstable wishes to endorse Bill #H1468 which would clarify Chapter 164 in order to make the municipalization process more realistic for communities such as Lexington which is contemplating a move from their own municipal utility in order to attain reduced rates

and improved reliability regarding outages....full text in the office of the Town Clerk

Date of 06/19/2003 11 **Yes**

Final Action: PASSED

2003-107 RESOLVE-ENDORSE

GRANT/SMALL COM. AIR SERVICE

RESOLVE: That the Barnstable Town Council endorses the grant application to be submitted by Cape Air under the Small Community Air Service Development Program.

Date of 06/19/2003 11 **Yes**

Final Action: PASSED

2003-108 RESOLUTION RESTRUCTURING EXCEL TIF AGREE.

.....NOW THEREFORE, BE IT RESOLVED, that the Barnstable Town Council request that the Mass. Economic Assistance Coordinating Council amend the Excel, Inc. Hyannis, MA project status and the agreements related thereto.....full text on file with the Town Clerk

Date of 06/19/2003 11 **Yes**

Final Action: PASSED

2003-109 RESOLUTION-DECERTIFICATION OF SENCORP TIF AGREE.

.....NOW, THEREFORE BE IT RESOLVED, that the Barnstable Town Council request that the MA Economic Assistance Coordinating Council decertify Sencort Systems, Inc., Hyannis MA, revoking is Certified Project status and any agreements related thereto.

Date of 06/19/2003 11 **Yes**

Final Action: PASSED

2003-110 RESOLUTION -DECERTIFICATION OF WIDAX CORPORATION

.....NOW, THEREFORE BE IT RESOLVED, that the Barnstable Town Council request that the MA Economic Assistance Coordinating Council decertify WIDZX Corporation Hyannis, MA revoking its Certified Project status and any agreements related thereto....full text on file with the office of the Town Clerk

Date of 06/19/2003 11 **Yes**

Final Action: PASSED

2003-112 APPOINTMENTS

RESOLVED - That the Barnstable Town Council appoint the following individuals to a multiple member board/committee: Disability Com.; Historic Com., & Sandy Neck Advisory Board.

Date of 07/17/2003 11 **Yes**

Final Action: APPROVED

2004-001 APPROPRIATION ORDER - OPEN SPACE

ORDERED: that the Town Council hereby appropriate \$70,000 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 08/21/2003 10 **Yes**

Final Action: PASSED - Roll Call

2004-002 BALLOT QUESTION - HOPKINTON AMENDMENT

The Town Council directs the Town Clerk to place the following question on the ballot for the November, 2003 municipal election:

"Shall the town accept section 2D of chapter 59 of the General Laws, which provides for taxing certain improved real property based on its value at the time an occupancy permit is issued?

Yes _____

No _____"

Date of 07/17/2003 11 **Yes**

Final Action: ADOPTED (Law was later changed, this action not necessary)

2004-003 APPOINTMENTS

RESOLVED: That the Barnstable Town Council appoint the following individuals to a multiple member board/committee: Disability Commission and Water quality Advisory Committee (full text and list in Town Clerk's office)

Date of 08/21/1903 10 **Yes**

Final Action: PASSED

2004-004A APPROP. & LOAN ORDER - ACQ. 217ACRES - M. MILLS

ORDERED: That the Town Council hereby authorizes the Town Manager to purchase, take by eminent domain, or otherwise acquire for the purposes set forth in Chapter 293 of the Acts of 1998 as amended by section 211 of Chapter 127 of the Acts of 1999...(full text on file in the office of the Town Clerk) "Danforth property - airport"

Date of 09/04/2003 11 **Yes**

Final Action: APPROVED

2004-005 RESOLVE - STREETSCAPE PROJECT

RESOLVED that the Town Manager direct the Streetscape Project to make adjustments to accommodate the placement of overhead utilities to the rear of Main Street buildings

Date of 07/17/2003

Final Action: Referred to public hearing

2004-006 TRANSFER ORDER - FY 2004 BUDGET

ORDERED that the Town Council hereby transfer \$30,000 from the Regulatory Services operating expense budget to the Regulatory Services personnel expense budget

Date of 07/17/2003 6 Yes 5 No

Final Action: APPROVED

2004-007 APPROPRIATION - LAND ACQUISITION CENTERVILLE

ORDERED, that the Town Council hereby authorizes the Town Manager to purchase, take by eminent domain, or otherwise acquire for the purposes set forth in chapter 293 of the Acts of 1998 as amended by section 211 of chapter 127 of the Acts of 1999 and/or chapter 79 of the General Laws of Massachusetts, land and interests in land in the Town of Barnstable (Marstons Mills) further described in Exhibit "A" hereto annexed and specifically incorporated herein by reference together with the layouts of streets and ways shown on plans of and/or appurtenant to the land in Exhibit "A"; appropriates the sum of FIVE HUNDREDTWO THOUSAND FIVE HUNDRED AND NO/100 (\$502,500.00) Dollars for said acquisition or taking and related costs; authorizes the Town Manager to contract for and expend said appropriation for such purposes and accept any gifts or grants in relation thereto; to meet this appropriation, the Town Treasurer, with the approval of the Town Manager, is authorized to borrow the sum of FIVE HUNDRED TWO THOUSAND FIVE HUNDRED AND NO/100 (\$502,500.00) Dollars for said acquisition or taking and related costs; approves the release of a conservation restriction recorded in Book 2628, Page 110; approves the grant of a conservation restriction on the land further described in Exhibit "A" hereto annexed; and to authorize the Town Manager to execute and deliver contracts and other instruments for the grant and release of said restrictions.

Date of 08/21/2003 10 Yes

Final Action: PASSED

2004-007B PETITION TO GENERAL COURT - LAND

RESOLVED: The General Court is hereby

petitioned for legislation essentially as follows: AN ACT Authorizing the Disposition by Exchange of Land Held for Preservation of Natural Scenic and Open Qualities. (Full text on file with the Town Clerk)

Date of 08/21/2003 10 Yes

Final Action: PASSED

2004-008 APPROPRIATION LAND ACQUISITION WEST BARNSTABLE

ORDERED, that the Town Council hereby authorizes the Town Manager to purchase, take by eminent domain, or otherwise acquire for the purposes set forth in chapter 293 of the Acts of 1998 as amended by section 211 of chapter 127 of the Acts of 1999 and/or chapter 79 of the General Laws of Massachusetts, land and interests in land in the Town of Barnstable (West Barnstable) further described in Deed recorded in Book 1319, Page 557 except those lots described in Deed recorded in Book 1363, Page 761, together with the layouts of streets and ways shown on plan recorded in Plan Book 202, Page 121 and/or appurtenant to the land described in said Deeds; appropriates the sum of THREE HUNDRED TWO THOUSAND FIVE HUNDRED AND NO/100 (\$302,500.00) Dollars for said acquisition or taking and related costs; authorizes the Town Manager to contract for and expend said appropriation for such purposes and accept any gifts or grants in relation thereto; to meet this appropriation, the Town Treasurer, with the approval of the Town Manager, is authorized to borrow the sum of THREE HUNDRED TWO THOUSAND FIVE HUNDRED AND NO/100 (\$302,500.00) Dollars for said acquisition or taking and related costs; approves the grant of a conservation restriction on the land further described in said Deeds and plan; and to authorize the Town Manager to execute and deliver contracts and other instruments

Date of 08/21/2003 10 Yes

Final Action: PASSED - roll call

2004-009 ADMINISTRATIVE CODE AMENDMENT - GOLF COMMITTEE

ORDERED that Part II, Multiple Member Appointive Organizations of the Town of Barnstable Administrative Code be amended by striking in its entirety Section 14.01. Golf Course Committee Term of Office, and substituting therefore the following: "14.01 Composition and Term of Office There shall be a Golf Course Committee consisting of five (5) at-large members.

Date of 07/17/2003 11 Yes

Final Action: ADOPTED

**2004-010 ADMINISTRATIVE CODE
AMENDMENT - OPEN SPACE**

ORDERED that Part II, Multiple Member Appointive Organizations of the Town of Barnstable Administrative Code, Section 41.01, Open Space Committee Term of Office, be amended by striking the first paragraph and substituting therefore the following: "Section 41.01 Composition and Term of Office In accordance with Chapter 293 of the Acts of 1998 as amended by section 211 of chapter 127 of the Acts of 1999 - the so-called Land Bank, there shall be an Open Space Committee consisting of 7 members whose term of office shall be so arranged that an equal number of terms as nearly as is possible shall expire each year."

Date of 07/17/2003 11 Yes

Final Action: APPROVED

**2004-011 APPROPRIATION POLICE
ADDITION**

ORDERED, that the sum of \$400,000 be appropriated for the purposes of funding new building construction associated with the addition at the Barnstable Police Station and that to meet this appropriation, the Town Treasurer, with the approval of the Town Manager, is authorized to borrow \$400,000 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 08/21/2003 8 Yes 2 No

Final Action: PASSED - ROLL CALL

**2004-012 RESOLVE - GIFT ACCEPTANCE
PLAYGROUND EQUIP.**

RESOLVED that the Town Council hereby accepts a gift of playground equipment, from Al and Maureen Makkay, which includes: 4 school age swings, 2 infant swings, a climber, and the appropriate ground material, for the purpose of replacing the existing swings at Veterans Park Beach in Hyannis

Date of 07/17/2003 11 Yes

Final Action: ADOPTED

2004-013 RESOLVE

RESOLVE "That the Town Council wishes to express its displeasure with the 'ferry boat head tax' legislation as recently released from the Budget Conference Committee. Specifically, the council is opposed to granting the Town of Yarmouth 25% of any revenues raised as it is the Town of Barnstable which incurs the overwhelming amount of negative impacts that result from the ferry service activity. In addition, the town is opposed to the imposition of the tax on such private carriers as Hyline, which is already providing substantial benefit to the town in

property taxes. It was the council's intent and goal in supporting the concept of this legislation to receive some payment from the Steamship Authority in lieu of property taxes which it presently doesn't pay. Further, the council directs that its opposition be conveyed to our legislative delegation in writing with a request that said legislation be improved in the ways described above, before becoming law."

Date of

Final Action: TABLED BY MAJORITY VOICE

**2004-014 APPOINTMENT - DIRECTOR OF
COMMUNITY SERVICES**

ORDERED That the Barnstable Town Council confirm the appointment by Town Manager John C. Klimm of Ms. Jemma Lambert as Director of Community Services

Date of 07/17/2003 11 Yes

Final Action: APPROVED

2004-015 APPOINTMENT

RESOLVED: That the Barnstable Town Council appoint the following individuals to a multiple member board/committee: Housing and Planning Board (full list on file with the Town Clerk) Pamela Burkley appointed to Housing Committee - Unanimous; Patrick Princi and Felicia Penn were appointed to the Planning Board by 9 votes and 8 votes respectively taken by a roll call.

Date of 09/04/03

Final Action: ADOPTED

**2004-016 RESOLVE-UNIFICATION OF
FIRE DISTRICTS**

RESOLVED: That the Town Council directs the Town Clerk to place the following question on the ballot for the Nov., 2003 municipal election: "Shall the town seek the unification of its five separate fire districts into one fire department?"

Date of 08/21/2003 5 Yes 4 No 1 Abstain

Final Action: TABLED

**2004-017 RESOLVE - UNIFICATION OF
THE WATER DISTRICTS**

RESOLVED: That the Town Council directs the Town Clerk to place the following question on the ballot for the November, 2003 municipal election: "Shall the town seek the unification of its four separate water districts into one water department?"

Date of

Final Action: NO MOTION MADE

**2004-018 ESTABLISHMENT OF
GREENHOUSE GAS GOALS**

ORDERED: Pursuant to and consistent with 2002-100 "Resolve in Support of the Cities for Climate Protection Campaign" the Town Council does hereby establish within the jurisdiction of the Town of Barnstable the goal of a 20 percent reduction in

the greenhouse gas emission to be achieved over the next 10 years. (Full text on file with the Town Clerk)

Date of 08/21/2003 10 Yes

Final Action: PASSED

2004-019 ZONING AMENDMENT - TRAILERS - SECTION 2-5 - 2-7

ORDERED: Section one. That, Whereas: The current zoning ordinance under Section 2-5 Temporary Uses permits in ALL ZONING DISTRICTS the temporary occupancy of a trailer during construction of a permanent home (with a special permit finding by the ZBA) - (full text on file with the Town Clerk)

Date of 09/04/04

Final Action: Pub. Hearing Continued

2004-020 RESOLVE - ACCEPT ITEM PRICING GRANT OF \$45,000

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

Date of 08/21/2003 9 Yes

Final Action: PASSED

2004-021 ACCEPT. 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 \$85,110, and further, that the amount of \$9,457 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 09/04/2003 10 Yes

Final Action: APPROVED

2004-022 FED'L ALL HAZARDS GRANT ACCEPT.

ORDERED: That the Barnstable Town Council does hereby accept a Federal All Hazards Emergency Operations Planning (EOP) Grant in the amount of \$12,000 from the Massachusetts Executive Office of Public Safety and the Mass. Emergency Management Agency

Date of 08/21/2003 9 Yes

Final Action: PASSED

2004-023 APPROP. - FURNITURE & EQUIP. REPLACEMENT/PIPE BURST

ORDERED: That the Town Council hereby authorizes the Town Manager to appropriate the amount of \$72,763.22 from the Town's Insurance Recovery Fund for the purpose of finalization of the repairs to the building and replacing furniture and equipment lost during the water damage to the Town Hall offices on Jan. 27, 2003

Date of 09/04/2003 10 Yes

Final Action: APPROVED

2004-024 BEARSE'S WAY EASEMENT

ORDERED: That the Town Manager be authorized to acquire by purchase or eminent domain for highway purposes, temporary and permanent easements over three parcels of land at the intersection of Bearse's Way and Enterprise Rd., in Hyannis, Barnstable, MA as shown on a plan of land entitled "Plan of Proposed Roadway Easement in Barnstable (Hyannis) MA for Town of Barnstable as made by the DOW Engineering Division, Scale 1" - 40', dated July 7, 2003" a copy of which is on file with the Town Clerk and to authorize the Town Manager to contract for and expend the appropriation made available for this purpose and to accept any gifts or grants in relation thereto.

Date of 08/21/03

Final Action: Moved to second hearing

2004-025 APPROP. ORDER FOR GENERAL FUND DEBT SERVICE

ORDERED: That the Town Council does hereby appropriate the sum of \$231,571 for the servicing of general fund debt and, to meet such appropriation, that \$231,571 be transferred from the Capital Trust Fund

Date of 10/02/2003 11 Yes

Final Action: ADOPTED

2004-026 ALLOCATION OF TAX LEVY

RESOLVED: The Town council hereby votes to classify the Town of Barnstable under the Classification Act at a Factor of One for the Fiscal Year 2004, and votes, further, that the Residential Exemption and the Small Commercial Exemption are not adopted for Fiscal year 2004.

Date of 08/21/2003 7 Yes 3 No

Final Action: PASSED - ROLL CALL

2004-027 APPOINTMENT

RESOLVED, That the Town Council confirm the appointment of Rose Digregorio, as the Senior Services Director, by Town Manager, John C. Klimm.

Date of 09/04/2003 10 Yes

Final Action: APPROVED

2004-028 BALLOT QUESTION - EMBARKATION FEE

ORDERED, That the following question be placed on the ballot for the November, 2003 Town election: "Shall the town accept the law that allows the town to impose an embarkation fee of \$.50 per passenger per departing ferry trip?

YES _____
NO _____"

Date of 09/04/2003 10 **Yes**

Final Action: APPROVED

2004-029 BALLOT QUESTION - PROP 2 1/2 OVERRIDE

ORDERED, That the following question be placed upon the ballot for the regular election of the Town of Barnstable to be held on Tuesday, November 4, 2003: Ballot Question - Proposition 2 1/2 Override for Education and General Government Purposes 'Shall the Town of Barnstable be allowed to assess an additional seven million two hundred thousand (\$7,200,000.00) dollars in real estate and personal property taxes for the purposes of operating the Municipal Government and Public Schools for the fiscal year beginning July 1, 2004?

YES _____
NO _____"

Date of 09/04/2003 8 **Yes** 2 **No**

Final Action: APPROVED

2004-030 ORDER - SALE OF 75 IYANOUGH RD

ORDERED, That the Town Council hereby authorizes the sale of all right, title and interest in the land and buildings owned by the Town having a street address of 75 Iyanough Road, Hyannis, shown on Assessors Map 343 as Lot 007 to James Carron or a nominee under his control for a price of THREE HUNDRED AND FIFTEEN THOUSAND AND NO/100 DOLLARS (\$315,000.00) in accordance with the provisions of a Request for Proposals dated July 28, 2003, without restrictions, and further to authorize the Town Manager to execute and deliver all documents necessary to complete said sale in accordance with the terms of this Order.

Date of 11/06/2003 11 **Yes**

Final Action: ADOPTED

2004-031 APPROPRIATION BARNSTABLE MUNICIPAL AIRPORT

ORDERED: That the Town Council does hereby appropriate the sum of \$77,660.00 for unexpected operational expense increases at the Barnstable Municipal Airport. \$48,000 to fund an unexpected increase in aviation jet fuel sales, \$15,000 to fund the purchase of a maintenance contract for the Flight Tracking System, and \$14,660 to fund an

unanticipated increase in liability insurance.

Date of 11/06/2003 11 **Yes**

Final Action: ADOPTED

2004-032 APPOINTMENTS

RESOLVED: that the Barnstable Town Council appoint the following individual to a multiple member board/committee/commission: (appointments for Barnstable Council on Aging, Barnstable Disability Commission, Personnel Advisory Board and Economic Development

Date of 12/04/2003 13 **Yes**

Final Action: ADOPTED

2004-033A ORDER - LAND EXCHANGE PLEASANT STREET

ORDER 2004-033 ON FILE WITH TOWN CLERK; REPLACED BY THE FOLLOWING: ORDERED: that the Town Council hereby authorizes the transfer for public purposes of title or interests in portions of Parcel 131 shown on Assessors Map 326, having a street address of 182 Pleasant Street, Hyannis, to the Woods Hole, Martha's Vineyard and Nantucket Steamship Authority in exchange for the transfer for public purposes of all right, title or interests in portions of Parcel 131-001 shown on Assessors Map 326, having a street address of 174 Pleasant Street, Hyannis, from said Authority to the Town, and further authorizes the Town Manager to prepare, execute and deliver all documents necessary to complete said transfer.

Date of 12/04/2003 13 **Yes**

Final Action: ADOPTED

2004-034 RESOLVE -PAY-AS-YOU-THROW

RESOLVE, That the Town Council recommends implementation of Pay-As-You Throw on January 1, 2005 for all sticker holders if the figures are justified.

Date of 11/06/2003 11 **Yes**

Final Action: ADOPTED

2004-035 ORDER - REDEFINE BEARSES WAY

ORDERED, that the Town Manager be authorized to redefine and expand Bearse's Way in Hyannis, Barnstable, Massachusetts as shown on a plan of land entitled "Plan of Land Showing Redefinition and Expansion of Bearse's Way in Hyannis (Barnstable) MA. as made by the D.P.W. Engineering Division, Scale 1"=40', dated July 1, 2003" a copy of which is on file with the Town Clerk.

Date of 11/06/2003 11 **Yes**

Final Action: ADOPTED

2004-036 ORDER - EASEMENT FOR BEARSES WAY

ORDERED, that the Town Manager be authorized to acquire by eminent domain for highway purposes, temporary and permanent easements over two parcels of land at the intersection of Bearse's Way and Enterprise Road in Hyannis, Barnstable, Massachusetts as shown on a plan of land entitled Plan of Proposed Roadway Easement in Barnstable (Hyannis) MA. For Town of Barnstable as made by the D.P.W. Engineering Division, Scale 1=40', dated October 22, 2003 a copy of which is on file with the Town Clerk to transfer and appropriate the sum of \$1.00 for this purpose, and to authorize the Town Manager to accept any gifts or grants in relation thereto.

Date of 11/20/2003 13 Yes
Final Action: PASSED-ROLL CALL

2004-037 ORDER - FY2004 BUDGET APPROPRIATION

ORDERED, that the sum of \$12,189 be appropriated from available funds for the purpose of funding the Town's FY 2004 Other Requirements budget.

Date of 11/20/2003 13 Yes
Final Action: PASSED

2004-038 ORDER - BLT 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 H. Gates Lloyd and William W. Lloyd, Trustees of the Vineyard Road Heritage Trust, and by Wingate Lloyd and Janet Lloyd, partners inWJL, LLLP, a Delaware limited liability limited partnership, 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 11/06/2003 10 Yes 1 Abstain
Final Action: ADOPTED

2004-039 ORDER SNOW AND ICE 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 2004, subject to further approval action by the Town Manager

Date of 11/06/2003 11 Yes
Final Action: ADOPTED

2004-040 RESOLVE APPOINTMENT OF LPC (substitute order)

ORDERED, that there is hereby established a committee to revise the Local Comprehensive Plan pursuant to section 8 of the Cape Cod Commission Act and regulations of the Cape Cod Commission adopted thereunder. The committee shall be an ad hoc committee appointed by the President of the Town Council, and have nine members, including:

- A designee of the Town Manager;
- Seven members of the Planning Board; and the President of the Barnstable Civic League or a designee thereof.

In making his appointments, the President shall consult with and give deference to the groups from which the appointments are made.

The committee shall remain in existence until the Town Council approves or finally rejects a revised Local Comprehensive Plan. It shall, be consistent with the regulations governing revisions of local comprehensive plans, follow the following work plan:

Phase I; the committee shall state the goals and objectives of the revision;

Phase II; those goals and objectives shall be presented to the Town Council for review and approval on or before January 30, 2004;

Phase III; the committee, organized into subject matter sub-committees, each to be chaired by a member of the Planning Board, shall discuss the objectives and initiate the rewrite process;

Phase IV; on or before May 1, 2004, the sub-committees shall present their drafts, together with any rationale therefore, to the full committee, which shall review them for consistency with the goals and objectives approved under Phase II, above.

Phase V; the full committee shall address the outstanding or non-responsive sections of the Local Comprehensive Plan and correlate the document for presentation to the Town Council.

The LPC shall hold Public Hearings every step along the way to completion. This involves the minimum three (3) or more public hearings required by the CCC Regional Policy Plan and additional public hearings with the seven civic associations, business groups, and neighborhood associations, among others.

Date of 12/04/2003 13
Final Action: APPROVED

**2004-041 APPROPRIATION ORDER
BARNSTABLE COUNTY RETIREMENT**

ORDERED: That the Town Council does hereby appropriate the sum of \$99,000 for the FY 2004 Other Requirements budget to fund an additional Barnstable County Retirement Association assessment relating to the Early Retirement Program that the Town adopted in FY03; and to meet this appropriation, \$99,000 be transferred ...

Date of 12/04/2003 13 **Yes**

Final Action: ADOPTED

**2004-042 RESOLVE OPPOSING USA
PATRIOT ACT**

WHEREAS: Barnstable citizens throughout history have risked and given their lives to defend the freedoms enshrined in our found documents, and the people of Barnstable regard the freedoms and liberties guaranteed therein as their most precious bequest as Americans; and...(full copy of substitute motion/resolve on file with the Town Clerk).

Date of 11/20/2003 5 **Yes** 7 **No** 1 **Abstain**

Final Action: DEFEATED

**2004-043 RENAMING OF EAST BEACH,
HYPORT TO EUGENIA FORTES BEACH**

That the Barnstable Town Council hereby rename East Beach in Hyannisport "Eugenia Fortes Beach" (Fortes Beach) and direct the Town Manager to affix a sign reading "Eugenia Fortes Beach" at this location. Further be it resolved that on a date to be announced, a ceremony be held to celebrate this naming and a plaque will be placed here....

Date of 11/20/2003 12**Yes** 1 **Abstain**

Final Action: PASSED

2004-044 CHARTER CHANGE

RESOLVED that the general court is hereby petitioned for legislation essentially as follows:

AN ACT Amending the Charter of the Town of Barnstable to Further Define Term Limits.

SECTION 1. Section 2-11 of the Home Rule Charter of the Town of Barnstable, on file with the Secretary of the Commonwealth, is hereby amended by adding the following sentence at the end thereof:

"No person shall be eligible to be re-elected to the town council for a term which, in the ordinary course, would result in the service of said person on the town council for more that twelve consecutive years."

No person elected to serve as a town councilor may thereafter be re-elected to that position in more than two consecutive town elections.

Date of 01/08/2004 4 **Yes** 9 **No**

Final Action: FAILS

**2004-045 ORDER - LEASE
BUILDING TO CAPE COD MARITIME**

ORDERED, That a lease of the building on South Street formerly the premises of Anchor Outboard to Cape Cod Maritime Museum at Hyannis Harbor, Inc. for the purpose of establishing and operating a maritime museum, a copy of which lease is on file with the Town Clerk, is hereby approved.

Date of

Final Action: Postponed

**2004-046 ACCEPTANCE OF GIFT OF 100,000
JUVENILE OYSTERS**

ORDERED That a lease of the building on South Street formerly the premises of Anchor Outboard to Cape Cod Maritime Museum at Hyannis Harbor, Inc. for the purpose of establishing and operating a maritime museum, a copy of which lease is on file with the Town Clerk, is hereby approved.

Date of 12/04/2003 13 **Yes**

Final Action: ADOPTED

**2004-047 APPROPRIATION ORDER
\$100,000 FOR GRADE FIVE SCHOOL**

ORDERED - That the Town Council hereby appropriates and transfers the sum of ONE HUNDRED THROUSANT and 00/100ths (\$100,000.00) Dollars from available funds to be expended by the Town Manager for appraisal and other allied professional property analysis services to assist in the development and review of options and proposals for the disposition of a portion of the former grade five school building and grounds located at the end of High School Road in Hyannis shown as Parcel 1 on Assessors Map 326, any amounts expended pursuant to this authorization to be offset from the proceeds of

Date of 01/08/2004 13 **Yes**

Final Action: ADOPTED

**2004-048 RESOLVE - ASSESSING
DEPARTMENT EVALUATION**

RESOLVE: The Barnstable Town Council directs the Town Manager to implement the various components of his recommendations relative to the Assessing Department and the recent completed property assessment, not limited to but including a programmatic audit, site specific revaluations and audits, and an analysis of the application of relevant State law and regulations.

Be it further resolved that the Barnstable Town Council appoint the following members to the recommended Barnstable Assessment Committee to investigate these matters outlined in the committee charge of the report and any other appropriate matters. The committee members are as follows: Henry Farnham, Dom Gautreau, John

Aberdeeley, Joe Dugas, Lynn Poyant, Gail Nightingale, Greg Milne and two alternates. That the Town Manager and the Assessment Committee report back

Date of 12/04/2003 13 **Yes**

Final Action: ADOPTED

2004-052 RESOLVE ENDORSING CONCEPT & LOCATION JFK STATUE

RESOLVE: That the Barnstable Town Council endorses the concept and location of a proposed JFK Memorial Statue as presented to the Council by Lou Cataldo and David Lewis on December 4, 2003.

Date of 12/18/2003 12 **Yes** 1 **No**

Final Action: PASSED

Tax Collector

REPORT OF THE COLLECTOR OF TAXES

July 1, 2002 through June 30, 2003

	Balance June 30, 2002	Committed Fiscal 2003	Balance June 30, 2003
2003 Real Estate Tax	\$	68,834,825.82	\$ 2,106,324.82
2002 Real Estate Tax	\$ 2,097,872.58	\$	\$ 528,722.47
2001 Real Estate Tax	\$ 214,590.41	\$	\$ 10,975.11
2000 and Prior Years Real Estate Tax	\$ 20,477.62	\$	\$ 20,477.62
2003 Land Bank	\$	2,065,048.45	\$ 60,552.83
2002 Land Bank	\$ 37,301.15	\$	\$ 8,382.42
2001 Land Bank	\$ 4,875.31	\$	\$ (808.73)
2003 Personal Property Tax	\$	1,768,278.60	\$ 98,052.24
2002 Personal Property Tax	\$ 76,581.53	\$	\$ 34,387.42
2001 Personal Property Tax	\$ 18,543.68	\$	\$ -
2003 Motor Vehicle Excise	\$	4,841,301.88	\$ 727,290.53
2002 Motor Vehicle Excise	\$ 658,544.59	\$ 1,363,161.51	\$ 314,569.77
2001 Motor Vehicle Excise	\$ 146,147.81	\$ 79,111.82	\$ 75,543.33
2003 Boat Excise	\$	179,709.00	\$ 28,102.70
2002 Boat Excise	\$ 11,065.15	\$	\$ 6,867.31
2001 Boat Excise	\$ 4,618.91	\$	\$ (47.50)
2003 Sewer Rental	\$	2,743,697.58	\$ 216,502.34
2003 Sewer Rental Added to RE Tax	\$	127,373.05	\$ 29,663.53
2003 Sewer Rental Com.Int. Added to RE Tax	\$	8,232.63	\$ 2,045.30
2002 Sewer Rental Added to RE Tax	\$ 43,638.72	\$	\$ 13,729.05
2002 Sewer Rental Comm.Int. Added to RE	\$ 2,632.19	\$	\$ 1,078.43
Septic Bettm't unapp	\$ 222,377.33	\$ 214,565.66	\$ 187,940.66
Septic Bettm't Paid In Advance	\$ -	\$ 56,055.09	\$ -
Septic Bett'mt Paid In Advance Int	\$ -	\$ 1,922.48	\$ -
2003 Septic Btrmt Added to RE Tax	\$	18,912.36	\$ 1,415.25
2003 Septic Btrmt Comm Int Added to RE Tax	\$	14,834.24	\$ 1,130.99
2002 Septic Bettm't Added to RE Tax	\$ 156.02	\$	\$ -
2002 Septic Bettm't Comm Int Added to RE	\$ 148.22	\$	\$ -
Sewer Bettm't unapp	\$ -	\$	\$ -
Sewer Bettm't Paid in Advance	\$ -	\$ 9,355.66	\$ -
Sewer Bettm't Paid in Advance Int	\$	284.22	\$ -
2003 Sewer Bettmt Added to RE Tax	\$	352,166.58	\$ 12,936.60
2003 Sewer Bettmt Comm Int. to Tax	\$	79,207.50	\$ 2,986.37
2002 Sewer Bettm't Added to RE Tax	\$ 52,209.60	\$	\$ 3,125.99
2002 Sewer Bettm't Comm Int. to Tax	\$ 13,313.22	\$	\$ 961.46
Road Bettm't unapp	\$ 98,173.28	\$ -	\$ -
Road Bettm't Paid in Advance	\$ -	\$ 50,222.19	\$ -
Road Bettm't Paid in Advance Int	\$ -	\$ 1,131.03	\$ -
2003 Road Bettmt Added to RE Tax	\$	122,775.96	\$ 3,770.97
2003 Road Bettmt Comm Int to RE Tax	\$	42,672.96	\$ 1,484.89
2002 Road Bett'mt Added to RE Tax	\$ 13,741.94	\$	\$ 1,368.32
2002 Road Bett'mt Comm Int to Tax	\$ 3,733.53	\$	\$ 536.25

	Balance		Balance	
	<u>June 30, 2002</u>		<u>June 30, 2002</u>	
Mitchell's Way Wtr Bettm't PIA	\$	-	\$	-
Mitchell's Way Wtr Int PIA	\$	-	\$	-
2003 Mitchell's Way Wtr Btmt to Tax		\$	1,627.34	\$
2003 Mitchell's Way Wtr Btmt CommInt to Tax		\$	244.09	\$
2002 Mitchell's Way Wtr Btmt to Tax	\$	131.58		\$
2002 Mitchell's Way Wtr Btmt CommInt	\$	26.33		\$
Payments in Lieu of Taxes	\$	-	22,694.01	\$
Proforma Taxes	\$	-	4,782.64	\$

MISC COLLECTIONS

Interest and Fees	\$	415,908.31
Sewer Rental Interest	\$	18,782.26
Municipal Lien Certificates	\$	162,275.00
Discharge of Betterments	\$	636.00
Interest on Bank Account	\$	10,400.10
Scholarship Funds	\$	13,096.88
Elderly Funds	\$	11,594.67
Report Fees	\$	427.04

The Town Collector's Office had \$15,203,638.34 committed for collection by the five fire districts with the Town of Barnstable and paid over \$ 14,492,146.68 in revenue plus \$21,726.27 in interest in fiscal year 2003. 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 Carol Engdahl, Shirley Crocker, Linda Michaelson, Bunny Archambeau, and Maureen Niemi. Our best wishes are extended to former Assistant Diane Hoag, who left Town employment Oct. 2003 after 5 years of service in the Collector's Office and to Sue Sturup who retired in July 2003.

Respectfully Submitted,
 Maureen Jones McPhee, CMMC
 Town Collector
 Maureen Jones McPhee, CMMC
 Town Collector

Town Attorney

After a little more than a year of occupancy, the Legal Division has settled into its new quarters in the "main" Town Hall. As noted last year, the space is somewhat tighter than the quarters we occupied in the "Old Town Hall." However, the new area is functional, efficient and quite comfortable. One of the phenomena making it possible to work with less space is the increased reliance on electronic forms of data storage, searching and access. Fortunately, the systems usually work well. When they do not, the effects can be significant.

At the conclusion of last year's report, it was noted that the case testing the Town's growth control ordinance, implemented through the tool of a "district of critical planning concern" under the Cape Cod Commission Act (*Home Builders Association of Cape Cod v. Cape Cod Commission*), had been decided against the Town at the Superior Court level. Immediately after the first of the year, we filed the Town's appeal in the Massachusetts Appeals Court. Just before the end of 2003, we were notified that the Supreme Judicial Court had, on its own motion, taken the case for direct appellate review. Argument is scheduled for March, 2004. We have coordinated our efforts with counsel for the Commission to preserve the unique regulatory implement -- the anti-grandfathering device -- at issue in the case, which involved the town-wide application of residential growth control.

As to the balance of 2003, it was a year in which the role of counsel, as opposed to litigator or labor relations specialist, played a larger role than usual in the Legal Division. Our office provided legal representation with regard to two significant open space acquisitions. First, on November 4, the Town concluded the acquisition after six months of negotiation involving 217 acres known affectionately over the years as the "Danforth Property," which includes the former Cape Cod Airport grass airfield at the corner of Race Lane and Route 149, in close proximity to 1,000 feet of frontage on Mystic Lake, and extending to the boundaries of the Town's existing, thousand-acre-plus, West Barnstable Conservation Area. This represents one of the most important public acquisitions in the Town's entire history.

Secondly, on December 22, 2003, the Town closed the acquisition of 16 acres of land on Lumbert Mill Road, after three years of negotiations with property

owner Alan Small. This acquisition required a tripartite agreement among the Town, the Association to Preserve Cape Cod, and the Massachusetts Audubon Society. It also required a petition for approval of a successor conservation restriction by the state legislature under Article 97 of the Amendments to the Massachusetts Constitution.

With respect to litigation, which is always a significant part of the Division's workload, the year 2003 was far from inactive, although the cases which have come to a head are not as noteworthy (or perhaps as notorious) as those of previous years.

We do not normally report about routine tax abatement cases. However, an abatement matter of substantial significance arose this past year which we feel should be mentioned. The matter involved a taxpayer who was seeking to nullify the value of his 8.93 acre waterfront parcel by claiming that the environmental constraints, including 1500 feet of sandy beach, made the property virtually worthless. A favorable decision was rendered by the Appellate Tax Board in favor of The Town in eight separate pending abatement appeals over the course of several years. The Appellate Tax Board not only determined that the taxpayer's property was properly assessed, but rejected his argument that he was entitled to apply for a recreational exemption. In vindicating the Town's position, the Appellate Tax Board concluded that the taxpayer's unauthorized incursions into wetlands resource areas disqualified him from the recreational exemption citing that those portions of his property were no longer in their natural state. In two additional cases, decided by the Appeals Court involving the same property, the Court determined that the Conservation Commission was entitled to force the property owner to provide remediation for his violations of the wetlands protection act.

The general statistics for the Legal Division are as follows:

CASES OPEN BY CLIENT AGENCY IN 2003
CLIENT AGENCY **CASES OPEN**

Airport	13
Assessors	387
Building Com'r	52
Building Dept	5
Clerk	3
Collector	7
Community & Ec Dev	12
Concom	118
Consumer Affairs	2
Council on Aging	6
Dog Officer	2
DPW	479
Finance	1
Harbormaster	12
Health	22
Historical	3
Human Resources	18
Infosys	1
Libraries	1
Licensing Authority	25
Miscellaneous	10
Natural Resources	3
Old King's Highway	6
Planning Board	28
Planning Dept	19
Police	53
Property Mgmt	2
Recreation	24
Sandy Neck	7
School	62
ToB	69
Town Attorney	20
Town Council	39
Town Manager	176
Treasurer	8
ZBA	110
TOTAL	1805

CASES OPENED/CLOSED BY
CLIENT AGENCY IN 2003

CLIENT AGENCY	OPENED	CLOSED
Airport	4	0
Assessors	38	59
Building Com'r	3	5
Building Dept	4	0
Clerk	1	1
Collector	0	1
Community & Ec Dev	7	1
Concom	20	11
Consumer Affairs	1	0
Council on Aging	1	3
DPW	83	55
Finance	0	1
Harbormaster	4	1
Health	4	0
Human Resources	2	1
Licensing Authority	3	0
Miscellaneous	3	2
Old King's Highway	1	2
Planning Board	1	2
Planning Dept	2	0
Police	4	3
Property Mgmt	1	1
Recreation Dept	1	2
School	2	2
ToB	11	5
Town Attorney	4	0
Town Council	3	1
Town Manager	39	14
Treasurer	1	0
ZBA	9	21
TOTAL	257	194

In conclusion, I am, once again, 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 in 2003.

Respectfully submitted,
 Robert D. Smith, Town Attorney

REPORT OF HUMAN RESOURCES

The mission of the Human Resources Division 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 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 2003, Human Resources processed approximately 1,368 applications to fill 157 positions, including 74 permanent full-time, 5 permanent part-time, 6 temporary part-time, 1 extended temporary, 1 contract, 1 grant-funded, and 69 seasonal positions. This represents a 5% decrease in applications over 2002. This does not include 600+ seasonal positions in the Recreation Department.

CLASSIFICATION:

During 2003, 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 3 new and 9 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, CORE Works conducted a series of communication skills trainings for employees in the Community Services Department.

A Wellness Fair was held in March. This one-day , annual event sponsored by Barnstable County gives employees the opportunity to receive a computerized health assessment and gain knowledge on healthy living and eating. The assessment includes cholesterol, blood pressure, and glucose screenings, smoking cessation, stress management, and a cooking demonstration.

The annual Town Benefits fair was held on April 16th. This event begins the annual open enrollment period and allows employees and retirees to meet with vendors and the Town Benefits Administrator one-on-one to discuss existing benefit coverage, new benefits, and changing their benefit coverage.

During the months of April and May, EAP Network conducted diversity training for supervisors and staff. Also in May, the Town offered a Get Up and Get Going Walking Program to all employees. The Cape Cod Municipal Health Group and Blue Cross/Blue Shield sponsored this event whose objective was to show individuals how to incorporate walking into their lifestyles. The program was very successful and was offered again in October.

Foley Laboratories conducted a Department of Transportation Drug and Alcohol Reasonable Suspicion training for all DPW and Airport supervisors along with some members of Human Resources. This training was held in June and certified those in attendance on how to recognize the signs and symptoms of drug and alcohol use and abuse.

The final training of the year was held in December. The Town hosted a Cape-wide training on mercury awareness and handling. This training was conducted by SEMASS and provided staff with valuable information on how to handle mercury products and the appropriate method to clean up mercury spills.

LABOR/EMPLOYEE RELATIONS:

The Director participated in mediation and conflict resolution, union contract interpretation, grievance processing and hostile work environment issues. Additionally, the Director mediated numerous employee/management issues and represented the Town at several hearings, mediation sessions and arbitration cases during 2003.

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.

During the month of May, the Town partnered with the Cape Cod Regional Transit Authority to offer the JobRide program to Town employees. The program offers discounted bus passes for employees who elect to take public transportation.

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

In October there was an employee appreciation luncheon that featured the culture and cuisine of India. Over 100 employees participated in the luncheon.

In December, 65 employees were recognized for their years of service with the Town. Also those employees who retired during the year received special recognition.

WORKERS COMPENSATION:

Human Resources received and processed 169 reports of work-related injuries for all departments including the School Department, 17 of which resulted in lost time. There was a 20% increase in the number of reports filed, while the number of lost time events decreased by 10%.

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 2003, the department processed and paid 122 unemployment claims which cost the town \$286,647.30. This amount represents a \$47,014.36 (20%) increase over 2002. The increase can be attributed to a 12% rise in the number of unemployment claims filed during 2003.

CONTRACT COMPLIANCE:

The Town administered 13 Department of Public Works contracts during 2003, totaling \$5,649,386. Of that amount, \$663,997 (12%) represents the compliance portion of the Massachusetts laws relating to Minority and Women's Business Enterprise (MBE/WBE) projects and prevailing wage requirements.

Projects included the reconstruction of Barnstable Road, Park Square improvements, reconstruction of Main Street Hyannis, installation of vacuum sewers on Falmouth Road/Route 28, chip sealing of various town roads, dredging of the Centerville River, construction of the Walkway to the Sea Park, sidewalk construction

on Old Oyster Road in Cotuit, reconstruction of Buckwood Drive, storm drainage improvements in Hyannis, repaving of various town roads, and the addition to the Police Station.

The Barnstable Municipal Airport contracts totaled \$3,608,800 of which \$106,945 (3%) represents the compliance participation of the Disadvantaged Business Enterprise (DBE).

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 2003.

Respectfully submitted,
William E. Cole
Director, Human Resources

PLANNING BOARD

The Planning Board's prime responsibility is the development and protection of land use in the Town of Barnstable. In addition to this responsibility, the Planning Board in conjunction with the Town Council and other Boards in the Town, reviews long range planning requirements involved with land use, public utilities, zoning regulations, and conservation requirements dealing with both land and water uses.

During the year 2003, the Planning Board worked to revise the Town Subdivision Rules and Regulations. This project was undertaken to clarify road classifications within the Town, and to upgrade road specifications to meet existing State standards or industry standards regarding materials and construction procedures, especially as these specification dealt with in ground drainage piping upgrades, sidewalk construction and upgrades to meet State requirement for the handicapped, and new regulations for additional distances for line of sight as new roads are constructed where such roads meet existing roads. This project was completed in June of 2003 and approved by a Board vote at that time.

Also in 2003, the Planning Board accepted the responsibility to begin the revision of the Local Comprehensive Plan for the Town. This is a significant undertaking for the Planning Board and the Town Planning staff as well as many other Boards and their staff. We will also require the assistance of the Cape Cod Commission and their staff to successfully complete this major project.

With the approval of the Barnstable Town Council, the Board will make revisions to the existing plan in the following areas: Section 1A Land Use, Section 1B Village Plans; Section 2 Natural Resources, Water Resources, Coastal, Ponds, Wetlands and Agriculture; Section 3 Economic Development; Section 4 Community Facilities (wastewater facilities, hazardous materials, transportation facilities and school facilities); Section 5 Affordable Housing (includes social services); Section 6 Open Space and Recreation; and Section 7 Historic Preservation. Board members and two additional members appointed by the Town Council and the Town Manager have been assigned to these areas of study, and over a period of approximately 18 months, will develop a draft of changes to the original LCP plan. That draft will be presented to the Town Council for approval and after review, forwarded to the Cape Cod Commission for their approval. This is an ambitious undertaking yet is truly the work of the Planning Board and we as members are eager to complete this assigned task.

The Planning Board had two members who left the Board in 2003. William Belden who had served two terms on the Board decided to step down and do volunteer work on other Town Boards. Bill was a key person on our Board for the years he served. He was a planner by profession and brought significant understanding to the Board on matters of development of property especially as it pertained to downtown development in Hyannis and other Barnstable villages. Bill will be missed and we wish him well in his continued work within the Town and the community. The other person who stepped down was Barbara Hill. Barbara lived in Hyannis, was active in that community, and served on our Board for one term. Her own career needs caused conflicts with Planning Board business meetings and Barbara decided not to seek reappointment. We will miss Barbara and wish her well in her endeavors. The Town Council appointed two new members to our Board in July 2003. They are Felicia Penn and Patrick Princi. Both these new members have become quite active in Board business in the very short time they have been with us and we look forward to their assistance as we fulfill Board responsibilities.

The Planning Board continues to work on zoning amendments as follows:

- Storage trailers and containers. Work on this ordinance continues.
- Downtown zoning refinements in the business district continues.

Other Committee Work

Hyannis Main Street construction.
Roads Committee

In 2003 the regular meetings included:

- Endorsement of twenty-seven Approval Not Required Plans
- Fourteen request for lot releases and security actions
- Four requests for waivers of Subdivision Rules and Regulation requirements
- Four Modifications of a Subdivision, requiring public hearings
- One denial of a Preliminary Plan
- One Definitive Plan approval
- One road name change
- One Repetitive Petition referred from the Zoning Board of Appeals
- Reviewed two Ch. 40B affordable housing developments and sent advisory report to the Zoning Board of Appeals on Planning Board issues.

The Board would like to express its thanks to the Planning Division Staff especially Thomas Broderick, Director of the Planning, Zoning and Historical Preservation, and Jackie Etsten, Principal Planner and the staff person assigned to the Planning Board. Without their help and assistance, we could not do the business of the Board in a detailed and professional manner. Also, the Board wishes to thank Patty Mackey, Secretary to the Board for her help in preparing our reports and minutes and keeping our Board members aware of meetings and times of which over the period of a year, there are many.

Respectfully submitted

Raymond B, Lang, Chairman
Robert Stahley, Vice Chairman
Marlene Weir, Clerk
A. Roy Fogelgren, member
David Munsell, member
Felicia Penn, member
Patrick Princi, member

ZONING BOARD OF APPEALS

The Zoning Ordinance of the Town of Barnstable and The Zoning Act of the Commonwealth of Massachusetts - MGL Chapter 40A, entrust to the

Zoning Board of Appeals granting of special permits for certain uses and the evaluation of requests for variances to the local ordinance, including use variances. The Board hears and decides appeals of administrative officials and is responsible for the issuing of comprehensive permits for affordable housing, under the authority of Mass. General Laws Chapter 40B, "affordable housing."

Summary Table - Z.B.A. Activities 2003

Variances

Total	Granted	Denied	Withdrawn	Continued
43*	20	1	17	5

Special Permits

Total	Granted	Denied	Withdrawn	Continued
82*	58	3	15	6

Comprehensive Permits

Total	Granted	Denied	Withdrawn	Continued
9*	7	0	0	2

Administrative Appeals

Total	Overrule	Upheld	Withdrawn	Continued
8	2	2	3	1

Modification Permits

Total	Granted	Denied	Withdrawn	Continued
2	1	0	0	1

Totals

Total	Granted	Denied	Withdrawn	Continued
144	88	6	35	15

**Variances included 2 Use Variances of which 1 Temporary Use Variance was granted. The other was withdrawn.*

**Special Permits included 5 modifications of prior permits.*

**Comprehensive Permits included 3 modifications of existing permits.*

In 2003, the Zoning Board of Appeals held 29 public hearings at which 144 new appeals were heard. Six of those appeals were Chapter 40B - comprehensive permit applications for affordable housing; four of which have been granted and two are continued into 2004. Over 2003, the approved Chapter 40B and the local Accessory Affordable Housing program have increased the Town's affordable units from 4.70% to 5.11%. The goal of Chapter 40B is to create 10% of the housing stock as affordable.

In 2003, thirty special permits were issued for the demolition and reconstruction on non-conforming lots. As noted last year, due to the structure of the zoning ordinance, demolition and reconstruction of single-family dwellings on non-conforming lots requires the Board to make findings and issue special permits before the structure is removed and a new one built. The Board had hoped that the Ordinance would have been amended to allow most of these single-family demolitions and reconstructions to be permitted as-of-right. However, that amendment is still pending.

The Board consists of five members and up to four alternate members. The activities of the Board are quasi-judicial in that its rulings and permits have the validity of law. In making its decisions and rulings, the Board is responsible for regulating and conditioning certain uses of land, buildings, and structures. In doing so, it is entrusted to protect the health, safety, and general welfare of the inhabitants of the town and advance its orderly growth and development.

The Board could not function without the countless hours and contributions of its individual members. This is a volunteer board that each year handles the demands of many complex zoning issues.

The zoning issues that we face have become increasingly complex requiring a greater amount of time, effort, and expertise in processing these appeals. It is not an easy job, yet we appreciate the opportunity to participate in decisions that will impact the town's future.

In December of 2003, Mr. Thomas A. DeRiemer resigned after ten years of dedicated service to the Town as an alternate member of the Zoning Board of Appeals. Mr. DeRiemer's professional commitment and personal integrity distinguished his service on the Board and we wish to personally thank him on behalf of the residents of the Town of Barnstable.

During 2003, Sheila Geiler, former Zoning Board Office Secretary, was appointed as an alternate member of the Board. Her background and knowledge make her uniquely qualified to serve on the Board. We welcome her.

In March of 2003, Peggy Rothman joined the Planning staff as the Zoning Board Office Secretary. We welcome her and thank her for all of her hard

work. The Board Members wish to acknowledge and recognize the support and service of Principal Planner Arthur Traczyk, and part-time assistance of Shirley Conley during the past year. Also, the Board wishes to thank Denise Devlin for her assistance over the year as recording secretary bridging the vacancy between office secretaries and assisting in the hearings of comprehensive permits.

Additionally, the Board extends its appreciation to Town Attorney Robert Smith, Assistant Town Attorneys Ruth Weil and David Houghton and their staff, whose help has been invaluable resulting in most appeals being upheld in the Courts and rulings that have set precedence throughout the Commonwealth.

The contribution of the Building Commissioner, Tom Perry, and members of the Building Division has been significant and is also appreciated.

Respectfully submitted,

Daniel M. Creedon III, Chairman
Ron S. Jansson, Vice Chairman
Ralph Copeland, Clerk
Richard L. Boy, Member
Gail Nightingale, Member
Jeremy Gilmore, Alternate Member
Randolph Childs, Alternate Member
Sheila Geiler, Alternate Member

INFORMATION TECHNOLOGIES

The Information Technologies Department once again experienced a very busy year. This spring we consolidated our offices and moved up to the 4th floor in Town Hall. We are very happy and pleased with our new accommodations.

Over the past year Information Technologies has completed over 1,360 work orders.

Software Support	614 calls
PC Hardware	428 calls
Systems Support	255 calls
Miscellaneous	63 calls

The Information Technologies 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. We have software and hardware in place to protect against intruders and viruses. We continue to maintain daily backup tapes of all Town data that are stored in an off-site storage vault to ensure safekeeping.

We are in the process of moving the Town office data over to new servers. This required upgrades at both the PC and server level. By staying current with technology we ensure that the Town employees are able to successfully communicate with each other, and with people outside of Town Hall.

The Town's core business application, Munis, handles all the financial, tax billings and collection, payroll etc. This system is routinely updated, with a major upgrade taking place each spring. Unfortunately, in June we did have a major system crash where the server failed, but after a long 26 hours the Town was back up and running with a new server and data intact. Many thanks to all involved in being patient while we got the system running and tested, and to internal staff for their hard work.

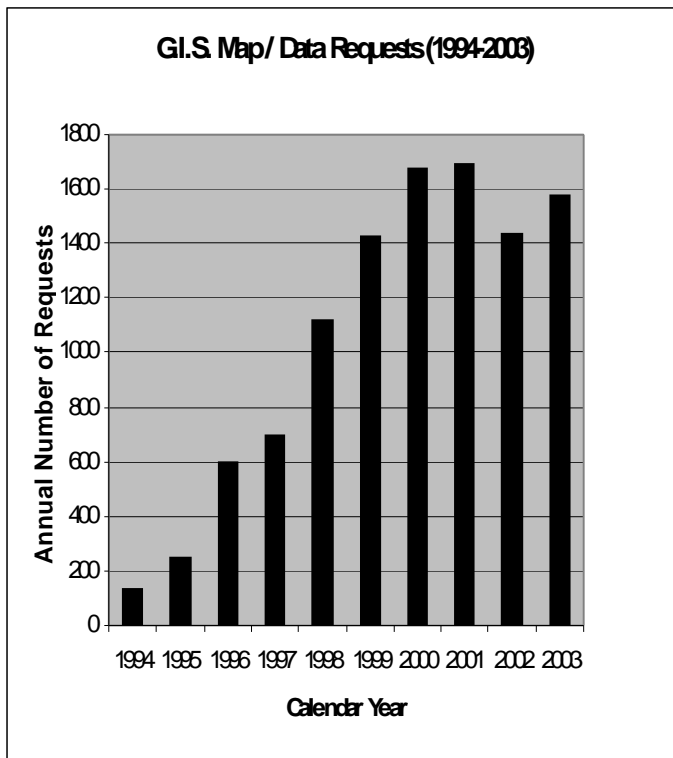
Geographic Information System (G.I.S.)

The Town of Barnstable has had a geographic information system in place since 1990. The Town's G.I.S. is used to support the activities of nearly every Town department including Public Works, Planning, Health, Safety and Environmental Services, Police, Recreation, and Administrative Services. By combining geographic information, from many different sources, analyzing the relationship between the different layers of information, and outputting printed maps and reports, G.I.S. can be used to assist in decision making and planning efforts.

Common uses of the Town's G.I.S. include producing site maps and aerial photographs, generating abutter lists and maps, performing spatial analysis, and developing custom maps and analysis to assist in the decision making process of Town Departments, Boards, and Committees

Report on G.I.S. activity for 2003

The annual number of map and data requests grew slightly during the calendar year 2003. There were 1,576 requests completed during 2003 as compared to 1,437 requests completed during 2002. The overall trend since 1994 is shown in the graph below.



The bulk of G.I.S. staff resources during 2003 was devoted to work on Phase II of the Aerial Flyover & Mapping Update Project. The goal of this ongoing project is to update the Town’s G.I.S. base maps using new aerial photographs taken in April 2001. When the update is complete, the G.I.S. base maps will be a much more valuable decision making tool. The anticipated completion date for this project is sometime in mid 2004.

During 2003, the G.I.S. unit produced a new Town of Barnstable Street Atlas. The department printed 750 copies of the new Atlas for distribution to other Town departments as an aid to their daily operations. The atlas is based on current Town records and is more accurate and current than any commercially available atlas of the Town

Also during 2003, the G.I.S. unit partnered with the Cape Cod Community College Environmental Technology Program to place student interns with the G.I.S. unit. Under this program, students work part time with the G.I.S. unit learning G.I.S. technology skills while at the same time performing valuable work for the Town. Based on this program’s success, it will be continued into 2004 and beyond.

During 2003, the use of G.I.S. technology within the Town has continued to develop and evolve. As we move forward, we will continue to implement cost effective solutions enabling better informed decision

making, and better use of scarce resources, throughout all aspects of Town government.

Multi Media Communications

Information Technologies continues to broadcast many Town events on the public access channel, Channel 18. CH18 is used to inform the public on a variety of Town related items, including the broadcast of live and pre-recorded meetings. New this year is our weekly talk show “Talk of the Town,” airing daily at 5:00 p.m. This popular news show makes it easier for the general public to learn about various town activities from the comfort of home. In-between meetings we broadcast informational videos to help show the public who we are as a Town, and what we do. When not airing a meeting or a show, we display the Town bulletin board that broadcasts weekly town events. This same bulletin board can also be viewed on the Town web-site.

We make every effort to tape and air all pertinent public information. We have some exciting and innovative projects in the upcoming year in which we will rely heavily on her expertise to help us successfully complete.

We have also upgraded the cameras in the hearing room to provide better quality during live meetings. We will be upgrading the equipment in the TV studio to increase quality and allow a more diverse and flexible re-broadcast schedule.

Our web-site continues to grow. It is a resource we work hard at and are very proud of. In February of 2003 we were ranked number four in the state by the *Public Sphere Information Group*. Many thanks to Kevin DeCollibus who works primarily on the web-site; the award is recognition of his hard work and diligence.

The web-site receives an approximate average of 15,000 visitors a month. New this year is the addition of the Town Newsletter, the *Barnstable Bulletin*. This newsletter is written by Jemma Lambert, Director of Community Services and goes out electronically each month to about 1,000 subscribers. If you would like to receive a copy visit the web-site, www.town.barnstable.ma.us and sign up. Other popular items include the Assessing property values, maps and aerial photos. Also popular are the Town Council’s agendas and minutes (as well as all other boards 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 Technologies at 508-862-4624 or isd@town.barnstable.ma.us with ANY ideas or suggestions you might have.

In closing, the Department is proud of the tasks accomplished during this busy year. The projects went well and were completed within a timely fashion. I would like to thank our Town Manager and Town Council 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, Jeanette Bond, Dennis Bouvier, Kevin DeCollibus, Kevin Foster, Ron Ghetti, Nancy Johansen, Steve Pacheco, Lawrie Peirson, 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 Technologies Manager

OFFICE OF COMMUNITY AND ECONOMIC DEVELOPMENT

The mission of the Town’s Office of Community and Economic Development is to provide leadership and professional expertise to support the develop and implementation of a comprehensive affordable housing, economic development and Community Development Block Grant program, for the Town of Barnstable.

Affordable Housing

140 units of affordable housing were created in 2003 throughout the Town of Barnstable. 83 of these units were counted towards the Town’s affordable housing inventory by the Massachusetts Department of Housing and Community Development raising Barnstable’s

percentage of affordable housing from 4.70% to 5.11%. 51 of the counted units were created through the Accessory Apartment/Amnesty Program and 32 units were created through Chapter 40B comprehensive permit projects.

Of the 140 affordable housing units which were created, 57 are being processed for submission to the state (DHCD) to be included in Barnstable’s inventory of affordable housing units. The 57 units consist of an additional 11 accessory apartments, 40 CDBG assisted through three non-profit organizations (CHIPS, Nauset Workshop and CHAMP House), four through the CDBG rental acquisition program by the Barnstable Housing Authority and 2 first-time homebuyers also funded through the Town’s federal CDBG grant funds.

The Town has identified several town-owned parcels of land that are suitable for the development of affordable housing including a portion of the Darby property in Osterville, a four acre site adjacent to the YMCA along Route 132 and a portion of the Lombard Trust property in West Barnstable. The Office of Community and Economic Development is taking a lead role in the development of these parcels which will provide future affordable housing opportunities for Barnstable residents.

Economic Development

The Town’s economic development consultants, RKG Associates of Durham New Hampshire, completed the Downtown Hyannis Market Analysis. RKG Associates presented their findings and recommendations for the revitalization of the Downtown Hyannis area to the Town Council in March 2003.

Based on RKG’s findings and recommendations the components of a Downtown Hyannis Area Implementation Plan aimed at attracting private investment have been developed and are scheduled to be presented to the Town Council in 2004.

In 2003 the Town of Barnstable received a \$1 million Community Economic Development Action Grant (CEDAG) from the Massachusetts Department of Housing and Community Development for the design and construction of the Walkway to the Sea project which will physically link the Hyannis Main Street commercial district with the waterfront.

Community Development Block Grant

The Town of Barnstable received an annual allocation of \$434,000 in federal Community Development Block Grant funds from the U.S. Department of Housing and Urban Development. Approximately twenty per-cent of the funds were allocated for general administration and program staff. The balance of funds were contracted to various public and non-profit organizations for programs and projects that benefited Barnstable residents earning less than eighty per-cent of the areas median income.

In addition to providing funding to create affordable housing opportunities and handicapped accessibility projects, the Town provided CDBG funds to several organizations providing human services. The Salvation Army's DayStar Program, the Cape Cod Community Action Council and the Hyannis Main Street Business Improvement District's Clean Team provided services to the Town's homeless population while the Barnstable County Sheriff's Department Youth Ranch provided day-care and outreach services to children from low and moderate income families.

Respectfully submitted,

Kevin J. Shea, Director

REPORT OF THE 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 designed to ensure that the quality of life enjoyed by the community is sustained or improved. Services are delivered through four divisions:

BUILDING DIVISION is responsible for 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 2003 included oversight of the former Bradlees store reconstruction into the Home Depot retail store; completion of the new surgical sterilization unit at Cape Cod Hospital; review, permitting and inspection of the new Trinity Christian Academy on Mary Dunn Road; the completion of Southside Village, a new three building, 14 unit affordable housing complex on Falmouth Road in Hyannis and plan review and permitting of an 8

building, 16 unit, Habitat for Humanities development on Danvers Way in Hyannis.

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 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 2003 include: the successful completion of phase one of the Bridge Creek Salt Marsh restoration project and the Mary Dunn well head protection project. 95% of the cost of these projects was paid through grants obtained by the division totaling \$592,700.00. The Long Pond Centerville invasive aquatic plant eradication continued in 2003 with another successful treatment. More than 275 project applications were filed with the Conservation Commission in 2003. All were reviewed by staff and over 700 site visits were conducted to gather material for staff reports or to follow up on violations.

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. Applications submitted in 2003 totaled 280 as compared to 2002 total of 163. Revenues increased from \$400,713.00 in 2002 to \$581,470.00 in 2003. Consumer protection efforts are provided through the division's weights and measures program providing inspection and testing of all devices used commercially to determine quantity or price. This function includes scales, gas pumps, home heating fuel delivery trucks, electronic cash registers and scanning systems as well as packaging and labeling requirements and accuracy of net contents regulations (weight declarations).

Device inspections increased from 4,403 in 2002 to 5,383 in 2003. Weights and Measures revenues

increased from \$68,600.00 in 2002 to \$116,882.00 in 2003.

The Citation Processing Program maintains records of approximately 1,800 civil citations issued by various town enforcement staff annually, primarily violations of town rules and regulations. This non-criminal 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 staff costs to affect the same enforcement through the standard criminal procedure. Citations processed in 2003 totaled 1,817 compared to 1,202 in 2002. Revenues totaled \$108,022.00 in 2003 compared to \$63,435.00 in 2002.

The Parking Program processes over 7,500 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 all parking meter receipts and assistance to the police department when requested. Parking citations processed in 2003 totaled 7,764 compared to 4,193 in 2002. Parking receipts totaled \$176,165.00 in 2003 compared to \$127,502.00 in 2002.

Request for customer service continues to grow at a significant rate. Service requests were up over 60% in 2003 while revenues increased 49%.

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 to water bodies. Staff conducts surveys and water sampling to continually improve water quality. Testing is conducted at the towns 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 in the exercise of the board's official duties. During 2003 the Public Health Division staff responded to 604 health related complaints; reviewed and processed 810 septic system inspection reports from private inspectors, the division reviewed 1,531 building permit applications for compliance with Public Health codes, issued 1,072 permits and collected \$189,911.00 in revenues.

The reports of the individual divisions, and the boards and commissions they support, follow.

Respectfully submitted,

Thomas F. Geiler
Regulatory Services Director

Building Division

As we look back on 2003 the Building Division continues to be very active as construction continues at a very lively pace.

While the permitting for new single family houses continues to decline the activity related to remodeling and adding to existing housing stock continues to increase. Commercial construction has also increased, with many of the enterprises in town upgrading and improving their properties.

Affordable housing projects continue to be actively proposed and constructed. This year alone we have

seen the completion of Southside Village, a 14 unit complex on the Hyannis/Centerville line and the building division inspected and approved 24 amnesty (affordable) apartments that were referred to us from the Community and Economic Development office. The Habitat for Humanity project on Danvers Way, Hyannis, was started and will provide more affordable housing for our citizens.

Because most permits require multiple inspections, a total of 24,844 inspections were completed. Without the hard work and dedication of all the staff members of this division the complex issues involved with constructing or developing a building or site would be much more difficult. The efforts put forth by these individuals collectively produces a smoothly operating division.

Building Permits

	2002	2003
<i>Residential</i>		
New Dwellings	111	96
Additions/Alterations	573	607
Decks, re-roof, Reside	480	590
Pools	79	84
Accessory Structure	256	246
Misc. Residential	313	359
Demolitions	46	66
Rebuilds	17	19
Occupancy Permits	234	233
Certificates of Inspection	268	262
Plumbing Permits	1337	1236
Gas Permits	1689	1543
Electrical Permits	1936	1790
Sign Permits	195	142
Inspections	23,292	24,844
<i>Commercial</i>		
New Buildings	17	29
Remodel	119	126
Fees Collected	\$722,516	\$765,430

Respectfully submitted,

Thomas Perry
Building Commissioner

Conservation Division

The Conservation Division conducted 600 site inspections in 2003 in support of the Conservation Commission's wetlands regulatory effort. In addition, 1,405 building permit applications were reviewed for wetland impacts, and 93% were approved over the counter.

Conservation Division grant writing won a \$5,000 grant from Cape Cod Cooperative Extension Service for a fire management study at the West Barnstable conservation area and abutting municipal lands.

Phase 1 of the Bridge Creek (W. Barnstable) salt marsh restoration project was completed, with the installation of a new and enlarged railroad culvert. This project was a multi-agency venture, and was 97% grant funded.

Land management efforts in 2003 included further sprucing up the Meetinghouse Farm, Childs and Mitchell properties. A land management plan was completed for the Hovey property in Cotuit, and a contract for design of a waterfront access improvement was signed.

We recommend a visit to the Town's conservation lands. We're proud of the improvements designed to better serve the user public. See our town webpage for trail guides.

The Conservation Division again coordinated the annual CoastSweep beach cleanup. Thirteen schools and organizations removed beach debris at 21 town beaches and landings.

Respectfully submitted,

Rob Gatewood
Conservation Administrator

Consumer Affairs Division

Activity Report - December 2003

	<u>Dec2003</u>	<u>FYTD 2004</u>	<u>CYTD 2003</u>	<u>Dec2002</u>	<u>FYTD 2003</u>	<u>CYTD 2002</u>
Office of the Parking Clerk						
Number of Tickets Processed	370	4,839	7,764	335	2,659	4,193
No. of Registry Releases Issued	25	250	446	54	207	403
Lease Surcharge Receipts	\$1,341.30	\$14,500.66	\$20,921.76	\$1,240.80	\$10,153.00	\$16,204.59
Number of Parking Hearings	47	743	1,188	78	524	955
Parking Meter Receipts	\$0.00	\$23,648.61	\$31,558.92	\$0.00	\$23,106.31	\$29,481.88
Ticket Receipts	\$5,945.00	\$79,369.00	\$123,660.00	\$6,114.45	\$47,290.95	\$81,666.20
Other Receipts	\$0.00	\$25.00	\$25.00	\$0.00	\$125.00	\$150.00
Total Parking Clerk Receipts	\$7,286.30	\$117,543.27	\$176,165.68	\$7,355.25	\$80,675.26	\$127,502.67
Sealer of Weights & Measures						
Number of Devices Tested	485	3,161	5,383	565	2,748	4,409
Number of Devices Sealed	441	2,604	4,392	478	1,932	3,080
Number of Devices Unsealed	34	324	415	49	490	618
Number of Devices Adjusted	10	204	519	26	238	508
Number of Devices Condemned	0	29	57	12	88	203
No. of Commodities Inspected	0	0	854	0	0	3,491
No. of Vehicle Safety Inspections	51	86	105	81	91	120
Device Inspection Receipts	\$9,469.00	\$57,874.00	\$112,882.50	\$4,470.00	\$35,490.50	\$62,700.50
Vehicle Inspection Receipts	\$2,550.00	\$3,050.00	\$4,000.00	\$3,950.00	\$4,450.00	\$5,900.00
Total W&M Receipts	\$12,019.00	\$60,924.00	\$116,882.50	\$8,420.00	\$39,940.50	\$68,600.50
Ordinance Citations						
No. of New Citations Entered	161	1,076	1,817	116	707	1,202
Number of Payments Recorded	188	832	1,581	68	541	907
Number of Notices Sent	5	491	946	111	448	655
No. of Criminal Complaints Issued	35	173	259	21	123	185
Ordinance Citation Receipts	\$14,600.00	\$60,285.00	\$108,022.50	\$5,275.00	\$36,487.50	\$63,435.00
Licensing						
Number of Inspections	0	0	0	0	0	0
Number of Hearings	17	177	280	13	71	163
Number of Consumer Complaints	0	0	0	0	0	0
License Receipts	\$221,045.00	\$282,403.34	\$581,470.34	\$200,820.00	\$284,251.00	\$400,713.00
Total Consumer Affairs Receipts	\$254,950.30	\$521,155.61	\$982,541.02	\$221,870.25	\$441,354.26	\$680,251.17

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 are held in public session and most are televised for the benefit of the public. The Authority considers a variety of issues during the decision process including 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.

The Licensing Authority also hears complaints brought primarily through the police department regarding violations committed by a licensee. The Licensing Authority hears the evidence presented at a public hearing and makes a finding on the guilt or innocence of the licensee. A guilty finding could result in the modification, suspension or revocation of a license.

Activity Summary	2001	2002	2003
Hearings Held	173	118	280
Receipts	\$400,173	\$195,416	\$581,470

Respectfully submitted,

Martin E. Hoxie, Chairman
Gene Burman
Paul R. Sullivan

Public Health Division

2003 was a productive year for the Public Health Division. 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 2,503 inspections were conducted at restaurants, motels, swimming pools, retail stores, septic systems, recreational camps, hazardous material sites, horse stables, rental houses, and other facilities 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. 2,140 persons received the influenza vaccine this year during our clinics. These vaccines provide lifesaving protection to the elderly, chronically ill, and other vulnerable persons in the community.

Health inspectors reviewed and processed 644 disposal works construction permits during 2003. In addition, 1,717 building permit application plans were reviewed involving the construction of new homes, commercial buildings, sheds, additions, alterations, and remodeling work.

We also continue to review and process septic system inspection reports submitted from private inspectors hired due to real estate transactions and building expansions. 810 reports were received during the year 2003, compared to 773 received during the previous year. 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.

Health inspectors responded to 661 health related complaints during the calendar year involving rental housing problems, horse manure, hazardous waste spills, rubbish, sewage, food, and various other types of public health related issues. Most complaints were received by telephone, many were received anonymously. Staff responded to more than 90% of the complaints within 24 business hours with an onsite investigation.

Number of Complaints Investigated During	2003	Compared To 2002
Refuse (Rubbish, garbage)	259	255
Article II (Housing)	116	112
Title V (Sewage)	52	57
Article X (Food Est.)	51	50
Food borne Illness Allegations	26	22
Haz. Waste (spills, leaks)	69	75
Misc. (odors, noise, sanitation)	88	84
Total	661	655

Number of Routine Inspections Conducted:

	2003	Compared To 2002
Food Service	375	338
Retail Food	151	240
Supermarkets	14	12
Mobile Food Units	4	13
Bed and Breakfast	31	13
Lodging Houses	33	16
Motels	42	34
Swimming Pools	58	48
Whirlpools, Sauna	15	12
Camps	15	10
Stables	87	71
Sewage	683	723
Test Holes	367	445
Percolation Tests	270	388
Housing Rental Units	46	48
Massage/ Body Art	6	2
Hazardous Materials	121	209
Reinspections	185	214
Total Inspections	2,503*	2,836

[*NOTE: Reduction of health inspectional staff for four months resulted in reduction in the number of inspections conducted].

Building Permit Applications Reviewed and Approved:

2003	Compared To 2002:
1,717	1,531

Disposal Work Construction Permits Reviewed and Approved:

2003	Compared To 2002:
644	611

Communicable Diseases Reported During:

	2003	2002
Salmonellosis	9	17
Hepatitis	46	42
Campylobacter enteritis	10	4
Meningitis (viral)	3	2
Lyme Disease	29	18
E. Coli	0	8
Giardiasis	1	1
Tuberculosis	2	14
Measles	0	1
Cryptosporidiosis	0	3
Brucellosis	1	0
Total	101	110

Fees Collected During 2003.... Compared to 2002

\$187,244 \$195,054

Respectfully submitted,

Thomas A. McKean, RS, CHO
Director of Public Health

BARNSTABLE MUNICIPAL AIRPORT

The Airport operates as one of the largest enterprise accounts within the Town of Barnstable's public administration. As an enterprise account, Barnstable Municipal Airport (BMA) is self-reliant and operates without any undue financial burden on the tax paying citizens of the Town of Barnstable.

Because of national economics, and the downward spiral in the aviation industry, BMA has also been affected by national trends. Like the other 429 commercial service airports across the United States, BMA realized an approximate 14 percent drop in its passenger volume in 2003. Despite this BMA is the third largest and most high volume commercial service airport within the Commonwealth of Massachusetts behind Boston/Logan and Nantucket Memorial Airports respectively. Moderate increases in passenger travel are expected in year 2004, but finite numbers or projections are difficult at best to predict, due to the continuing slump in the US economy, security concerns, and faced with competition from other forms of public transportation.

Despite cutbacks in federal and state spending over the past year and expected deeper cuts in FY 04 the airport has managed to fund the majority of its prioritized capital improvement projects. Thanks in part to some conservative management decisions, a mixture of streamlined aircraft operations and services, the airport serviced 174,928 passengers. The airport's operations and maintenance staff provided handling for more than 30,000 commercial service airliners, corporate jets, and general aviation aircraft operations. How have such an achievements 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. In addition, include the fact that the airport is one of the largest employers within the Town of Barnstable; being a great place to work for more than 423 full-time, part-time, and seasonal

employees. Equally important, are the unsurpassed contributions and remarkable dedication of the airport's highly trained staff of operations and maintenance, and administrative personnel.

The environmental process to determine the location of the new airport terminal has finally raised its head above the horizon. In October 2003, the Barnstable Municipal Airport Commission publicly announced at a Barnstable Town Council Meeting, the location of the proposed new 44,000 square foot airport passenger terminal; which is proposed to be located within close proximity of the current and grossly aged airport terminal. Although great progress and strides have been made, the environmental process is far from being concluded. Not only will work continue on pinpointing the exact location of the terminal building, other considerations such as design (appearance), parking and ground access (traffic), and numerous permitting issues must still be resolved. The commission not only expects many rounds of negotiations with regulatory agencies at the federal, state, and local levels, but meetings with town council officials and the public as well. Great care and planning are being exercised to insure the Town of Barnstable and Cape Cod are provided a modern and first class airport terminal to support passenger demand through the year 2015, and facilitate plans for future demographic and economic growth.

One of the airport's major milestones completed in 2003 was installation of the \$4.8 million Engineered Material Arresting System. Forever etched in the minds of Barnstable residents was the event of St. Patrick's Day 2000. A Falcon 900 corporate business jet overshot the runway, went through the airport perimeter fence, and ended up in the parking lot of the TJ Maxx Shopping Plaza. One can never say "never", but this one-of-a-kind system should restrain any aircraft, from the Cessna 402, up to including aircraft the size of an Airbus, from exiting the runway and repeating the year 2000 mishap.

At the helm of the airport's management, is Dr. Quincy "Doc" Mosby, a retired 28-year Air Force veteran. A well-rounded 7-member Airport Commission provides the regulatory and general administrative oversight of all 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).

Respectfully submitted,

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

COMMISSIONS & COMMITTEES

Barnstable Housing Authority

The Barnstable Housing Authority (BHA) was led in 2003 by Carl H. Johnson, Jr. Chairman, Paula Schnepf, Vice-chair, Richard A. Cross, Jr., Treasurer, Dolores Rucker, Assistant Treasurer, and Commissioner Arthur F. Kimber. Dolores Rucker, a valuable member of the BHA chose not to run for a second term in 2003 and was replaced by Deborah Converse of Centerville. Deborah was elected, and Arthur Kimber was re-elected, to the board in the November election. The Board and staff of the BHA worked closely with the Town of Barnstable to produce affordable housing opportunities for our residents.

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 through our Rental Acquisition Program. Management partnerships with both the Dennis and Sandwich Housing Authorities brought in additional revenues to the BHA and increased the responsibilities of the staff.

Offset on the revenue side have been financial cutbacks by the Commonwealth which have forced a freeze on two state rental assistance programs. The state budget also contained rent increases for all elderly and family tenants which were implemented in the fall.

The BHA was pleased to receive \$303,000 from HUD funding the renewal of 35 Housing First

Section 8 Housing Choice Vouchers. The BHA, and the Housing Assistance Corporation, have worked together to distribute this housing resource to individuals with HIV/AIDS.

The BHA revitalized its Section 8 Family Self-sufficiency (FSS) program and with the assistance of a \$34,000 HUD grant will operate a regional FSS program designed to help Cape Cod families work their way off public housing assistance. The BHA will be implementing this grant in 2004.

Despite reaching an agreement in late 2002 with the Osterville Village Association and the Town for 87 units on the Darby parcel the project stalled with opposition on a variety of fronts. In West Barnstable the town issued a Request for Proposals for 20 units of family housing on land behind the YMCA. Under the BHA's Rental Acquisition Program the BHA took possession of two rental units at School House Pond Condominiums in Hyannis Port. The BHA also purchased a property with two affordable rental units in West Barnstable.

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% lease-up rate. Despite an unusually large number of turnovers units in conventional housing during 2003 the agency has operated at close to 100% occupancy throughout the year.

The BHA will continue to work with the federal, state, county, and local officials to make 2004 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 P.M. Public participation and comments is both welcome and encouraged. Our offices are located in the Colony House, 146 South Street, Hyannis.

Carl H. Johnson, Jr., Chairman
Paula Schnepf, Vice-chair
Richard A. Cross, Jr. Treasurer

Deborah Converse, Assistant Treasurer
Arthur F. Kimber, Commissioner

Thomas K. Lynch, Executive Director

Barnstable County Home Consortium

Once again the Town of Barnstable made strong use of funds allocated to the HOME program by the Federal Government. In calendar year 2003 a total of \$163,378, approximately 22% of the total to Barnstable County, was awarded to projects and homeowners in the Town of Barnstable.

The Homeowner Repair Program made three loans in Hyannis (2) and Centerville (1) for a total of \$21,798. Downpayment assistance also went to three households, two in Hyannis and one in Marstons Mills, for a total of \$21,580. The remaining \$100,000 was awarded for development of the 14 unit Southside project owned by the Housing Assistance Corporation.

Facing economic realities, the Advisory Council last year increased its per-unit and per-project award limits to \$15,000 per unit and \$75,000 per construction. Ceiling home prices allowed (adjusted for family size) are \$125,000 and \$135,000. Downpayment assistance ceilings have also risen to \$10,000. The three loans in that category were for \$10,000, \$7,980 and \$3,600.

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. This year the Consortium awarded \$20,000 for operating needs to the Housing Land Trust for Cape Cod [HLTCC] which is currently building its first project of thirty homes in Marstons Mills.

After 45 years in the Town of Barnstable and more than a decade of service as the Town's representative to the HOME Consortium, I tendered my resignation several months ago because of my move to the wilderness, otherwise known as Yarmouth. I am deeply grateful for the opportunity to have served this town.

Respectfully submitted,

Judith Barnet,
Town of Barnstable Representative

Barnstable 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, services, 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 Disability Commission is an advisory committee to the Town.

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 for the benefit of persons with disabilities.

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. Fees collected are used to fund projects pertaining to handicapped accessibility within the town, such as the approved recreation deck at Dowses Beach and upgrades at Town parks, beaches and surf chairs.

The commission, with the help of committee volunteers, completes ADA surveys of the schools, beaches, town buildings, and facilities in the Town. The results of these surveys 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 buildings and 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 2004. 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. We are also working with the Town to address handicapped access for the Walkway to the Sea, and with the Barnstable High School to create an annual scholarship for a disabled student. We are developing a joint program with the Rotary to develop audible pedestrian signals on Main Street to assist those who are visually impaired, and working to increase the use of the Town's Emergency 911 Handicap Indicator.

The Recreation Deck for Dowses Beach has received approval and is now moving to completion for the coming season. The Barnstable Disability Commission has committed over \$60,000 for this project from the Handicapped Parking Patrol Fund. The Barnstable Disability Commission is seeking matching grant funds for completion of project. 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 2004. 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 508-862-4914.

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 508-862-4914.

Al Melcher, Chairman
Paul Nevosh, Vice Chairman
Frank Maioli, Treasurer
Jean Boyle
Edward Clark
William E. Cole, ADA Coordinator
Robert Fauteaux
Raffaele Kaddy
Paul Sullivan

Barnstable Economic Development Commission

The Barnstable Economic Development Commission's (BEDC) focus is to create an environment that is conducive to economic development and substantial investment within the Town. The goal is to increase job opportunities for the residents of the Town of Barnstable by facilitating the expansion of existing businesses, by attracting businesses, and by insuring access to resources necessary to start-up businesses.

The BEDC is an advisory committee of the Town Council, the Town Manager and the Office of Community and Economic Development. It provides advice and assistance to them regarding the development of the Town's economic base.

The BEDC consists of nine members appointed by the Town Council. The members have backgrounds and experience in the fields of economic development, banking, planning, real estate development, business, workforce development, architecture, business advocacy and government. The members meet monthly with subcommittees meeting with greater frequency.

Last year, the primary geographic areas which the BEDC focused its economic development efforts on included Downtown Hyannis, the Hyannis waterfront, the Hyannis Industrial Park and the Route 132 and 28 corridors.

The BEDC spent considerable time on downtown revitalization. The BEDC oversaw the consultant selection process resulting in the hiring of RKG Associates, tracked the research, and reviewed the preliminary findings and recommendations of the RKG Downtown Hyannis Area Market Analysis.

The BEDC also worked on the Economic Development portion of the Local Comprehensive Plan and crafted the following vision statement: The Town of Barnstable is a desirable destination for living, working, playing and conducting business. The natural environment is a critical component integral to plant, animal and human life that adds to the attractiveness of the Town. The Town has achieved a true balance between economic stability, social sustainability, and safeguarding its natural environment. Employing the Village Center concept, each village is economically competitive, visually pleasing, easily accessible, and pedestrian friendly,

to encourage the greatest number of visits and meetings. The Town of Barnstable is, and will continue to be, the commercial hub of the Cape Cod region, and is recognized for strengthening both its natural and built environments.

During the upcoming year the members of the BEDC will continue to prioritize the Town's efforts to attract private investment to Downtown Hyannis and the waterfront area. The Commission will continue to work with the Town Council, Town Manager, Office of Community and Economic Development, Planning Department, the Hyannis Area Chamber of Commerce and the Hyannis Main Street Business Improvement District toward developing a successful Downtown Implementation Plan.

The BEDC will also continue to assist the Town to attract private investment and increase job opportunities through the Economic Development Incentive Program in Downtown Hyannis and the Hyannis Industrial Park, both designated Economic Opportunity Areas.

The BEDC appreciates the working relationship it enjoys with the members of the Town Council and the Town Manager.

The members of the BEDC would like to thank last year's Commission Chairperson, Hank Farnham, for his guidance and leadership.

Respectfully submitted,

Jeannine Marshall, Chairperson
William Belden, Vice Chairperson
Donald E. Megathlin
Howard Penn
Philip Scudder
Lois R. Andre
Steve Shuman
Lynne Poyant
Patrick Princi

Barnstable Historic Commission

The Barnstable Historical Commission's role 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 Historical Commission handles the qualifying properties for protection from demolition that are located outside our town's two historic districts, Old King's Highway Regional Historic District and Hyannis Main Street Waterfront Historic District. In addition there are 75 individual properties and 13 contiguous historic sections identified as Multiple Resource Areas which the Historical Commission oversees.

The Commission can postpone demolition for six months of structures which 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 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.

The Trayser Museum Complex continues to face serious issues. The Request for Proposal to outsource the day-to-day management and fund raising for the Complex, reported in the 2002 Commission Report as being developed for Trayser, has not been realized. Neither the Historic Structures Report (condition survey of the structures) nor Inventory and Appraisal of contents has taken place.

On September 23, 2003 the Barnstable Historical Society informed the Town they would remove their artifacts and documents from the Complex due to security and climate control concerns.

The Museum Complex was open July 11, 2003 to October 19, 2003, Thursday through Saturday from noon to 5 PM. Recommendations for advertising, docent training, and staffing levels were not observed. The Complex was decorated and opened for the annual Barnstable Village Christmas Stroll.

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 work of local artists.

Charles Baskin resigned from the Commission after many years of dedicated service in 2003. He brought both an awareness of community concerns and

personnel to the position of Committee Chair. Marilyn Fifield joined the Commission in 2003. Her background in historic preservation is a strong asset for the Town and the Commission.

The preservation of the rich history of the Town of Barnstable continues to be an asset residents and visitors alike treasure.

Respectfully submitted,

Nancy Clark, Chair
Marilyn Fifield
Barbara Flinn
Sandy Lenny
Nancy Shoemaker
Robert Stewart

Board of Health

In 2003, the Board of Health continued to enforce ongoing programs including sewage disposal, hazardous material use, storage and disposal, fuel storage and food service sanitation. A total of 2,503 inspections were conducted by Health Division staff at restaurants, swimming pools, retail stores, percolation tests, septic systems, tanning facilities, motels and other facilities in 2003.

This year, the division lost funding for the tobacco enforcement/education program that had been so successful in prior years. However, the County offered to perform the compliance checks of local establishments' adherence to the 1996 tobacco regulations regarding sales to minors.

The Board of Health members reviewed sixty-nine (69) variance request applications during the year. Minor setback issues that had previously required full Board of Health hearings for variance requests were identified and were classified as situations which could be handled "at the counter" by Public Health Division staff. This streamlines the process and decreases the time required to obtain minor variances that do not impact on the public health.

The Board continues to work with the town DPW and engineers on plans for utilizing the sewage disposal system in the most efficient and beneficial ways. This included revision of the "3000 foot" regulation which had required all commercial buildings within this distance of the sewer line to connect to it with a more flexible regulations that identifies areas of concern for priority hook-up to the

system. The Board also worked with DPW on the Lake Wequaquet sewer extension proposal.

The current fee structure for the Health Division was reviewed and revised to reflect the true costs of the activities of staff.

Food Service sanitation requirements were improved by requiring a minimum of two serve safe certified individuals at each food service establishment in town.

Regulations and standards of practice were reviewed for nail salons and keeping of animals.

The Board revised the regulation defining wetlands in regard to the required 100 foot setback for septic systems. It is in the process of evaluating the definition of coastal banks in order to bring the town in agreement with state regulations.

The Board continues its strong support of the community nursing program. Public Health Nurse Maureen Kelleher holds monthly clinics at which lead screenings, immunizations and blood pressure testing are offered. Influenza vaccinations were provided to 2,140 persons at our annual influenza clinics.

The composition of the Board was unchanged in 2003.

The Board 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 Miller, M.D., Chairman
Susan G. Rask, R. S.
Sumner Kaufman, MSPH

Cape Cod Regional Technical High

Cape Cod Regional Technical High School, home of the Cape Cod Crusaders, was established in 1973 as a public vocational technical high school. Cape Cod Tech enrolls students from the towns of Barnstable, Brewster, Chatham, Dennis, Eastham, Harwich, Mashpee, Orleans, Provincetown, Truro, Wellfleet,

and Yarmouth offering studies in technical programs for students in grade 9 through 12. This year 140 students graduated the Cape Cod Tech in 2003 with 49% of our graduates employed in their trade, 34% of our graduates going on to further their education, and with the remainder 17% of our graduates working outside of their trade or joining the armed services. We had a total school enrollment of 664 students with 59% of our students participating in a cooperative educational experience. We also offer a secondary contingent of adult education, adult and youth employment programs, and an 8th grade pre-vocational program.

The New England Association of Schools and Colleges (NEAS&C) sent an accreditation team for the decennial evaluation of our school in April of 2003 and we proudly announce that the NEAS&C voted to continue the accreditation of Cape Cod Tech. This accreditation will last for the next 10 years and will include a 2-year written review and a 5-year focus visit by the New England Association of Schools & Colleges. The report from the NEAS&C commended us for our school building and grounds, and our initiation of the High Schools That Work and Senior Project programs. We were asked to look at increasing non-traditional student enrollments, to review our course structure, and to redesign or scheduling process.

Cape Cod Tech continues to implement two major initiatives entitled Senior Project and High Schools that Work. The Senior Project was expanded in 2003 to include all technical programs and will become a graduation requirement for all students with the class of 2006. Students will follow a structured plan in choosing a project that will relate to his or her technical field. The High Schools That Work initiative is a school wide improvement model funded by a three-year comprehensive school reform grant through the Massachusetts Department of Education. The goal of this initiative is to raise the achievement of all students in Reading, Math, Science, and technical shops.

The 2003 MCAS (Massachusetts Comprehensive Assessment System) showed improvement over the previous year in both English Language Arts (ELA) and Math. MCAS English Language Arts (ELA) increased 11% in 2003 over the results of 2002 and our MCAS Math passing percentages increased 6% for that same time period.

We welcome over 800 people to our Tech Night in April where prospective students and their parents visit our school to learn about the programs we offer. Our Annual Advisory dinner was attended by more than 150 members of local business industry.

Our Vocational and Industrial Clubs (VICA) of America had 50 students participating in the VICA District competitions bringing home 20 medals, 36 students participating in the VICA State competitions winning 12 medals, 4 of them gold, with 4 students going onto the VICA National competitions. Our Future Farmers of America (FFA) had 22 students participating in the FFA State Convention bringing home 10 medals and 4 of our FFA students will go on to compete in the 2004 National competition.

Our school participated in a number of community projects I 2003 which includes carpentry students taking part in completing the Astronomical Observatory project at Dennis- Yarmouth High School; Electrical and Plumbing students continuing their work on Habitat for Humanity projects, Auto Collision Technology students repairing and refinishing a Town of Mashpee vehicle and Cosmetology students participating in a day of beauty for parents of children with cancer.

We continue to strive for excellence in our student's performance both academically and technically.

Respectfully submitted,

Joan Bentinck-Smith
Ann M. Williams

Cable Advisory Committee

The Town is now in the fifth year of a ten-year cable franchise agreement with Comcast. Comcast took over AT&T Broadband's contract in February of 2003 and, predictably, increased cable rates effective January 1, 2004. Once again the cable operator's rate increases exceeded the increase in the cost-of-living index, and there is nothing the Town can do about it since Congress saw fit to deregulate the cablevision industry, and we are essentially dealing with an unregulated monopoly.

In January of 2004, Comcast rolled out a new "On Demand" service which provides more viewing options to those subscribers willing to pay for it. The On Demand service is available only to

those subscribers who have upgraded from Comcast's regular analog cable service to its digital cable service which has a monthly charge of \$61.95 per month plus \$14 to \$37 more per month for premium channels. With Comcast's On Demand service, a cable subscriber is able to watch certain cable TV shows and movies at a date and time convenient to the subscriber, rather than on the date and time that the program or movie was originally carried. The subscriber can also use his remote to fast-forward in order to skip commercials and can also stop a movie or program mid-stream in order to leave the room to get a snack in the kitchen or answer the telephone. This On Demand feature will undoubtedly prove popular to those cable customers willing to pay the freight.

Comcast recently made a multi-million dollar bid to purchase Disney so it would appear that Comcast has bigger fish to fry than its cable television operations. If Comcast pays too much for Disney, you can be sure that a part of the cost of the acquisition will be passed on in some form to us cable subscribers. Unfortunately the FCC's position on such matters appears to be to permit the concentration of more and more media power among fewer and fewer gigantic corporations, usually to the detriment of local desire and needs.

Respectfully submitted,
David B. Cole, Chairman

Robert P. Daniels, Jr.
Joseph Garodnick
J. Douglas Murphy
Nancy Richard

Cobb Fund Trustee

This is my twenty-second 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 year, the Cobb trust has made the following commitments:

Kindergarten Theatre Experience

The Cobb Trust will provide a grant of \$9, 635 to enable the Kindergarten students to attend the “Mike Mulligan Show” which will be performed at the Cape Cod Community College.

First Grade Field Trips

The Cobb Trust will provide a grant of \$4,000 to enable first graders to visit either the Buttonwood Zoo in New Bedford, Massachusetts, or the Roger Williams Park Zoo in Providence, Rhode Island.

Second Grade Field Trips

The Cobb Trust will provide a grant of \$4,500 to enable the second graders to have a harbor cruise of Hyannis Harbor and a bus tour of Hyannis, including a visit to the John F. Kennedy Museum.

Third Grade Field Trips

The Cobb Trust will provide up to \$7,600 to enable third graders to visit Plymouth Plantation in Plymouth, Massachusetts. The Cobb Trust has already provided a grant of \$2,100 to enable third graders from the Centerville Elementary School to participate in a Provincetown Whale Watch.

Fourth Grade Field Trips

The Cobb trust will provide up to \$9,440 to enable fourth graders to visit the Museum of Science in Boston, including its Omni theater presentation.

Fifth Grade Field Trips

The Cobb trust will provide up to \$3,420 to enable fifth graders to visit the Cape Cod Natural Seashore and/or the Wellfleet Audubon Sanctuary.

Sixth Grade Ropes Course

The Cobb trust will provide up to \$6,160 to enable sixth graders to participate in the challenging Ropes Course conducted by the Cape Cod YMCA at its West Barnstable location.

Seventh Grade Cultural Trip

The Cobb Trust will provide a grant of \$9,740 to enable seventh graders to attend a Chamber Theatre Productions Performance in Boston. The troupe performs “The Tell Tale Heart” by Edgar Allan Poe, “The Legend of Sleepy Hollow” by Washington Irving, “The Monkey’s Paw” by W. W. Jacobs, “The Necklace” by Guy de Maupassant, and “The Celebrated Jump Frog of Calaveras County” Mark Twain. Each of these stories are first read in English class and discussed for plot, theme, humor, and characterization. After the presentations, students

will then discuss how the writers converted the short stories to another genre, and what they had to change in order for the story to fit the stage.

Eighth Grade Community Project

The Cobb Trust has already provided a grant of \$650 to provide transportation for eighth graders to participate in a community service Coastline Clean-Up project.

Library Materials for Ninth Graders

The Cobb Trust will provide a grant of \$2,275 to fund the “Reading Materials” proposal submitted by the High School librarians which will provide certain satellite library books of particular interest to ninth graders.

Barnstable Middle School Students Visit Cape Cod Tech

The Cobb Trust will provide a grant of \$2, 275 to enable the students from the Barnstable Middle School to visit the Cape Cod Technological High School to learn what different educational programs are available at that school.

Barnstable High School Visiting Artists

The Cobb Trust will provide a grant of \$1,250 to support a program to artists visiting the High School.

Astronomy Program

The Cobb Trust will provide a grant of \$8,000 towards the cost of creating a new Cobb Astro Park to be constructed and maintained within the outdoor quadrangle adjacent to the Barnstable High School Library. It is expected that the Astro Park will be created in three phases, first being the quadrangle observation deck, second phase being the observatory with computer room, and the third phase being the observatory.

Classroom Mini-Grants

The Cobb Trust will provide \$12,500 to fund Mini-Grants in the range of \$300 to \$500 per grant to enable classroom teachers to acquire materials or supplies to enrich the educational experience of the students.

Cape Symphony Orchestra

The Cobb Trust will provide a grant of \$8,000 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 \$2,000 to pay the cost of busing students to the performance.

Math and Science Summer Academies

The Cobb Trust will provide a grant of \$10,000 towards the expenses of the Barnstable Public Schools Enoch Cobb Math and Science Summer Academy for gifted students. This Academy is a component of the Extended-Year Learning Program. It will be open to qualified students meeting certain academic criteria.

Boston Scholastic Art Exhibit

The Cobb Trust will provide a grant of \$900 to enable certain art students to participate in and/or visit the Boston Scholastic Art Exhibit and also to visit the Boston Museum of Art.

Celebration 2004 Barnstable High School

The Cobb Trust will make a contribution of \$250 to Celebrate 2004 at Barnstable High School.

Barnstable High School Art Show

The Cobb Trust will contribute 4220 towards the cost of refreshments for the Barnstable High School Art Show at the Guyer Barn.

Last year it was reported that a photograph of Enoch T. Cobb had been located. The picture has been added to the Barnstable historical collection at the Sturgis Library. A local sculptor David Lewis was commissioned to create a bronze bust of Mr. Cobb which was unveiled and dedicated at a ceremony on August 27, 2003. The bust is now on display in the lobby entrance to the Barnstable High School Performance Center.

There is currently more than \$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, Superintendent Andre Ravenelle, Assistant Superintendent Sue Martin, the school principals, and the parents, teachers, and students who have provided suggestions for Cobb Fund expenditures during the past year.

Respectfully Submitted,

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

Conservation Commission

The year-end summary below highlights another demanding year for the Conservation Commission and its dedicated member volunteers:

2003 Summary

Compared to 2002

Notices of Intent

Approved	152	141
Denied	9	8
Total	161	149

Requests for Determination of Applicability

Approved	76	68
Denied	1	6
Total	77	74

Certificates of Compliance

Approved	184	172
Denied	5	2
Total	189	174

Extension Permits

Approved	28	23
Denied	3	1
Total	31	24

Revised Plans

Approved	93	111
Denied	8	6
Total	101	117

Enforcement Orders 88 76

Filing Fees Received \$58,765 \$59,521
Respectfully submitted,

- John E. Abodeely , Chairman
- Robert A. Lancaster, Vice Chairman
- Albert O. Barbour
- Scott Blazis
- James A. Lane
- Peter Sampou
- T. Walter Wannie

John F. Kennedy Memorial Trust Fund Committee

In 2003, 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 7/1/02 was \$48,848.01. Over the course of the fiscal year ending June 30, 2003, income from all sources, including donations at the Wishing Pool, receipts from the sale of JFK Memorial hats and earnings on investments totaled

\$18,412.24. On the expense side, \$11,138.60 was expended for the acquisition of JFK Memorial hats, payment of the 2003 JFK Memorial Scholarship, the 2003 JFK Memorial Sailing Program and expenses for maintenance at the Memorial, and \$189.00 was expended for investment services, leaving a balance in the Fund as of 6/30/03 of \$56,121.65.

In addition, based on unaudited figures for the period 7/1/03 to 1/23/04, \$11,989.20 was received from donations at the Wishing Pool, proceeds from the sale of Memorial hats and earnings on investments.

The balance on hand as of 1/23/04 was \$68,110.85. This figure is before reductions for investment fees and an expenditure of \$107 for rose garden maintenance.

The Committee commends the Department of Public Works for its diligent and effective efforts in connection with upkeep and maintenance at the Memorial. Mark S. Ells, Director of the Department of Public Works, Joe Slominski, the Supervisor of Structures and Grounds, and their able staff have done a wonderful job maintaining and enhancing 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. In 2003, only one minor disbursement was required for this purpose. The Committee would like to thank volunteers Joan DeLapp, Brian Gallo and Armand Lapierre for their valued assistance in maintaining the beautiful rose garden at the Memorial.

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 forty 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 2003, the Scholarship Committee awarded \$1,050 Scholarship to Christopher Mark Begley, a 2003 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 Patricia Machado and her staff, consisting of Head Instructor Courtney Kelley and instructors Ben Ostrowski, Justin Huduck, Kevin Fullam, Tim Moynihan and Robert Carey. 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 2003 season, more than 125 children were involved in the six-week program. In addition, the 14-18 age 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 2003 Program to the Committee with a request to the Committee to commit \$1,900 for the coming 2004 Program. The Program is also in need of a new sailboat. The Committee voted to allocate \$4,500 for the acquisition of a new Hunter sailboat for the Program.

On Memorial Day, May 26, 2003, 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 2003 was awarded to Christopher Mark Begley. A flag flown over the Capitol of the United States was raised at the Memorial during the celebration and the Korean War Veterans Color Guard volunteered to present the Colors. Sergeant Al Madden played "the Colors" on his bugle, and a contingent of Boy Scouts and Girl Scouts assisted in the ceremony. A Flag Day celebration was held at the Grade Five 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 Thomas McDonald, 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. In 2004, the Flag Day ceremony will be held at Hyannis West Elementary School.

I offer thanks to Committee Members, Ruth Rusher Town Manager John Klimm, Lynne Poyant and Robert Jones, for their valuable contributions in time and advice. In 2003, 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 and Gino Angelo, a volunteer, faithfully collect the proceeds from the Wishing Pool and assist the Committee in the sale of JFK hats. They are our goodwill ambassadors, constantly available during May through mid-October, furnishing advice and assistance to visitors at the Memorial, thank you Abel and Gino.

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

Old King's Highway Regional Historic District Committee

The Old King's Highway Regional Historic District 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 scheduled with our Committee during 2003, for which applications were submitted and processed. There were a total of 233 applications before the Committee in 2003. 218 were approved and issued a Certificate of Appropriateness, 9 were denied and 6 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. A few of the local Committee's decisions were appealed to the Old King's Highway Regional Historic District Commission with the Commission upholding most of these cases. In addition, there were a few remanded cases from the previous year that were resolved to the Committee's satisfaction.

In August 2003 Dorothy Stahley was appointed to fulfill the unexpired term of Julie Karcsinski who had previously resigned in 2002 due to work commitments. We appreciate the work Dorothy did in the interim. In November 2003 general elections Mrs. Stahley chose not to seek election and former Historic Director Patricia Anderson was elected to round out the five member Committee.

The Committee acknowledges the fine work of Danielle St. Peter, Historic Division Assistant. We look forward to continuing our work together in a spirit of cooperation with the residents of the Old King's Highway Historic District.

Respectfully submitted,

Jeffrey Wilson, Chairman
Carrie Bearse, Vice Chairman
Elizabeth Nilsson, Clerk
George Jessop, Architect
Patricia Anderson

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 2003 and reviewed and made recommendations to classify 8 new or existing positions. The Board also heard two employee appeals of performance appraisals.

2003 witnessed several changes in the membership of the Board. Member Vincent Kaseta resigned in November after 12 years of service on the Board. The remaining members and staff wish to thank Vince for his leadership and commitment to the employees and citizens of the Town of Barnstable. His knowledge and experience will certainly be missed.

Members Mary Pat Messmer and Teresa Patterson resigned in July. Alan Donheiser joined the Board in December of 2003.

Respectfully submitted,

Robert O'Brien, Chair
Richard Egan, Jr., Member
Alan Donheiser, Member

Open Space Committee

2003 saw the purchase of the final parcels of the 297 acre Santuit Pond Preserve (formerly the proposed golf course known as the Cape Club) located off Newtown Road in Santuit. In partnership with the Town of Mashpee and the Commonwealth of Massachusetts, the Town of Barnstable has begun active management of the property. This property will be the site of a future park and will serve as a green gateway to the downtown area of Hyannis. Lastly, the 29.96 acre Dugas property on Braggs Lane in Barnstable Village was acquired. This land contains a small pond, an old hayfield, ancient stone walls, walking trails and a deeded easement northward across the railroad tracts and out to Main Street on land east of the Trayser Museum parking area.

These properties bring the total amount of land purchased by the Town under the Land Bank Act to 674.67 acres. The total Town funds expended for these properties excluding outside funding sources is \$20,441,147. That represents a \$30,298 per acre

expenditure. Approximately 40 of these acres are cranberry bogs in the Santuit Pond Preserve that will be part of the operation of that property as the Management Plan for the Preserve is developed. The Recreation Department has neared completion of the construction of the Ellen McBarron Recreational Facility on Old Falmouth Road in Marstons Mills. The facility will be finished in the coming year. The Conservation Division continued its management of several Land Bank properties including the Meeting House Farm in West Barnstable, the Childs property in Marstons Mills and the Mitchell property in Barnstable Village. A management plan was also prepared for the Hovey property in Cotuit by division staff. This year signage identifying lands as a Land Bank property were placed on properties visible from the roadways to better inform the residents of where the lands that have been acquired are located. Also, gates were installed on properties where needed to prevent unauthorized vehicle access and help prevent illegal dumping.

The coming year looks to be an active one with several important purchases in the works. It is the goal of the Open Space Committee to work closely with the Town Manager, Town Council, local and regional organizations interested in land preservation and private citizens to continue the important task of preserving lands for future generations.

Respectfully submitted,

Lindsey B. Counsell, Chairman
Mark Wirtanen, Vice Chairman
Charles Baskin
Kristine Clark
William Cutcliffe
Henry Farnham
Sue Rohrback

District Offices of Veteran's Services

This year the District Office of Veterans Services have faced tremendous challenges in working with the Department of veterans Affairs medical delivery system, and we are in the process of working with Congressman Delahunt and members of various veterans organizations to facilitate federal funding for those veterans who are on a fixed income and cannot afford the cost of prescription drugs and other medical services.

We also have had a great deal of success aiding veterans with increases in their service connected disabilities, pensions, life insurance claims, widows pensions and a number of services we were able to provide to our veteran constituents.

Because of these efforts we generated for the Town of Barnstable \$6,973,213 in federal money through VA for 4504 veterans.

Yours in the service of Veterans,

Sidney L. Chase
Director of Veterans Agents
Norman E. Gill, Regional Director V A

PUBLIC LIBRARIES

Centerville Library

The Centerville Public Library has a warm and welcoming atmosphere, making it a popular gathering place for the village. The staff is friendly and knowledgeable and always available to assist library patrons in finding the materials and information they require.

During FY 2003 we were open an average of 38.5 hours per week. This was down from 43 hours in FY 2002 due to budget cuts. In May of 2003 we regained 2.5 hours per week to allow for a return to 10 am openings. This was only possible because we did not fill a vacant position. We continue to be open two nights each week until 7 pm to allow our patrons to come in after work or school.

Our circulation rose despite the reduced hours. Centerville is an exceptionally busy library, circulating more than 100,000 items last year. Of that number 64,000 are adult materials and 37,000 are from the children's department. Videos comprise one quarter of our total circulation. We provided 6400 items to patrons at other libraries. Our patrons received 5000 items from other libraries. The number of people visiting the library increased by five percent over the previous fiscal year. Our number of registered patrons has increased by ten percent.

We continue to add to our collection. This year the number of holdings increased from 28,000 to 29,500. We weed out those materials which are no longer useful, current or in usable condition. This

process allows us to add to the collection without adding space. Our participation in the CLAMS network allows us to offer our patrons access to materials throughout the Cape and Islands. Electronic databases provide additional sources of information accessible either at the library or from patrons' home computers. We have six PC's available for Internet use by patrons. Demand for use of these computers has grown exponentially in recent years.

Children are a major focus at the Centerville Library. Under the exceptionally capable hands of Penelope Terkelsen, our Children's Librarian, we increased our total attendance at children's programs from 4000 to 6500. During the school year we offer four Story Hour sessions each week. There is always more demand than there is space for this program. Pillows and PJ's is offered every Tuesday evening. Barnstable County 4-H holds an after-school program throughout the year for elementary children. Babysitting classes are offered as well. During the summer 200 children participate in our Summer Reading Program. They are offered outstanding programs and incentives to encourage their love of books. Each year they complete nearly 3000 hours of reading. The Children's Program works very hard to provide information, materials and assistance to students from all local schools during the year.

Donations to an Adult Programming Fund have allowed us to begin offering entertainment and informational programming to our patrons. The success of this endeavor will depend in large part on the continuation of funding. Several groups meet at the library on a regular basis, including our own Centerville Library Book Club.

A dedicated, Friends of the Centerville Public Library and an active Board of Trustees continue to work to raise funds for the library. In FY 2003 we held a Car Raffle, House Tour, Greens and Craft Sale. Our Annual Appeal is expanding to help us to meet our goals. Thanks to Alice Williams and her volunteers, the Centerville Public Library Used Books Store is an outstanding success. Our parents conduct two Children's Attic Sales each year. Proceeds from these sales help to make our Children's Program nearly self-sustaining.

We have more than thirty volunteers helping us to offer outstanding service to our patrons. Last year our volunteers contributed nearly 5000 hours of their

time to keep us running smoothly. Without them it would be a struggle.

Our staff and the Board of Trustees set the tone for the Centerville Public Library. We are dedicated to serving our patrons and all members of our community.

Cotuit Library

One of the major highlights of the year was a much needed renovation to the front of the building and the installation of a new septic system. The result is a newly shingled façade, a new fence and landscaping, and the installation of an irrigation system. We feel this is a nice addition to the village presence.

A gift of money enabled us to update our public access computers to new flat-screen computers. These present a sharper, faster image which take up less space and are much appreciated by our patrons. We recorded 3,181 internet uses during this past year.

Our children's room continues to be extremely active. We held 95 storyhours, hosted 51 school visits, and served 2,782 children through 113 special programs. A special grant enabled us to greatly expand our parenting collection in the children's room, and another to boost our music section through books and special music programming. Our circulation figures continue to grow and during the past year we loaned 52,469 books and materials. We sent 6,352 items to other libraries through interlibrary loan and received 4,082 items in return. We cataloged 1,621 print materials and added 274 non-print items such as books on tape and videos.

Fund raising activities included the Plant and Bake Sale, Book Sale, Fashion Show, Auction, Friends of the Library Luncheons, House Tour, Craft Show, and our second annual Golf Tournament. We are also grateful to the Staff, Board of Trustees, Volunteers, and the Friends of the Library Group for the many hours of effort and hard work for the benefit of the library.

The Cotuit Library provides circulation of books and materials, including resource sharing and interlibrary loan, reference, public services, and a community center. In addition the Library profiles an interpreter for hearing impaired children on demand for programming and storyhours. We have expanded

collections in art and older mysteries as well as the special Kirkman Collection of fine books.

This next year marks the 130th anniversary of the founding of the Cotuit Lyceum Society which was the beginning of the Cotuit Library Association. We continue to honor well the intent of the founders and carry on with the village library concept.

Barbara A. Burrow, Director

Hyannis Public Library

The Staff and Trustees began the year with a fun entry into the Fourth of July parade with a unique Book Truck Team. Our book trucks were decorated and pushed in formation up Main Street in the searing heat by staff members Leslie Brown, Carol DeLuca, Carol Saunders, and myself assisted and supported by Trustees Joe Cotellessa and Bob Donahue. Bruce Gardner from All Cape Computers accompanied us escorting staff member Sherry Evans in his Corvette and Frank DeLuca with his pick-up truck displaying our banner.

The Library constantly works to stay current with the rapidly changing technology that is needed in the workplace. 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.

This year we were recipients of a grant from the Bill and Melinda Gates Foundation. The funding was based on the poverty level of the population in the immediate area surrounding the library based on 1990 census figures. With the ten thousand dollar grant we were able to purchase five additional computers, software and upgrade the operation systems on our existing public access computers.

After many months preparation for equipment needs and training of library staff the CLAMS network transitioned in September to new system software called III Millennium, which requires personal computers for operation. This new software has provided the staff with a windows based system that is more efficient and has provided the public with a user friendly public access catalog that they may access in the library and from home.

One of the major highlights this year for the Library was the completion 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. During the summer of 2002 the Ora A. Hinckley Building was completed, including our bookshop area. Last summer we received a gift from the FIGAWI Charities, Inc. that assisted us in completing this project. The air-conditioning project has made our building a comfortable and healthy place for the public to visit and staff to work.

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.

During 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 Saturdays. 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.

Throughout 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. This June we said farewell to the last class at this wonderful facility as they moved with the sixth grade to the Marstons Mills Middle School. We will miss serving the fifth grade on a daily basis.

In June grant funding for the Barnstable school department employee operating the Multicultural Center located in our building ended. We have been fortunate to have this unique partnership with the school system for the past ten years. Beverly Jones was the center's leader for the first eight years, and most recently Kate Harvey filled the position.

This year the 28th Annual Antique Show and Sale was held at the Barnstable High School Field House on The Presidents Holiday weekend, February 15th and 16th. Gail Albertini of West Bay Antiques was our new show manager. She gathered together dealers and volunteers to make this a great success. Again this year we exceeded all prior shows in the number of exhibitors, attendees, and the resulting profits so necessary for our operating budget. Several mailings to local citizens and businesses were completed requesting support for our library programs. A special letter addressed to all the members of the Hyannis Business Improvement Districts members was mailed in December.

A grant for three thousand dollars was received from CitiFinancial in response to our "Neighbors Communicate" project. With this funding we were able to purchase materials for children and adults in the Brazilian Portuguese language. We have the largest collection of these materials on the Cape.

When the Budget request was prepared for the Town of Barnstable for the FY2004 cycle at the direction of the Board of Trustees and with the endorsement of the Town Library Committee, the submission to the Town Manger included funding to open the library seven days a week up from the current five days per week. This request included funding for additional staff positions including security. The Town Manager did not recommend this increase or any increase for the libraries in the Town for FY2004. We are now entering the second year of operation with no funding increase from the Town of Barnstable.

In September following a year of preparation and collection development the Dorothy P. Donalson collection of materials featuring and honoring Black-American women was dedicated. The many friends of Dorothy Donalson donated funds for this impressive collection. The dedication event was attended by at least one hundred and fifty people, and featured a program of distinguished speakers honoring Dorothy for her years of service to the Barnstable community.

Again this year we lost a number of our supporters. We were fortunate that their families requested that the library be a recipient of donations in their memory. Remembered were Susan Mankevetch, a Barnstable High School teacher and avid reader; Paul Crosby Murray, a former Town of Barnstable

employee and active library user; and John W. Rogers, former Board member and President of the Board who is remembered for beginning the Renewal 2000 effort to redesign the library space, add the computer lab, and the air-conditioning project.

The Hyannis Garden Club continues its monumental work revitalizing our gardens and grounds. Among their projects this year was replanting the backyard with grass and shrubs, and refurbishing the picket fence and arbors. The Club's Annual Meeting was held on the library grounds in September and the Annual Plant Sale was held at the library in May. 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. As always the members continue to provide the Library with lovely fresh arrangements on a weekly basis.

Fay Robbins and her faithful crew of volunteers 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. Their hours of time and devotion are truly appreciated by all the Staff and Trustees.

The library has many devoted volunteers who have served us for years shelving, mending, and preparing materials for circulation. Without their help we would be unable to operate efficiently.

There have been a number of changes in personnel this fiscal year. Deirdre Whittemore left the position of Circulation Department Head to take a position with the Harwich School Department. Sarah Sweeney a recent college graduate was hired to fill a Circulation Assistant position, when she moved off Cape in the spring, Kate Howes-Joseph joined the staff in that position. Both Sarah and Kate have a Masters in Library Science as their long-term goal. Both are valued employees. Part-time employee Donna Le Clair is on a leave of absence as a result of family illness. Christine Latimer and Susan Moore both former employees have joined us in part-time positions.

In January, Harold Tobey retired after fifteen years of service to the library as Security Guard. During his years with us Harold provided the staff with a safe environment to work in and made many friends in the community, both young and old. We are

fortunate Fred Rivers, Sr. accepted the position of Security Guard and joined the staff in January. The Library Staff is the essential ingredient in providing our public with consistent service.

Respectfully submitted,

Ann- Louise Harries, 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, Art in Bloom, 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 113,000 items in FY2003 – an annual circulation that is more than double the state average circulation to a community of this size.

The Osterville Library is open on Sundays from 1:00 p.m. – 4:00 p.m. from Labor Day through Memorial Day. We are pleased to see so many people visiting us during these hours and plan to continue with Sunday hours in the years to come.

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.

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. The Library's Long Range Planning Committee is currently working with an architect on the design for a new Osterville Free Library that will

meet the needs of this community into the foreseeable future.

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! The library currently offers two pre-school story hours, one infant story hour, and one birth-to-three playgroup each week.

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 29th 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 luncheon, and Village Day lunch concession. This group of active, dedicated individuals raises about \$12,000 annually to benefit the library. 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 our 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. Our "Fish Tales" auction, held in August of 2003, was an unexpected success – raising more than \$10,000 for the library. 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.

Respectfully Submitted,
Koren Stembridge, Director

Barnstable, Sturgis Library

2003 was a year of growth, change, and transition for the Sturgis Library.

In February, Library Director Chris Lindquist accepted a position as Director of the Westfield Athenaeum outside of Springfield. Lucy Loomis, former director of the Plumb Memorial Library in Rochester, Massachusetts, was hired as the new Director of the Sturgis Library. She joined the staff in June.

The Sturgis Library saw a significant increase in library use by village and town residents, as well as by seasonal visitors. Library users checked out 13% more materials than last year, and requests for our materials by patrons of other libraries doubled.

The Library's website (www.sturgislibrary.org) generated over 27,000 hits during FY2003. The site was completely redesigned in early 2003, and now gives patrons access to the CLAMS network, regional electronic databases, full-text magazine articles, regular updates about what's new at the Library, a calendar of upcoming events and programs, and descriptive finding aid information detailing the Library's substantial archival holdings. The most recent addition to the website is the Preserving Memory database, which includes digital images of over 1,000 items in the Library's archives, including deeds, photographs, and postcards.

The Library sponsored a book and film series in the fall & winter of 2002/2003, and hosted a number of notable speakers throughout the year. William Curry of the Woods Hole Oceanographic Institution was the George Armstrong Kelley Distinguished Speaker for 2003. Cape authors Jack Sheedy & Mark Jasper took ghost lovers on a tour of Barnstable's Haunted Inns. The Friends of the Library also presented a full agenda of speakers, including artist Edie Vonnegut and craftsman Gregg Roberts. The Library's programs continue to be very well attended.

The Library held many children's programs, including preschool storytime, toddler playgroups, Spanish Storytime, and *Wacky Wednesdays* for elementary school children. The 2003 summer reading program, co-sponsored with the Whelden Library, was a hit with children and their families. Outreach programs for elementary and secondary students continue to be a popular component of youth services. Current outreach includes bi-monthly "storytime" visits to kindergarten classrooms at Barnstable/West Barnstable Elementary School; monthly visits by third, fourth, and fifth graders from the Academy of Early Learning; and monthly visits to *As Wee Grow* preschool and the Barnstable Early Learning Center.

Youth Services Librarian Natalie Smith-Jacobs writes and edits a 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. Natalie also participated in YSLead Massachusetts 2003, a youth services leadership institute for librarians serving youth in school or public libraries. The three-day Institute focused on positive ways of expanding participant's role in youth services librarianship. In February 2004, she and her fellow participants from Southeastern Massachusetts will be presenting a workshop entitled *Stepping Into Relationships: Are You Ready for the Risks?* This workshop will be offered to librarians throughout the State.

Library director Lucy Loomis was the featured speaker at the December 2003 meeting of the Cape Cod Genealogical Society. She shared her knowledge of the outstanding collection of books and manuscripts relating to genealogy and local history available to researchers here at the Sturgis Library. The Board and staff continue to work to increase awareness of and access to these collections, and to ensure that the fragile items are preserved for future generations of scholars, researchers, and genealogists.

The Library held several successful fundraising events during the year. A Second Semi-Annual Silent & Live Auction, organized by Board member Marilyn Fuller, was held in September 2003. Local residents donated wonderful items, including crafts, antiques and original artwork. The event was attended by over 75 people, who enjoyed food & drink, live music, and a very lively auction. This event will be held again in 2005.

The Friends of Sturgis Library have been tremendously busy this year. They operate the Friends bookstore & gift shop here at the Library three days a week. With the revenue from the sale of store items, they are able to provide the Library with everything from new furniture to support for new programs and services. This year they helped fund the upgrades to our website; purchased new computer tables and other furniture; and committed resources to help us rebind and restore materials in our historical collections. The Friends work with seemingly limitless energy, and their contributions to the Sturgis Library make a tremendous difference to our success.

The support Sturgis Library received this year, through all its fundraising activities, donations, and bequests, was especially important, due to decreased funding from state and local sources. Because we receive approximately half of our funding from private donations, we rely on the generosity of our library supporters to help us provide exemplary service. We're very grateful for strong support again this year.

This year we'd like to commend our staff for keeping the Library running even while shorthanded; our volunteers for their hard work and dedication; and our amazing patrons, who continue to show their love and support of the Library in numerous ways. We look forward to seeing our regular visitors and to welcoming new friends in 2004.

Respectfully submitted,

Lucy Loomis, Director

West Barnstable – Whelden Library

During the year FY2003, the library staff has mastered the new CLAMS operating system. Our patrons are enjoying being able to access library services from their home. Yet many still depend upon our staff to assist them with requests for specific titles, subject areas, and reader's advisory services. We are pleased to be able to offer a friendly, supportive atmosphere while utilizing speedier and up-to-date technology. Our FRIENDS group offers extensive volunteer and financial support.

The library has retained its staff of two full timers and three part-timers, despite two years of level

funding. Four staff members are active at the circulation desk, where they serve in many roles held by individuals at larger libraries. One is solely our serial manager. Special projects included data base clean-ups, and weeding and moving portions of the collection for greater accessibility.

The FRIENDS group hosted book sales, and a very popular fundraising event with the cooperation of the Dig& Delve Garden Club. They paid for carpet cleaning and made a generous donation to the library.

The Board of Trustees were pleased with the success of community support through an appeal letter, and a silent art auction. A Board member holds two photography contests a year, which add an interesting, and unusual fundraiser. The Board and community honored Susan Maki as Citizen of the Year at the West Barnstable Village Festival.

Our collection has been strengthened through weeding out of old, unused items and purchasing replacements in areas most often requested by our patrons. Audio book use is popular with the commuting public and newly purchased books on CD enhance the collection. Video and DVD use increased. Our public access computers are a popular attraction. Overall circulation has risen by 10%.

Our Children's program offerings were story hours, a Summer Reading program (cooperatively presented with Sturgis Public Library), school visits, and a Children's tea party.

The new CLAMS vendor, Triple I Millenium system, was initiated in September 2002 and is proving easy to use by both the staff and the public.

Check out our Website at
<http://home.comcast.net/~whelden/>.

Respectfully submitted,
Lexa Crane

BARNSTABLE PUBLIC SCHOOLS

School Committee

	<u>Term Expires</u>
Ralph Cahoon, Chair	2005
Gerald Dowling, Vice-Chair	2005
Peggy Dandridge	2007
David Lawler	2007
Patrick Murphy	2007
Ian Duff, Student Envoy	June, 2004

Superintendent of Schools

André Ravenelle
75 Windlass Lane, Centerville
Tel. Residence: 778-0958 Office: 790-9802
Email: aravenelle@bps.mec.edu

Secretary to School Committee

Sharon K. McPherson
37 Bernard Circle, Centerville
Tel. Residence: 428-2824 Office: 790-9802
Email: mcpherss@bps.mec.edu

Office of the Superintendent and School Committee

230 South Street - P.O. Box 955, Hyannis
Telephone (508)790-9802 FAX (508)790-6454
Open Daily Monday through Friday
7:30 A.M. to 4:00 P.M.

Asst. Superintendent

Susan Martin
86 Old Colony Lane, Marshfield
Tel. Residence: 781-837-4434 Office: 790-9807
Email: smartin@bps.mec.edu

Acting Business Manager

Paul Funk
29 Pleasant Road, Harwich
Tel. Residence: 432-3044 Office: 790-6444

Director of Personnel

Gus Martinson
33 Westwind Circle, Osterville
Tel. Residence: 428-8774 Office: 790-9806

Director of Pupil Personnel Services

Penny Scott
P.O. Box 786, West Barnstable
Tel. Residence: 420-1887 Office: 790-9800
Email: scottp@bps.mec.edu

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
2003 - 2004**

GRADE	BWB	BELC	CENT	COTUIT	MARSTONS MILLS	MARSTONS MILLS EAST	HYANNIS EAST	HYANNIS WEST	OST.	OST. BAY	HORACE MANN	MS	HIGH SCHOOL	O.O.D*	TOTALS
Preschool		78				72									150
K	55		61		52	75	79	55	87						464
1	49		69		57	62	81	67	101						486
2	60		79	27	32	72	57	78	90					2	497
3	64		88	59		69	78	61		88				1	508
4	58		84	68		66	74	66		98				1	515
5											444			2	446
6											525			9	534
7												487		7	494
8												583		2	585
9													632	6	638
10													502	10	512
11													510	5	515
12													415	7	422
TOTALS	286	78	381	154	141	416	369	327	278	186	969	1070	2059	52	6766

*Out of District Placement

School Committee Chairman

2003 saw our school system face a number of difficult challenges.

The biggest issue was once again inadequate funding, with the additional burden of a 10% cut in state aid. This resulted in the School Committee approving:

- The closure of the former Grade 5 School
- The realignment of grades 5/6 and 7/8 into the two middle school buildings
- Changes in school schedules to save transportation costs, and
- The elimination of numerous staff positions.

The November override that could have provided financial stability to our schools was unfortunately defeated and its effects will be felt over the next few years.

The past year saw several school leadership changes:

- André Ravenelle was chosen as our new Superintendent
- Assistant Superintendent of Elementary Learning, Dr. Angela Castoria retired
- Karen McDonald, Kevin Harrington and Patrick Kelleher departed from the School Committee, and
- Peggy Dandridge, David Lawler and Patrick Murphy were elected to the School Committee.

We thank Karen, Kevin, Patrick and Angela for their dedicated service to our students.

The School Committee also:

- Signed a Covenant with the Town Council to examine and improve services
- Created a Town Council liaison position, able filled by Roy Richardson
- Created a Revenue Enhancement and Cost Reduction Advisory Committee to examine those areas, and
- Continued towards its long-term goal of creating a charter district by approving the applications of Marstons Mills East and Cotuit/Marstons Mills elementary schools to become Horace Mann charter schools, and the application of the Grade 5/6 Horace Mann Charter School for a renewal of its 5-year charter.

While our school system has faced a continuing series of challenges over the past few years and will continue to do so for the immediate future, the

School Committee thanks the dedicated teachers, staff, parents and volunteers who work diligently each day to provide our children with the best educational opportunities possible.

Respectfully submitted,

Ralph F. Cahoon
Chairman, Barnstable School Committee

Superintendent of Schools

This year the Barnstable Public Schools have set their course guided by the following principles:

1. Students and their needs are at the core of all decision making.
2. Student achievement and success is a partnership between students, parents and the district.
3. The schools belong to the community and should reflect the high standards and expectations of the residents of the community.
4. Every student deserves the opportunity to learn in a safe and challenging environment.
5. Learning is evolutionary and lifelong.

Whether you are a long time resident or a newcomer I can assure you that these principles are and have been guiding our daily decisions to make our schools the best that they can be. This is not an easy task given our town's current financial constraints. Due in great part to increased yet unfunded state and federal educational mandates, a flawed state funding formula for Barnstable Schools, and a tax levy that has not kept pace with the cost of providing quality and comprehensive educational services, the Barnstable Public Schools have been under-funded for the past 10 years – especially during the past three years. Along with more than 150 staff cuts, fees have been added to many traditionally funded areas causing hardships for many of our families and weakening the ability of every interested student to participate. In the past year alone we have closed a school – consolidating students to a Grade 5/6 school and a middle school housing grades 7 and 8 to realize a savings of \$800,000. In addition, over 30 personnel and program cuts were made totaling more than \$2,000,000.

Throughout these difficult years numerous successful new initiatives have been implemented and educational opportunities have been maintained through the initiative and ingenuity of our teachers and administrative staff. The district has sought and

been awarded significant competitive grants and reallocated funding to meet the needs of the day. New initiatives have included an evening alternative school for struggling high school students, after school academic programs for Middle School students, all day kindergarten, and elementary music and language programs. Each of these has recently been eliminated or is in peril this coming year. Each program was introduced into the schools because a need was identified and our duty as a public school system is to seek to provide the most comprehensive program possible that meets the needs of *all* students and forms the foundation for their future.

In the 11 years I have been here I have seen educational leaders in our classrooms, in administration, and in the community repeatedly use these core principles as their guide. We are a public school system. This means that we take all children wherever they are and from wherever they come and commit to make them successful life-long learners. School Councils, comprised of staff, parents, and community representatives, analyze its student body and develop a plan to best address the needs of its own school population. This has led to many successes.

We are repeatedly awarded over \$4,000,000 per year in grants. Our high school music and art programs have received numerous national recognitions and we have sent graduates to many of the most competitive colleges and universities. Hyannis West Elementary has recently been named a Vanguard School by Mass Insight and a Compass School by the Mass Dept. of Education. The school has also been nominated for a national award as a Blue Ribbon School. These are some of our more notable successes but the greatest successes of this school district are those that take place each and every day in the classroom. Our staff members nurture not only the mind but help students through many of the social crises that occur in their lives. Any one of these hardships can be an impediment to learning and success.

On the following pages are the reports from each of our schools and departments. They are testimony to the commitment made each day to the students of the Town of Barnstable. They are testimony to the endurance and tenacity of the Barnstable Public Schools above all odds and they are testimony to an unwavering dedication to public education. As you read them, know that these successes represent the

youth of this community and the commitment of those who care for and teach them each day.

Respectfully submitted,

André Ravenelle
Superintendent of Schools

REPORT OF THE ASST. SUPERINTENDENT

The 2002-2003 school year for the Barnstable Public Schools was a year of transitions in administration as well as changes in school building grade level configurations. The Barnstable School system welcomed me in July as the newly appointed Assistant Superintendent and Gus Martinson was appointed Director of Personnel. Rick Bidgood was appointed Principal of the Middle School. New grade level configurations included two former grades 6-8 middle schools converted to a Grade 5 and 6 school in Marstons Mills and a grade 7 and 8 school in Hyannis.

Many exciting professional development activities occurred during the school year. One of the programs included the Teacher Mentoring and Induction program, which was funded by a Massachusetts Department of Education grant. In the school district, every new teacher was matched with a mentor who provided support and guidance throughout the school year. An orientation program was completed in late August and a complete Induction program was in place to assist new teachers.

The district also sponsored a series of professional development workshops entitled "Empowering Writers" program. Staff received training in teaching effective writing strategies for all students. The program focused on students in grades kindergarten through grade six.

In addition, to these exciting programs eleven members of the Barnstable Public Schools administrative team attended a three day institute at Harvard University entitled: Program for Change Leadership. The professional development program for administrators was funded by a grant. The focus of the program was to provide administrators with the appropriate tools and strategies to initiate change in organizations that result in positive outcomes for all stakeholders in the learning community.

The district also received some special awards and recognition. The Hyannis West Elementary School was designated a 2003 Compass School by the Massachusetts Department of Education. Hy West was selected for the exceeding its Cycle II MCAS targets in English Language Arts and Mathematics and the school's ability to share its successful practices with other schools. Hy West was recognized for its school governance model, Title One Co-Teaching model, writing programs, and school wide instructional initiatives.

New initiatives were developed throughout the school year. During the past school year, Marstons Mills East Elementary School formally applied for a Horace Mann Charter for September 2004. Also, Cotuit/Marstons Elementary formally applied for a charter with a planning year for September 2004 and, if approved, full implementation for September 2005.

The past year also provided students with many enriching and educational opportunities. In its fourth year, the Barnstable Public Schools' Math and Science Academies for advanced students offered two programs. Both programs were partially funded by the Enoch Cobb Fund. "Turtles in the Universe" was a hands-on science enrichment program for students in grades 6,7 and 8. Dr. Peter Auger and Mr. Mike Gyra, science teachers from Barnstable High School offered this program. This was a two-week summer enrichment program designed for students to explore two distinctly different worlds that are connected: the world of the very small – turtles! And the world of the very large – the universe! The underlying theme behind this summer program was on navigation and experimentation. Parents and students alike enthusiastically received the program. Another summer program was the Wetlands project, also partially funded by the Enoch Cobb Trust. Peter Goode, Allison McNaughton, Celine Ritzo, Gail Stone and Ralph Miorandi taught this program. The students learned about the biomedical importance of the horseshoe crab, temperature analysis using data, and coastal dynamics in estuaries.

Students from Barnstable High School went to Greece for two weeks under the supervision of Mr. Carl Lenhart, foreign language teacher at Barnstable High School. This program focused on the history of Greece, the culture and the language. Students prepared for the trip throughout the school year with

specific curriculum projects. A comprehensive report was presented to the School Committee.

The Enoch Cobb grant funds also provided for a number of field trips for students such as to the Boston Museum of Science and Plimoth Plantation. The grant funds also provided some students with the opportunity to participate on a Whale Watch and enjoy many concerts and theatre arts presentations.

In terms of accountability, under the No Child Left Behind legislation, every district must work toward the goal of having all students gain proficiency in both English Language Arts and mathematics by the year 2014. Adequate Yearly Progress (AYP) determinations are issued every year to help districts make sure that the students are progressing at an acceptable level towards the proficiency goal. Every school receives an AYP rating in English and math for its aggregate student performance (all students combined), and for each student subgroup of 20 or more students. The aggregate student population that was assessed did meet the AYP target in English Language Arts. The aggregate student population that was assessed also met the AYP determinations in mathematics. The specific results for the Barnstable Public Schools for the 2003 MCAS administration include the following:

- Grade 3 Reading show that 96% of the students scored Proficient or Needs Improvement with only 4% of our students in the Warning category.
- In Grade 4 English Language Arts, our results show we were above the state average in the Advanced and Proficient categories and lower than the state average in Needs Improvement and Warning. In Grade 4 mathematics, Barnstable results are higher in the Advanced and Proficient category and lower in the Warning category. The district was 1% higher in the Needs Improvement than the state.
- In Grade 6 the results for mathematics indicated 42% of the students scored in the Advanced and Proficient category and a higher percentage in the Needs Improvement category. The district had 24% of students in the Warning category.
- The Grade 7 English Language Arts results included 93% of the students scoring Needs Improvement or above.
- In Grade 8 the mathematics results show that 30% of the students were in the Warning category. The science and technology results indicate that 26% of the students scored in the Warning category.
- In Grade 10, 93% of the Barnstable students scored Needs Improvement or above with 7%

failing the English Language Arts test. In mathematics, 82% of the students scored Needs Improvement or above with 18% of the students scoring in the Failing category.

This summary identifies the indicators that support the district goals of offering professional development opportunities to enhance teacher performance as well as delivering well-designed curricula, enrichment opportunities, and excellence to our Barnstable students.

Respectfully submitted,

Susan Martin
Assistant Superintendent

Personnel Director

This year, the newly created position of Personnel Director came at a critical time within the Barnstable Public Schools. Immediately after the 2002-2003 school year, many changes in the administrative ranks were taking place. Asst. Superintendent of Secondary Learning & Assessment, Personnel and Administration, André Ravenelle, became Superintendent as Dr. Russell Dever retired. Dr. Angela Castoria, Asst. Superintendent for Elementary Learning & Assessment also retired. A position was created that is a hybrid of the two Asst. Superintendent positions that existed previously. This position was filled by Susan Martin. Ms. Martin began on July 1 as the Asst. Superintendent of Schools, K-12. All personnel activities came under the auspices of the newly hired Director of Personnel, Mr. Gus Martinson. During the summer of 2003, the Business Manager's position was vacated and an interim was brought in while a new Business Manager was sought.

The roles and evolving responsibilities of the Personnel Department have grown to meet the ever-

changing needs of the school district. The mission of overseeing the interviewing, hiring, training, mentoring, professional development and induction of all new and existing personnel, forms the foundation of the personnel department. I consider my role in providing open communication, leadership and support in all areas of Personnel, Human Resources and Technology to be paramount. He and his staff have formed a solid working

collaborative with all employees of the Barnstable Public Schools, along with their respective unions. In addition, the Personnel Department remains diligent in their commitment to keep abreast of both State and Federal laws surrounding the employment and/or certification of all school personnel. This includes our obligation to support the January 2002 federal law signed by President Bush, reauthorizing the Elementary and Secondary Education Act, which we know today as "No Child Left Behind" (NCLB). This "Act is widely regarded as the most important piece of legislation in thirty-seven years." "NCLB requires all states and school districts to ensure that all students are taught by highly qualified teachers in the core academic subjects by the end of the 2005-2006 school year. In order to meet the highly qualified definition in NCLB, Massachusetts public school teachers must possess a valid Massachusetts license (preliminary, initial or professional) and demonstrate subject matter competency in the areas they teach." To maintain a "professional" status, all teachers must take specific training to recertify their teaching license, every five years. The bottom line, Barnstable will have the "best of the best" in our classrooms. That is and will always be our commitment to the citizens of Barnstable.

Respectfully submitted,
Gus Martinson, Personnel Director

Director of Pupil Services

The school year 2002-2003 brought many challenges to the Department of Pupil Personnel. As the supervisor for Special Education, Section 504, Psychological Services and Guidance, Health Services and English Language Learners, Liaison to Mass. Department of Education for McKinney-Vento Homeless Education Act, responsibilities increase and great effort is made to maintain exceptional services while maintaining fiscal vigilance.

Special Education

The Director of Special Education is Ms. Ellen Varnerin who is a seasoned professional. Ms. Varnerin is a visionary whose extensive background allows for her developing a continuum of services for approximately 1,000 students ages 3-22 in accordance with both state and federal regulations.

INITIATIVES OF THE PAST YEAR

- (1) An interdisciplinary team participated in IEP workshops sponsored by Mass. Department of Education during the summer of 2003. This group has provided advanced training and on-going support to special education staff with regards to the IEP process.
- (2) Through restructuring, we enhanced the continuum of services and programs available Grades 5-12 to meet the needs of students in less restrictive in-district programs.
- (3) We continue to provide on-going training regarding eligibility procedures to avoid over identification and insure proper identification of students with disabilities.

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 and school psychologists 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 or school psychologists at all levels facilitate the ISIP (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 THE YEAR

Assorted training including:

Horace Mann Charter School (Grades 5-6), Special Education Process

Regular school psychology meetings to discuss due process, Assessment practices, Special Education regulations and Barnstable guidelines

In-service training for school psychologists and special education

Teachers included the following topics:

- a. WISC-IV
- b. WIAT – II
- c. Asperger's Disorder

- (4) Regular meetings with team chairpersons. Recent topics of discussion have included: FBAs and manifestation determination.

ENGLISH LANGUAGE LEARNERS PROGRAM (Formerly English as a Second Language)

The Barnstable Public Schools provides assorted instructional programs for all such students whose dominant language is other than English. Ms. Monica Regan is the district-wide coordinator of this program, which currently services over 200 students, K-12. Ms. Regan and her staff are comprised of certified teachers, teaching assistants and a translator.

INITIATIVES OF THE PAST YEAR

- (1) Areas of responsibility are to insure and monitor the proper identification, placement, programming, and testing of ELL 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 Mandate.
- (3) Plans are being made to give more help to those mainstream teachers who work with ELL students. Professional development is planned in the areas of Second Language Acquisition, understanding and use of the Massachusetts English Language Proficiency Benchmarks and Outcomes for English Language Learners, and MELA-O training.

- (4) Report Cards, Registration forms and assorted documents have been translated into Portuguese. This allows better communication between families and the school community.
- (5) Home Language Survey has been developed which will be given to parents at registration. This has been translated into different languages and will be of great value to our staff in helping to determine the use of first and second languages in the home.

Health Service

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

- The Essential School Health Service grant afforded the district money for the hiring of 2 additional nurses.
- The School-Based health center at Barnstable High School is an on-going health center with over 1,000 students enrolled for care.
- Cape Cod Health Care continues as a partner in this initiative.
- School Health Advisory Committee meets on a monthly basis.
- The Healthy School Meals Project is a proactive initiative and improves school nutrition in partnership with the Food Services, school administration, parents, school nurses and the community.
- The nurses and health assistants are vital members of our school community. Without their nurturance and support, our students' needs could not be met.

CONCLUSION

The Department of Pupil Personnel Services is responsible for meeting daily demands for

educational services for all children. Our goal is to provide numerous programs to all the diverse students from ages three to twenty-two. The complexity of public education mandates, fiscal restraints, and on-going change, pose numerous challenges to all staff. We proudly thank our committed and dedicated staff for all they do each and every day!

Respectfully submitted,
Penny A. Scott, Director

Barnstable – West Barnstable Elementary

We maintain three classroom sections of each grade level (K-4) within our building.

Of special note during 2003 are the following: First, a third Kindergarten classroom was added this fall. This allowed our building to maintain reasonable class sizes (18-19) for our youngest students. Despite the fact As the year 2003 drew to a close, 286 students were enrolled at Barnstable-West Barnstable Elementary School.that it is a fee program, full day Kindergarten has proved to be a popular option for BWB youngsters. Of the 55 Kindergarten enrollees, 48 attend for a full day school experience. Another new program at BWB was the introduction of Before School Day Care. This program is fully subscribed and augments our long running After School Day Care Program. Finally, I am glad to report that fencing now encloses our portables. This long overdue safety measure prohibits entry into the building anywhere except through the front door entrance.

Though we were pleased to receive our new Kindergarten section, it highlights how little space we have for our instructional programs. Our library is now located on the stage in the cafeteria. The Music and Art programs have no classroom space to call their own. These teachers must travel from room to room rolling their supplies and instructional materials on a cart. As our building enters its forty-seventh year of existence, addressing these space needs and an ever-increasing number of physical plant issues will become even more vital to BWB's future.

While BWB needs more instructional space, what our students have accomplished within their classrooms is most commendable. As measured by the Massachusetts Comprehensive Assessment System (MCAS) administered this past spring, 100% of BWB third graders passed their test in Reading.

Grade Four students show similar success. On the English Language Arts test our school had a passage rate of 100% while 98% of these same students passed the math test. BWB also continues to meet the criteria for Adequate Yearly Progress (AYP) as established by the Massachusetts Department of Education. In fact, our building has achieved AYP every year since this standard was introduced in 1999.

During the year our parent group voted in a name change. It is now known as the BWB Parent-Teacher Organization (PTO). It was felt that this new designation more accurately identifies and reflects the mission and purpose of the parent organization. The PTO has been most generous in sponsoring many enrichment activities (i.e. Coastal Explorer, Notion of Motion, Heritage Plantation, etc.), field trips and other special activities for our students. The PTO has also provided funding that allows us to purchase extra materials and supplies that enhance our instructional program. Our school benefits from the many parent volunteers that assist in our classrooms on a daily basis. I want to also specifically mention one parent, Mrs. Theresa Gilliland, who took on the task of forming and leading a group of students that participated in the Destination Imagination program last year.

Lastly, I would like to share some of the items from our "Good News File". BWB received two donations from community groups of which we were much appreciative. The Barnstable 4-H donated a rug to our library that depicts a map of the United States. BWB was also in receipt of two new wheelchairs (one specifically designed for children) courtesy of Barnstable Professional Firefighters Local 3276. Our school also benefited from the efforts of two BWB teachers, Mrs. Anne Howard and Mrs. Marcia Schloerb, who undertook to write two successful grants. These will allow us to purchase materials to initiate a home-school reading program and to create an after school academic assistance program designed to be run by volunteer tutors. In short, our community and our faculty continue to strive to better the quality of life for BWB students.

Respectfully submitted,

Frank Gigliotti, Principal

Centerville Elementary

The year 2003 saw many successful programs continue and new programs launched.

TURN OFF THE TV WEEK was again a successful venture between parents, staff and students. Families were challenged to refrain from TV watching for a week. In place of this passive time, they were encouraged to get involved in family activities such as board games, reading together or participating in workshops, which were offered at school. The staff organized a number of offerings each night. Grade and age appropriate activities were set up at various locations throughout the school. We saw hundreds of children and adults participate. The program culminated in our annual PTO Spaghetti Supper at the High School. This included a "cake walk" and a very successful raffle. Our PTO and School Council have been working diligently on behalf of the children.

The PTO, under the direction of its co-presidents, Mrs. T.C. Cleary and Deborah Ryder, offered a number of informational evenings for both parents and staff. An annual "Do's and Don'ts of Homework" opened the year in October. Each grade level was represented by at least one staff member, offering hints and suggestions on how to help children with homework short and long term assignments. I saw many parents taking notes. This night is always a hit and extremely helpful for everyone. A "Designer Drug Information Evening" was also presented by the Sheriff's Department. This was perhaps the most enlightening event of the year. Parents were astounded and shocked with the timely information presented by Officer DeCarlo. He brought with him examples of drug paraphernalia, which, to those of us in attendance, would never have been associated with the drug scene. He showed how these designer drugs are disguised as candy and everyday items. Eyes were opened during this presentation!

The Centerville School Council has identified Mathematics as a primary concern in our delivery of curriculum. They have placed a number of initiatives in our School Improvement Plan to bolster instruction at each grade level. An MCAS Math class was offered to the students in Grade 4. Its purpose was to help the children "brush up" on procedures just before the administration of the test. We also looked at technological support in the classroom in order to better differentiate instruction.

We, as a Centerville Community, watch and express our concerns with the violence and aggressive behavior portrayed in the media and, unfortunately, in schools around the nation. In response to this, Centerville School continues to emphasize our “Sailing into Success Program”. This initiative acknowledges and rewards positive behaviors in all areas of the school. The motto of “Be Responsible, Be Respectful and Be Safe” permeates every lesson and action taken by both the staff and students. Each member of the school community is aware of the expectations and consequences of his or her actions and is held responsible for his or her decisions.

We continue to benefit from the support of our parent volunteers. Their daily effort to help out in our classrooms enhances our academic programs. This spirit of volunteerism spills over in the High School with the Community Outreach Program. Many of our past students return to assist and mentor children. These are some of our own Home Grown Heroes.

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 their accomplishments in the future.

Respectfully submitted,

Sheila Burns, Principal

Cotuit/Marstons Mills Elementary

Our school opened on Wednesday, September 3, 2003 with an enrollment of 300 students in grades kindergarten through 4. Once again, we were able to offer our youngest students the option of a full day kindergarten experience. About two-thirds of the students enrolled in our kindergarten chose to pay the kindergarten fee of \$1800 and take advantage of the full-day opportunity.

Since early spring of 2003, our school has been immersed in the exciting process of applying for a Horace Mann Charter Prospectus to the Massachusetts Department of Education in September. For several weeks we held our breath and hoped that Department representatives would find our educational vision worthy of further consideration. Fifteen charter prospecti were filed

with the DOE. Of that group, just seven applicant schools received the coveted invitation to submit a Final Charter Application. Cotuit/Marstons Mills was one of the invited schools.

Our final Horace Mann Charter Application was submitted to the DOE on November 14, 2003. Since that time, members of our Founding Group have met with representatives of the department, and public hearings have been held in various locations to allow input from the broader community. The final step in the application process, an intensive interview with representatives from both State and Federal education agencies, was scheduled for January 28, 2004.

Should Cotuit/Marstons Mills be granted a Horace Mann Charter on February 24, our goal, as always, will be to provide high quality, enriched academic instruction to students in an environment that promotes personal and social development. Supported by the resources and the advantages of site-based management intrinsic to a Horace Mann Charter, it is our intention to continue to prepare our students to advance as learners, self-reliant individuals, and productive members of the community. Rather than passively endure the negative impact of recession and dwindling financial resources on our public schools, our Founding Group has been proactive in securing the means to continue the mission of our school. Its commitment, evident in the hundreds of volunteer hours devoted to our Charter Application process, is dedicated to the ongoing success of the Cotuit/Marstons Mills Horace Mann Charter School, which plans to open in September 2005.

Our annual report would not be complete without mention of the richness provided our school by over 200 volunteer parents and community members. Our Parent/Teacher Organization continues to support 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 United States history, cook, sew, learn to play Chess, and explore their musical interests with the recorder or as a member of our Tone Chimes Choir. All the while, our PTO continues to provide 100 percent of the funding for classroom field trips and enrichment programs at all grade levels.

Each of our classrooms also is blessed with volunteers who arrive regularly to tutor, lead book discussion groups, provide direction for the Math Super Stars enrichment program and work with their Reading Buddies. 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 programs.

If you would like to know more about our school, please give us a call to arrange an appointment to visit. (Cotuit, 508-428-0268; Marstons Mills, 508-428-2090). You may also visit the Barnstable Public Schools website at www.barnstable.k12.ma.us

Respectfully submitted,

Susanne Leary, Principal

Hyannis East Elementary

We closed our school in June 2003 with a total of 372 students in grades K-4. This year, we started our school year in September with a student population of 370 students.

Last June we were pleased to award two (2) Hyannis East Scholarships to former students. We congratulate Ms. Amy Griffin and Mr. Thomas Molinari and we wish them well as they enter their college careers. Our staff and PAC continue to find ways to accrue monies toward this very worthwhile scholarship effort. We thank everyone who has donated their time and monies on behalf of our former students.

During this past summer, we worked with the CS2 Team (Marilyn Nouri, Terrie Rigollet and Bobbi Moritz) to write an extended school day program grant. Our efforts were rewarded by receiving the *21st Century Community Learning Center Grant* for our school. This grant offers us the opportunity to have an after school extended day program for 2nd, 3rd and 4th graders who are eligible to participate. We hired a Coordinator, Lead Teacher, two (2) teachers and two (2) high school students for this

grant. It was started in early November and seems to be going along nicely. As part of the grant, many community groups are coordinating their efforts with us. (i.e. YMCA, Hyannis Public Library, Cape Cod Conservatory, Cape Symphony, Barnstable Recreation Department, Elder Services, 4-H County Extension, Greenbriar Nature Center, etc.) We are looking forward to the success of this program and we look forward to assessing its success in the upcoming Spring 2004 MCAS Tests.

This year, due to the changes in our start and dismissal times, we have implemented a Before School Childcare Program. We have staff coordinating this service from 7:00-8:30 AM. We continued with our After School Childcare Program from 3:30-5:30 PM. Both of these programs have been properly staffed and full with participants. We thank our Co-Directors Maria Caputo and Brenna Long for successfully maintaining both of these programs. Thanks also to our staff working within one/both programs.

Our staff continues to work diligently to meet the educational needs of our students. We continue to celebrate our diverse student population and are impressed with the work ethics of many of our students. We have various curriculum teams working to coordinate effective ways to better meet the needs of our students and their learning levels/styles. Our staff expands their own education through workshops, graduate courses and conferences as they move toward recertifications. As the Principal of Hyannis East, it is a privilege for me to work with such a dedicated and professional staff.

Our Hyannis East PAC and School Council continue to support our students and staff. The Hyannis East PAC has had successful fund raisers and continued with our popular Monster Mash Dance, Spaghetti Supper and grade level/classroom field trips. They have helped to coordinate our volunteer program and enrichment programs at the school. Our Hyannis East School Council continues to work with the principal and staff with its mandated responsibilities – Budgets and School Improvement Plans. We are very appreciative of the staff, parents and community members who give of their own time to meet for the betterment of our school and the learning possibilities for our students.

As I end this Barnstable Town Report, I caution our residents about the serious reductions our school

system is being forced to endure. At Hyannis East, we will be prepared to continue reducing supplies, services and personnel as mandated by the recent override defeat. To that end, we will do what we are expected to do. However, as a principal, resident, and parent, I find it disheartening that no child was given the opportunity to vote how our decisions of today will impact his/her future. How will our young people compete, prosper and find happiness in our changing world if we don't support them now?

Respectfully submitted,
Glen A. Anderson, M.Ed.
Principal

Hyannis West Elementary

Hyannis West Elementary School serves a student population of 340 students in grades K-4.

Hyannis West students continue to achieve at very high levels. Our school has received a prestigious statewide honor for the second year in a row. Last year, we were one of eight schools in Massachusetts to be named a Vanguard Model School by Mass Insight Education. This past fall, the Massachusetts Department of Education selected Hyannis West as one of only ten Compass Schools in the state. 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.

Despite our current success we are in the midst of significant budget cuts for the third consecutive year. During this school year we have reduced one of our model instruction programs by 1/3 and our special education professional staff by 1/3. Unfortunately, this trend of cutting resources will continue during the 2004-2005 school year.

The PTO continues to be a strong supporter of learning at Hyannis West. The organization annually raises over \$10,000 for enrichment activities for students such as field trips and cultural performances. 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. 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.

Respectfully submitted,

Fred Scully, Principal

Marston Mills East Elementary

The school enrollment for the year 2003-2004 is 419 students. Our school houses students in Pre School – Grade 4.

Our School Advisory Council consists of the following:

Teachers: Sheila Butler, Jean Farrell, and Beth Ann Allen

Parents: Susan Hatfield, Mary Duchesney, Deborah Packard

Community Member: Thomas Lynch

Co-Chairs: Edward Deusser, Principal and Pat Tierno, Parent

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 toward setting an educational direction for the school as well as reviewing the school budget and formulating and updating the School 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 2003-2004 school year are as follows:

- To continue to maintain and improve our students' performance on the state mandated MCAS
- To continue to enhance our parent communication and involvement
- To address the needs of the school's technology
- To continue our School Wide Respect Code and the importance of the Responsive Classroom model
- To apply for a Horace Mann Charter

We are pleased to announce that the Marstons Mills East Elementary School has made a full application

to the Department of Education and we will find out in February if we will be selected to become a Horace Mann Charter School. This process has been a rewarding working relationship with staff, parents and other community members and our focus has always been on what is best for the children of Marstons Mills East. We thank the School Committee for its continued support of our initiative.

Our web page is available at www.barnstable.k12.ma.us/mme. We appreciate the feedback. On our homepage you are able to see what has been completed on our charter. This includes both the prospectus and application.

The school wide enrichment model continues to offer the students of Marstons Mills East a unique educational experience. Under the direction of Ms. 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 part of the program, offers the entire school an opportunity to explore and learn. We are fortunate to have this program here at the school.

Our Parent Advisory Council continues to provide Marstons Mills East invaluable resources that benefit the entire school community. The parent run group has raised thousands of dollars which has enhanced 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 all very appreciative of their hard work and dedication to our school. On behalf of the entire school community I would like to say Thank You to our PAC.

The staff, parents and students of Marstons Mills East continue to strive towards each child developing to their full potential. As Principal it is my pleasure to work with such a group of dedicated professionals and committed parents. Together we intend to continue to improve the quality of education here at Marstons Mills East Elementary School.

Thank you for your continued support of Marstons Mills East Elementary School. Together we will continue on the path of excellence in education.

Respectfully submitted,

Edward Deusser, Principal

Osterville/Ostervill Bay Elementary

As we always do at the Osterville Schools, we chose a theme for this school year entitled "Math: Know your Facts". We began the year by enlisting the help of our parents to work with their children to memorize their math facts. As I explained at the Curriculum Nights that were held in September at each school, we need the children to memorize each of the math facts and that has to be accomplished outside of the school day. Parents agreed and families took the challenge to work on these facts very seriously. By the end of this past calendar year, I asked the children to pass a Principals Math test, which I administered at each grade level; first through fourth. The children performed remarkably well which meant that they had been practicing their facts at home! I commended all of them on a job well done. We will continue this process until everyone has mastered his or her facts.

All of this is done in preparation for our MCAS tests, which will happen in the spring for our third and fourth graders. In addition to the memorizing of math facts, one of the best preparations for this difficult test is to have the children write as much as possible. We have been learning about all forms of writing and the teachers have been giving the children multiple opportunities to practice. Forms of authentic writing such as invitations, thank you notes and others have been taught and employed.

Authentic learning is also being employed this year through the Kids Learn Project. We had two of our staff members trained to instruct all our teachers in ways to connect community service to learning in the classroom. At holiday time our children rose to the challenge of helping others within their community. We have a program at Osterville called Children Helping Children, which does what it can to help families in need. This past year in addition to helping some of the families who attend our school, we also were able to make donations to the Salvation Army and the Hyannis Baby Center. Our very generous families helped several children enjoy a happy and fulfilled holiday and our children learned a great deal about service to people in need.

Our active Parent Activities Council has been busy this past year as well. In the fall we conducted a donation drive, which allows our children to participate in various activities. In addition, we sponsored a fun filled fall dance where families enjoyed a DJ and danced the night away. We also

held two Bingo Nights, and several Math Nights, which celebrated our Math theme.

All the grades in our schools conducted Math Nights in which the children act as guides, leading their parents through a series of math activities, which are not only fun but also explore higher order math concepts. The Kindergarten classes hold Card Nights where they play various card games to familiarize themselves with numbers and number sense. All these activities are well attended by our very supportive parents.

Our students also participate in the arts. We showcase their artwork with a program called Arts in the Village. In this way, their artwork is displayed for the entire town to enjoy. Several pieces have been displayed in local businesses and the library. Also, this December our students enjoyed a showing of their work at the Osterville Historical Society where many town residents had the opportunity to admire their creations of sculptured shepherds, carolers and angels.

We have had an excellent year in the Osterville Schools. As always, we look forward to several more as we “strive for excellence” and continue to provide the best educational opportunities for all our students.

Respectfully submitted,

Donna Lee Forloney, Principal

Barnstable Horace Mann Charter School

The Barnstable Horace Mann Charter School’s mission is to “Achieve 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 System. 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 2002-2003 526 students were enrolled. Our students come to us from seven elementary public schools in seven villages within the town. 91% are Caucasian 7% are non-Caucasian; 18% are special education students’ and 22% are on free or reduced lunch.

Barnstable Horace Mann students are engaged in a rigorous academic program using the Modern Red Schoolhouse Design which is research based that includes core subjects along with enrichment classes in foreign language, art, music, band, orchestra, physical and health education. We also offer Title I reading and math, Remedial Reading, and also 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 4 percentage points in reading and 8% percentage points in math. Both the scores on the pre and post-tests are documented along with internal assessments based on the frameworks 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 its professional development for staff to provide training for the implementation of standards based curriculum and assessments along with using technology in the classroom. We have completed five years of professional development and as a result have developed 24 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.

Also, this year we filed an amendment with the Department of Education to allow us to add all of Barnstable’s sixth grade students in beginning in September 2003. The school also relocated to the middle school building in July 2003. This doubles

our student population by almost 100% and our staff by 90%. We look forward to this opportunity as we implement our next five-year charter that will be voted on by the Board of Education in February 2004.

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 with the business community along with our Board of Trustees provides opportunities for all our students.

Respectfully submitted,

Thomas McDonald, Principal

Barnstable Middle School

The 2002-2003 school year was filled with milestones and transitions. Due to financial hardships, the school district announced the closing of the 5th grade building and the reorganization of grades five through eight using the two existing middle schools. In addition to this huge change, middle school principal Terry Russell announced his retirement after serving the Town of Barnstable for thirty-nine years as a teacher, vice principal and principal.

Planning for these changes began in December 2002 when the School Committee announced its reorganization model. For the next six months teachers, parents and administrators worked endlessly to create a smooth transition for the entire school community. It was anticipated that when the middle school re-opened in the fall, almost everyone would be in for a new experience. Over 500 students and nearly 50 staff members would be reporting to a new building in the fall, and despite the slight reduction in the total number of teachers needed for the new school, eleven teaching vacancies were created.

Our goal was to create a unified school in which all students, staff and parents feel welcome and valued. Numerous meetings, presentations, and social events were created in order to create such a school. Our school's new administrators: principal Rick Bidgood, and vice principals Bob Donehey and

Trish Hill met frequently throughout the spring and summer with parents, students and the staff in order to make the transition a smooth one. And we think we succeeded!

In June we said goodbye to Terry Russell, our principal for the past twenty-two years, and in his honor the School Committee has renamed our school library. A splendid farewell party was held in Terry's honor with over 120 colleagues and parents from the past and present in attendance. We will miss him.

Despite all of the re-organization activities that took place during 2002-2003, the school year was filled with student achievement and growth. We continued to experience improvement in some key areas of the curriculum as measured by the annual MCAS exams. Teachers Anne Toole and Scott Blazis continued their annual trips to Canada and Ecuador. Our music and athletic programs continued in the face of fees, and our Renaissance Program continued to bring the school and community together in celebration of our students' academic achievement.

Respectfully submitted,

Rick Bidgood, Principal

Barnstable High School

Barnstable High School, a comprehensive high school focused on serving a diverse population, is committed to providing for all students an academic program which offers intriguing, engaging, and challenging course work. Students are encouraged to become active and responsible learners, to seek academic excellence, and to take full advantage of all the opportunities offered in our state-of-the-art facility. The student population continues to grow with 638 freshmen, 512 sophomores, 515 juniors, and 422 seniors for a total of 2087 students. There are 142 members on the teaching staff.

The high school continues this year to complete its reaccreditation process through the New England Association of Schools and Colleges. As stated in the NEASC accreditation handbook, "membership in the NEASC depends upon schools and colleges demonstrating continued improvement and adherence to standards through a regular cycle of routine and special reports." In 2002 BHS began an

exhaustive self-study involving the participation of faculty, administrators, staff, students, community members, and parents. This last September the Commission on Public Secondary Schools reviewed the Special Progress Report submitted by the principal and continued the school's accreditation. The Commission was pleased to learn of the following:

The progress made to date by the professional staff in the development of rubrics for the school-wide academic expectations articulated in the mission statement

The identification by each department of the academic expectations in the mission for which each has assumed responsibility

The inclusion of the school-wide academic expectations for student learning in all formal curriculum guides

The efforts of the newly hired media specialist to increase student access to and use of the media center

The establishment of a clearly defined budgetary process that involves both members of faculty and administration

The significant and positive impact of the system's Technology Plan on teaching and learning

The school's receipt of a number of grants related to the increased integration of technological resources
School officials are now required to submit a Two-Year Progress Report to the Commission by October 1, 2004. The report will include detailed responses to all the recommendations found in the NEASC report.

The graduating Class of 2003 performed extremely well on the MCAS tests administered in both math and English/Language Arts. This was the first class for which passing this test was a requirement for graduation. Only four students in a class of 411 had not passed one or both of the tests by last August, meaning more than 99% of the class had successfully passed both. That high rate of success is a reflection of the hours that have been devoted by staff in aligning the curriculum to the Massachusetts Frameworks, the exacting standards set by classroom teachers, and the perseverance and drive to succeed displayed by our students. Many students, particularly those who took the test more than once, availed themselves of remedial courses offered during school, after school and on Saturdays. Unfortunately, funding for such courses was severely curtailed by the Department of Education

this year. The math department, however, is running a pilot MCAS math class for a group of sophomores who will be taking the test for the first time this spring. The test scores of those students will be closely scrutinized to assess the success of the course and consider its possible expansion next year.

As always the Barnstable High School Program of Studies continues to be examined, revised, and rewritten annually as we continue our pursuit of academic excellence, engaging and challenging classes, and MCAS-preparedness. This year over 200 courses are offered in the various academic areas on levels from remedial to Advanced Placement. Class sizes have continued to grow, however, as the student population continues to increase and the teaching staff does not. With the failure of the override vote this past fall, we face an even more daunting task in trying to adequately staff our school and maintain the academic, counseling, and extracurricular programs and services that are so vital to the growth and well-being of our students. Many difficult decisions regarding staffing and programs will be made in the near future in order to address next year's budget deficit.

The senior class has amassed a very strong academic record. Four members of the class have qualified as National Merit Scholarship Competition semifinalists. This is a most noteworthy achievement on the part of Benjamin Cronin, Dugan Hayes Chryssa Rask, and Devin Ritter. Of the more than one million students who took the PSAT exam as juniors, only 16,000 of the highest scorers were designated as semifinalists. Our four seniors will now have an opportunity to advance in the Merit Scholarship competition.

Many of our seniors in the past few weeks have been notified of early acceptance to institutions of higher learning. Already these students have been accepted at some of the most prestigious colleges and universities in the country. The list includes Brown University, Duke University, Massachusetts Maritime Academy, Providence College, University of North Carolina, University of Pennsylvania, Vassar, Massachusetts Institute of Technology, Dartmouth College, Mount Holyoke, and Boston College.

While many athletic teams have had been very successful thus far, one in particular experienced what can only be described as that "dream season" The girls' volleyball team earned their fourth state

championship in five years, and seventh in ten years. They remained unbeaten for the entire season, never even losing an individual game within a match. This team was lead by senior captains Casey Buss, Whitney Davis, Brittany Enz, and Lucy Sweeney.

In addition to the academic and athletic programs, we continue to offer a multitude of opportunities for students to become involved at BHS. This school year there are well over 30 clubs in operation, ranging from Student Council to Habitat for Humanity to the Alliance Against Racism and Violence. Many students are participating in our Community Service Program, providing hundreds of volunteer hours. The drama and music programs continue to entertain appreciative audiences with their outstanding performances. The drama club will present performances of *Scrooge*, *Music Man*, and *Midsummer Night's Dream*. The music department will be very well represented at All-Cape and All-State performances and has been extremely successful in band competitions.

Through the tireless efforts of students, staff, and parents Barnstable High School continues to be a school of which the community can be proud.

Respectfully Submitted,

Patricia Graves
Principal

College Acceptances-Class of 2004

Anna Maria College	Saint Michaels (2)
Ashland Community College	Salem State (3)
Assumption	Southern New Hampshire University
Babson College	Stonehill College
BAY PATH COLLEGE	Suffolk University (2)
Barry University	Syracuse University
Becker College (2)	Temple University
Boston College	University of Delaware
Bridgewater State College	University of Connecticut
Brown University	University of Hartford (2)
Bryant College	UMASS Amherst (2)
CCCC	University of Mass Lowell
Catawba College (3)	University of Maine
Cazenovia College	University of Maine Farmington
Champlain	University of New Hampshire (3)
Coastal Carolina University	University of New York Purchase
Coast Guard Academy	University of North Carolina
College of Charleston (2)	University of Pennsylvania
Colorado State	University of Rhode Island (2)
Daniel Webster College	University of Scranton
Dean	University of Tampa
Duke	University of Vermont (2)
East Carolina University	Vassar
Elon College	Wells College
Fairfield University	Westfield State College (3)
Florida Institute of Technology	Western New England College
Franklin Pierce College (2)	Wingate University (2)
George Washington University	William Patterson University of NJ
Johnson & Wales	Worcester State (2)
Keene State College (2)	
Lasell College	
Loyola, New Orleans (3)	
Lynn University (2)	
Marines	
Massachusetts Maritime Academy (4)	
Methodist College	
Merrimack College	
MIT	
Mount Holyoke College	
New England College	
Pfeiffer University	
Plymouth State	
Providence College (8)	
Quinnipiac University	
Radford University	
Rivier College	
Roger Williams University	
St. Joseph's College	

CLASS OF 2003

Christian Gabriel Aaltonen
Emily Allison Accrocco*
Adam Jeffrey Adler
Christopher J. Ainsworth
Priscilla Jean-Carlene Albert
Shelby Catherine Allen*
Monica Renee Anderson
Brian Charles Andrade
Danielle Michelle Antosca
Virginya Jan Aronson
Peter Whitney Askew*
Cara Dorothy Aupperlee
Jacqueline Danida Azulay
Corrie Elizabeth Baker
Ryan William Baker
Jenna Morse Balanio
André Barboza
Abbey Lee Barlow
Ryan Michael Barnicle
Lisa Marie Bates
David Batista
Gustavo L. C. Batista
Maryanne Denaday Batista
Andrew John Beard
Kathleen Nicole Beasley*
Amelia Marie Bednark
Christopher Mark Begley
Amanda Chantal Bennett
Elizabeth Jane Bennett
Joel Richard Benoit
Erik Philip Bergman
Angela Pearl Bernard
Jason Edward Bevis
Erika Lynn Birch
Ashley Elizabeth Bishop
Patrick R. Blankie
Sampson Gabriel Boger
Courtney Lynn Brady*
Jeffrey Yale Brainson
Ashley Elizabeth Brengle
David Michel Brigham
Rory Patrick Britt
Meghan Mary Burchill
William Joseph Bussiere, Jr.*
Michael James Butler
John Roger Cabral
Amanda Caldeira
Audra Katrina Callo*
Cristina H. Camerota
Benjamin James Canavan
Tyerra Shontay Cannady
Joseph Cardone, Jr.
Tony Diego Carter
Stephanie Barbara Carty
Stewart Joseph Catchings
Robert Charles Cazeault
Rebecca Marie Cerullo-Demko
Carly Wells Chamberlain
Emily M. Chasson
Justin Daniel Clark
Matthew Paul Clark
Vanessa Michelle Clark*
Daniel K. Clausen
Amanda Jean Clement
Jennifer Lee Clifford
Megan Mary Clifford
Josiah Raymond Coffey
Corey C. Colella
Casey Lauren Collopy*
Jessica Anne Colon
Brittany Lee Conlon
Cody Patrick Conway
Ryan D. Conway
Melissa Ann Correia*
Ross Edmond Coochur
Katie Marie Crosby
Kendra Marie Cross
Elizabeth Anne Curley
Daniel L. Cusack
Sean Thomas Dacey*
Courtney L. daLomba
John daLomba
Niccole Delouise DaLuz
Katelyn Fallon Daly
Elise B. Danby
Nathan A. Daniel
Andrew Patrick Darrow
David Cancellia De Andrade
Leticia Ramos De Carvalho
Paulo Barbosa de Melo, Jr.
Leandro Epitacio Moreira de Oliveira
Edward Joseph D'Elia

Jennifer C. Deliso
John DeMattos
Danielle Marie DeStefano*
Matthew Edward DeVere
Shannon Lee Dias
Mark Steven Deefenbark
Jamilly Silva do Egito
Patrick Joseph Dolan
Benjamin David Dolgoff
Danielle Marie D'Olimpio
Christopher Michael Donovan
Katherine Hillary Driscoll*
Jonathan Foster Duarte
Kaitlyn Lee Dunn*
Adam Taylor Dupuy
Taya K. Dwyer
Rita M Jabeski
Elizabeth Ann Eagan
Matthew Zachary Eames*
Courtney Lynn Edwards
Ian M. Edwards
Matthew Elliot Ehrenreich
Alexis Dawn Eldredge
Caitlin Margaret Eldredge
Heather Marie Eldredge
Nicole Beth Eldredge
Katherine Anne Eleftherakis
William Martin Ellis-Adams
Jared R. Elwell
William James Erhard, II*
Sabrina Marie Estabrook
Michael Anthony Evora
Nicholas F. Famigliette
Justin Joseph Fernandez
Amy Lauren Ferrari*
Jennifer Lyn Filaault*
Kacie Lee Finkelstein
Kiayel Jamal Floyd
Christopher John Fornasaro
Holly Allerton Foster*
Laura Rose Framson
Joune R. Fraser
Rebecca F. Freeman
Kenneth J. Frenza
Sara M. Friary
Elizabeth M. Fulham
Tiffani Lynn Gagne
Amy Curtin Gallagher
James Richard Gallant*
Caleb Levon Gallus
Ryan Gardner

Elizabeth M. Garrett
Bryan T. Geiler
Crystal Lynn Gentile
Michael Charles Giacobbi
Richard J. Gibbs
Garrett Brian Giblin
Lauren Alana Gigante
Alicia Reardon Gold
Kevin Richard Golding
Nicole Lee Golenski
Brittany Meredyth Gould
Timothy J. Grace
Nathan Greaney
Matthew Gerard Green*
Courtney Alexandra Greene
Kristina Nicole Grenier
Amy Griffin*
Joshua Robert Grimmer
Laura M. Grose
James E. Guillet
Kelly Kyle Gurney
Rachael Lee Gutermuth
Anthony Holder Hall
Jonathan Robert Hamelburg
Michael Joseph Hansen
Tiffany Lee Hanson
Cheryl Joy Harary
Emmet Riley Hargrave
Christine Michelle Harrington
Leslie Anne Harrington
Danielle Elizabeth Hawkins
Claire Withrow Hawley*
Katherine Rita-Laurette Hedrington
Aaron S Hemmilla*
Christy Anne Hennigan
Christine Virginia Hickman*
Gregory John Hill*
Ronald Michael Hill
Lindsey Lee Hoes
Lindsay Bernice Hoffman
Amanda Holland
Daniel V. Holt
Virginia Anna Honeycutt
Kyle Christopher Hook
Oliver William Horton
Nathaniel Allen Hoyt
Matthew A. Hutchinson
Theresa Marie Isaacs
Wanda Marie Jacobs
Stephanie Angela Jeffers
Gordon Douglas Johnson

Kaitlyn Ann Johnson
Levi Harley Jones
Aran Kamonchan
Brittany Nicole Keith
Lauren Renee Kelly*
Scott William Kelly*
William Phillip Kelly
Michael Joseph Kennedy
Jessica Mary Kaheary
Elizabeth Ashley King
Samual Allan Knott
Nicholas John Kortis
Julia Kurker*
Sarah Mary Ellen Lackey
Courtney Allison Larsson
Amanda Elizabeth Lauder
Nichole Marie Lazzari
Ashley-Rennae Rosa Leca
Kathryn May Lennon
Whitney Ann Lewis
Amanda Leslie Liimatainen
Michael L. Lima
Jaclyn Ann Lindberg
Andrew J. Lingo
Shauna Deborah Lippard
Joel Sandon Lockwood
Burlene Jean Lopes
Nicole Lopes
Laura Lee Lusher
Nellie Lukac
Elaine Patricia Lunsford
Amy Louise Lyon*
Jeanne Marie MacDonald
Douglas William MacQueen
Kimberly Ann MacRoberts
Jenny Lee Maenpaa
Joseph Nicholas Magnus
David Mahan
Lindsay Barbara Mahoney
Naomi Elizabeth Mancha
David Wesley Manning
Kimberly Anne Manning
Andrew Vincent Marcantonio
George William Marcus
Francisco Ator Ferreira Marcus
Barbara Anne Martin
Cristyane Patricia Martins
Elizabeth Ashley Matta
Michael Thomas Mayne
Marissa Dawn McAuliffe
Jonathan Richard McCormick

Ashley Anne McGarry
Meghan Jeanette McGrath
Kerry Michael McNamara*
Patrick John McTigue
Mark Flaminio Meagher
Nathan M. Medeiros
Nicole L. Medeiros
Tercia Aguiar Melo
Kristen Marie Mendoza
Kathleen Margaret Miller
Derek Wayne Mills, Jr.
Christopher William Milne
Marc Joseph Mimmo
Tiara Krystal Mohler
Thomas David Molinari
Adam Marko Moran
Rebecca Margaret Morgan*
Elizabeth Lauren Morse*
Lindsay Carter Mullen
David James Munsell
Ryan Michael Murphy
Sean Douglas Murphy*
Chanel Marie Nardone
Jason Eric Nickerson
David Albert Niemi
Amy Michelle Nilsen
Rachael Lana Nolan
Rebecca Leigh Healy Norton*
Joshua J. Novak
Andrew Sean Nudelman
Jason Dennis Nydam
Brian Matthew Nygard
Andrew Gerrard Offiler
Meaghan Elizabeth Oickle
Claire Francis O'Keeffe
Jeffrey Palmer O'Neil
Michael Joseph O'Neil, Jr.
Cara Ann Osimo
Jillian Lee Pacheco
Christopher Charles Paradis
Jerrica Leigh Park
Ricky D. Patel
Jarrod Scott Peckham
Eric Thomas Pedersen
Lindsey Marie Penney
Priscilla Garcia Marcondes Pereira
Gregory Daniel Perkins
James Perkins
Christopher Cody Peterson
Zachary Marshall Peterson
Matthew John Philos-Jensen

Todd Michael Pickering
Ashley Susan Pike
Rebecca Pinheiro
Amanda Marie Pires
Matthew Edward Pizzi
Marybeth Plaskus
Michael Paul Poirier
Daniel A. Pokrass
Lisa Wing Poon*
Robson Fernandes Portilho
Jennifer Dean Powers
Jennifer Lynn Proc
Meghan Rachel Prypin
Alyson Lee Pucci
Angelica Rose Pyatt
Jonathan D. Quishpe
Clayton Hackney Rainey
Jacquelyn Anne Rawding
Andrew Michael Ready
Kevin Blaise Reid
Katelyn Ann Richards
Kyle Anthony Richardson
Sarah Elizabeth Ricketson
Erin Michelle Riley
James Edward Riley
Ashley Marie Roberts
Adriano Almeida Rocha
Casey Lynne Rocheteau
Lily Kathrine Rocklage
Daniel Peretz Rojay
Erika Rae Rosewell
Caroline Chandler Roszell*
Dylan Matthew Rounds
Olivia Kathleen Russo
Christopher Daniel Santos
Ryan Vojko Santric
David Michael Scandurra
Meghan Christine Scherbarth
Bonnie Marie Schreiner*
Richard Murray Scudder
Nicole Marie Senoski
Bonnie Marie Serino*
Abid Raza Shabbir*
Katey Elise Shanahan
Caitlin Elizabeth Shields
Ryan Andrew Siffard
Corey Robert Silk
Deacon Jay Silva*
Jeffrey Richard Silvan*
Erin Elizabeth Sinclair*
Marcus Arilias Skapars

William Evan Slater
Stephanie Jean Small
Danielle Nicole Smith
William J. Sneep
Rebeca Ramos Soares
Mauro Henrique Glöss Sobral
Jason Sofield
Joel Christopher Somers
Lindsey Marie Soroka*
Andrew Alexander Stanley
Vaneice Straughter
Kathryn Lee Strauss
Paul M. Sunderland
Bryan Daniel Sweeney
Hilary Loring Szymujko*
Carolina Tessaroto Teixeira
Kane Tobin
Mary Frances Toffey*
Lindsay Joyce Totten
Danielle Katherine Tell us
Jana Kateri Turner
Taylor Katherine Uhlman
Alexis Mary-Anna Upton
Ryan Stetson VanderWolk
Dylan Russell Vaughn
Ixe A. Marteenez Velazquez
Danielle Medwin Vesekis
Nicole Marie Villani
Elizabeth Anne Wade*
Jacqueline Nichole Warren
Michael James Watson
Meredith Anne Welch
James Thomas Wells
Sarah Marie Wenzel*
Nicholas George White
Abbie Williamson
Kaisi Nicole Wood
Catherine Mullin Wroe

PUBLIC INFORMATION RESOURCES

There are several ways interested citizens may access information about Town of Barnstable programs, policies, procedures and activities.

Public Access Television

Tune into Channel 18 the Town of Barnstable's own television station. Here you will find broadcasts of our various boards and committees, informational videos on a variety of topics, "Talk of the Town;" our own weekly talk show with up to date information on programs and projects, and our bulletin board listing a variety of information about events, important dates and deadlines, and more.

Website Information

www.town.barnstable.ma.us

The Town of Barnstable offers a comprehensive, user friendly website for use by the general public. On it one will find an array of information about the Town's Departments, Divisions, policies, programs and more. All town reports, many commonly used forms and assorted listings are available for downloading and/or printing. We welcome you to visit our site from the comfort of home and encourage your comments and suggestions.

Municipal Newsletter

The Barnstable Bulletin

New this year, the Barnstable Bulletin represents another effort to better communicate with our citizens. This free, monthly newsletter outlines the various goings-on in and around the Town of Barnstable and includes such things as a message from the Town Manager, important dates and deadlines, departmental updates, links to important information and more.

Register for the newsletter by visiting the town's website:

www.town.barnstable.ma.us

If you are not an on-line user one can be mailed to your home by registering for a monthly mailing. Simply contact the Community Services Department at 508.862.4956 with your name and mailing address information.

Public Outreach

Ask for a presentation to your club, group or association. Town of Barnstable staff is happy to provide in-depth information on any subject of interest to you. Contact the Director of the Community Services Department, Jemma Lambert at 508.862.4956 to schedule a presentation.

Citizen Involvement

Citizen's Leadership Academy: Inside Barnstable Government

Interested in learning more about the Town of Barnstable? Consider joining our Citizen's Leadership Academy: Inside Barnstable Government. This 11 week class will provide you with an in-depth look at all of the Town of Barnstable's Departments, Divisions and programs. Join the hundreds of other happy residents who've participated in this popular and interesting class! It's time well spent! For more information visit the town's website or contact the Town Manager's Office at: 508.862.4610.

Volunteerism

Volunteer

The Town of Barnstable depends on citizen volunteers to insure that the many and various boards, committees and commissions are fully appointed and functioning. With your help we are able to conduct the "business" of government.

There are also unlimited opportunities to volunteer with many of our Departments and Divisions. To find out more visit the Town of Barnstable website or contact the Community Services Department at: 508.862.4956.

Daniel M. Zoto

Town of Barnstable
Channel 18 Broadcast Schedule

RB= Rebroadcast of previous meetings

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
8:00-9:00 am	B U L	L E T	I N	B O A	R D		
9:00- Noon	9:30 – Noon Licensing or Site Plan Review (RB)	9:00 Talk of the Town 10:00 Press Conference	11:00- Planning Board	9:00 – 11:00 Site Plan Review OR Board of Health OR Conservation (RB)	9:00 –Noon School Committee OR Airport	9-9:30 Talk of the Town 10:00 Town Council (RB)	9-9:30 Talk of the Town 10:00 Town Council (RB)
Noon-3:00 pm	1:00 – 5:00 Info Videos	11:00 Licensing Committee	3:00 – 5:00 Info Videos	3:00 – 5:00 Info Videos	Noon – Board of Health (RB) OR Info Videos	2:00 ZBA (RB)	2:00 – Planning Board (RB)
3:00 – 6:00 pm	5 : 0 0 –	5 : 3 0 p m	T A L K	O F T H E	T O W N	6:00 – Conservation Commission (RB)	6:00 – School Committee OR Airport (RB)
6:00 -9:00 pm	7:00 – 10:00 pm Planning OR Town Council (RB)	7:00 – Conservation Commission OR School Committee	6:00 – 7:00 Amnesty 7:00 – ZBA	7:00 – Town Council	7:00 – Town Council (RB)		
9:00 -11:00 pm							
After 11:00 pm	RANDOM	ACCESS					

School Department

Gross Wage Report - 2003

Name	Date of Hire	Job Description	School	Gross	Overtime	Total	
ABLES	KATHRYN	3/27/2003	BUS MONITOR	MAIL ONLY	\$ 57.18	\$ -	\$ 57.18
ABORN	NANCY L.	9/7/1993	HS MATH	HIGH SCHOOL	\$ 61,231.16	\$ -	\$ 61,231.16
ACTON	SHARON	6/19/2000	SS SECRETARY	SYSTEM	\$ 1,032.30	\$ -	\$ 1,032.30
ACTON	SHARON J.	2/11/1994	SCHOOL SECRETARY	CENTERVILLE ELEMENTARY	\$ 27,971.97	\$ -	\$ 27,971.97
ADAMI	JENNIFER	8/30/2000	ELEMENTARY SPED	MARSTONS MILLS EAST ELEM	\$ 39,260.68	\$ -	\$ 39,260.68
ADAMS	CHRISTINE A.	0/15/1992	MS RESOURCE ROOM	MIDDLE SCHOOL HYANNIS	\$ 53,798.69	\$ -	\$ 53,798.69
ADAMS	CHRISTINE A.	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 850.00	\$ -	\$ 850.00
AHEARN	LINDA	9/18/1989	GRADE 3	HYANNIS EAST ELEMENTARY	\$ 61,517.55	\$ -	\$ 61,517.55
AHNQUIST	JANA L.	1/29/1993	GRADE 1	OSTERVILLE ELEMENTARY	\$ 54,657.98	\$ -	\$ 54,657.98
AKIN	ROSEMARY J.	9/7/1993	SCHOOL NURSE	HYANNIS EAST ELEMENTARY	\$ 40,338.99	\$ -	\$ 40,338.99
ALCOCK	ARTHUR	6/19/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 400.00	\$ -	\$ 400.00
ALCOCK	ARTHUR J	9/4/1973	MS SCIENCE	MIDDLE SCHOOL HYANNIS	\$ 61,915.44	\$ -	\$ 61,915.44
ALLBECKER	KATHRYN	9/1/2003	TITLE I	CENTERVILLE ELEMENTARY	20,643.24	\$ -	\$ 20,643.24
ALLEN	BETH-ANNE F.	9/3/1985	GRADE 3	MARSTONS MILLS EAST ELEM	\$ 61,679.56	\$ -	\$ 61,679.56
ALLEN	CHRISTOPHER	1/16/2003	SUBSTITUTE	MAIL ONLY	\$ 1,040.00	\$ -	\$ 1,040.00
ALLEN	LORI A.	9/8/1992	GRADE 4	CENTERVILLE ELEMENTARY	\$ 47,514.14	\$ -	\$ 47,514.14
ALLEN	NANCY	6/19/2000	SUMMER CERTIFIED	SYSTEM	\$ 5,920.00	\$ -	\$ 5,920.00
ALLEN	NANCY J	10/7/1996	TECH SPECIALIST	GRADE 5 SCHOOL	\$ 20,825.47	\$ -	\$ 20,825.47
ALLEN	NEDRA D.	9/7/1993	MS WORLD LANGUAGE	MIDDLE SCHOOL MARSTONS MILLS	\$ 34,371.96	\$ -	\$ 34,371.96
ALLEN	PENELOPE	9/1/2003	MS ART	MIDDLE SCHOOL HYANNIS	\$ 11,731.12	\$ -	\$ 11,731.12
ALLEN	RUTHANNE G.	3/25/1981	GATEWAY DIRECTOR	GRADE 5 SCHOOL	\$ 58,942.16	\$ -	\$ 58,942.16
ALLMAN	MICHELE	9/10/2001	SUBSTITUTE	MAIL ONLY	\$ 1,758.13	\$ -	\$ 1,758.13
ALVAREZ	LAUREEN	6/19/2000	SS SECRETARY	SYSTEM	\$ -	\$ 1,944.19	\$ 1,944.19
ALVAREZ	LAUREEN E.	9/13/1993	SCHOOL SECRETARY	MAIL ONLY	\$ 27,568.89	\$ -	\$ 27,568.89
AMARAL	DIANNE	9/4/1986	ASSISTANT	CENTERVILLE ELEMENTARY	\$ 17,511.12	\$ -	\$ 17,511.12
AMATO	ELEANOR K.	3/24/1994	GRADE 4	HYANNIS WEST ELEMENTARY	\$ 56,296.39	\$ -	\$ 56,296.39
ANDERSON	GLEN A	9/17/1973	ELEMENTARY PRINCIPAL	HYANNIS EAST ELEMENTARY	\$ 87,390.50	\$ -	\$ 87,390.50
ANDERSON	HEATHER	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 380.00	\$ -	\$ 380.00
ANDERSON	HEATHER	8/30/2000	GRADE 5/6	GRADE 5 SCHOOL	\$ 32,522.16	\$ -	\$ 32,522.16
ANDERSON	JAMES E.	5/4/1992	MS MATH	MIDDLE SCHOOL HYANNIS	\$ 46,244.61	\$ -	\$ 46,244.61
ANDERSON	JENNIFER	1/7/2002	SCHOOL TUTOR	TUTORS	\$ 2,150.00	\$ -	\$ 2,150.00
ANDERSON	KAREN	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 100.00	\$ -	\$ 100.00
ANDERSON	KAREN M.	9/5/1989	GRADE 5/6	GRADE 5 SCHOOL	\$ 59,560.89	\$ -	\$ 59,560.89
ANDERSON	SUSAN G.	12/14/1982	GRADE 3	COTUIT ELEMENTARY	\$ 50,379.45	\$ -	\$ 50,379.45
ANDRADE	DARON	5/21/2001	SUBSTITUTE	MAIL ONLY	\$ 1,170.00	\$ -	\$ 1,170.00
ANDREASSI	KIMBERLY	3/29/1993	HS MATH	HIGH SCHOOL	\$ 53,374.48	\$ -	\$ 53,374.48
ANDRULOT	THOMAS P	8/28/1996	HS INDUSTRIAL ARTS	HIGH SCHOOL	\$ 54,657.98	\$ -	\$ 54,657.98
ANGELONE	LUANN	9/8/1992	MUSIC - GENERAL	GRADE 5 SCHOOL	\$ 46,094.61	\$ -	\$ 46,094.61
ANGULO	CEMIR	8/28/2002	ASST FOREIGN LANGUAGE	MAIL ONLY	\$ 4,445.31	\$ -	\$ 4,445.31
ANTHONY	ELAINE M	9/21/1998	LIBRARY ASST	MIDDLE SCHOOL HYANNIS	\$ 17,084.88	\$ -	\$ 17,084.88
ANTIL	PAULINE A	9/7/1971	SUB OFFICE CLERK	ADMIN - CENTRAL OFFICE	\$ 1,870.80	\$ -	\$ 1,870.80
ARCHAMBEAULT	BRENDA G	9/2/1998	GRADE 4	OSTERVILLE BAY ELEMENTARY	\$ 34,501.61	\$ -	\$ 34,501.61
ARCHIBALD	CHARLES L	5/10/1978	HEAD CUSTODIAN	OSTERVILLE BAY ELEMENTARY	\$ 37,736.88	\$ 922.33	\$ 38,659.21
ASHLEY	EDWARD F.	7/18/1988	FOREMAN+50	GRADE 5 SCHOOL	\$ 33,773.60	\$ 59.14	\$ 33,832.74
ASKEW	JUDITH	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,132.00	\$ -	\$ 2,132.00

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ASTRAUCKAS	KATHLEEN	8/28/2002	ASSISTANT ESL	GRADE 5 SCHOOL	\$ 17,420.88	\$ -	\$ 17,420.88
ATKINS	SUSAN	11/13/1991	PERSONNEL ASSISTANT	ADMIN - CENTRAL OFFICE	\$ 39,423.37	\$ 225.19	\$ 39,648.56
ATWELL	DANIEL	11/9/1999	SPED RESOURCE ROOM	HYANNIS EAST ELEMENTARY	\$ 44,501.19	\$ -	\$ 44,501.19
ATWELL	DANIEL	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 875.00	\$ -	\$ 875.00
AUGER	PETER	8/17/2001	SUMMER MISC CERTIFIED	SYSTEM	\$ 4,000.00	\$ -	\$ 4,000.00
AUGER	PETER J	9/4/1973	HS SCIENCE	HIGH SCHOOL	\$ 66,739.42	\$ -	\$ 66,739.42
AUSTIN-KENNEY	CHRISTINE M	8/30/2000	GRADE 3	HYANNIS WEST ELEMENTARY	\$ 39,117.68	\$ -	\$ 39,117.68
AUTERY	PAMELA	11/29/1990	KINDERGARTEN	MARSTONS MILLS EAST ELEM	\$ 51,926.69	\$ -	\$ 51,926.69
AVERETT	DONALD	1/27/2003	BUS DRIVER	TRANSPORTATION OFFICE	\$ 757.38	\$ -	\$ 757.38
AVERY	LAURI H.	3/19/1990	PREVENTION SPECIALIST	CENTERVILLE ELEMENTARY	\$ 18,130.28	\$ -	\$ 18,130.28
AYLMER	IRENE T	1/15/1973	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 55,746.38	\$ -	\$ 55,746.38
AYRES	REBECCA	7/6/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ -	\$ -	\$ -
BABCOCK	JOSEPH	1/27/2000	CUSTODIAN+50	HIGH SCHOOL CUSTODIANS	\$ 29,139.20	\$ 6,661.01	\$ 35,800.21
BAFARO	JOHN J	9/7/1971	GRADE 3	CENTERVILLE ELEMENTARY	\$ 56,532.10	\$ -	\$ 56,532.10
BAKER	CAROL A.	9/21/1992	SCHOOL ASSISTANT	MARSTONS MILLS EAST ELEM	\$ 5,322.20	\$ -	\$ 5,322.20
BAKER	ROBERT	6/27/2000	BUS DRIVER	TRANSPORTATION OFFICE	\$ 19,379.17	\$ -	\$ 19,379.17
BALLOU	JANE E	1/4/1999	ASSISTANT	OSTERVILLE ELEMENTARY	\$ 10,006.64	\$ -	\$ 10,006.64
BASKIN	JEANNE	7/2/2001	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,590.00	\$ -	\$ 2,590.00
BASKIN	JEANNE	8/30/2000	MS SPEECH/LANGUAGE	MIDDLE SCHOOL HYANNIS	\$ 44,468.73	\$ -	\$ 44,468.73
BATSON	ERIN	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 90.00	\$ -	\$ 90.00
BATSON	ERIN M.	2/26/1991	GRADE 5/6	GRADE 5 SCHOOL	\$ 44,331.31	\$ -	\$ 44,331.31
BAVIER	TRACEY	8/28/2002	HS SPED	HIGH SCHOOL	\$ 55,423.94	\$ -	\$ 55,423.94
BEAR	MARCIA	6/19/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 520.00	\$ -	\$ 520.00
BEAR	MARCIA J.	9/22/2003	ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 30,588.88	\$ -	\$ 30,588.88
BEARSE	DEBRA	10/15/2001	PERSONAL CARE ASST	HIGH SCHOOL	\$ 20,022.08	\$ -	\$ 20,022.08
BECHTEL	BRENDA	9/3/2002	HS ENGLISH	HIGH SCHOOL	\$ 38,175.03	\$ -	\$ 38,175.03
BECHTOLD	JACK	3/18/2003	SUBSTITUTE	MAIL ONLY	\$ 1,563.95	\$ -	\$ 1,563.95
BECKER	BARBARA	8/29/2001	HS HEALTH EDUCATION	HIGH SCHOOL	\$ 43,055.61	\$ -	\$ 43,055.61
BECKWITH	DIANA	1/28/2003	ASSISTANT SUBSTITUTE	MAIL ONLY	\$ 165.60	\$ -	\$ 165.60
BEER	CONNIE JO	8/31/1994	HS MATH	MAIL ONLY	\$ 51,353.11	\$ -	\$ 51,353.11
BELANGER III	NELSON A	12/12/1972	MS MATH	MIDDLE SCHOOL HYANNIS	\$ 59,351.30	\$ -	\$ 59,351.30
BELESS	SCOTT D.	9/4/1991	MS SOCIAL STUDIES	HIGH SCHOOL	\$ 51,468.48	\$ -	\$ 51,468.48
BENDIKSEN	MABEL	9/2/1980	HS ENGLISH	HIGH SCHOOL	\$ 59,615.30	\$ -	\$ 59,615.30
BENGSTON	ERIC	9/1/2002	COACH ATHLETIC	MAIL ONLY	\$ 1,380.00	\$ -	\$ 1,380.00
BENNETT	DAVID T	9/4/1973	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 65,024.35	\$ -	\$ 65,024.35
BENNETT	LINDA A	9/3/1969	GRADE 5/6	GRADE 5 SCHOOL	\$ 56,850.20	\$ -	\$ 56,850.20
BENTLEY	PAUL	9/24/2003	ASSISTANT SPED	HIGH SCHOOL	\$ 9,850.95	\$ -	\$ 9,850.95
BERGEN	CAROL A.	9/2/1986	GRADE 3	BARNSTABLE WEST BARNSTABLE	\$ 66,429.10	\$ -	\$ 66,429.10
BERNHARDT	HEIDI J.	9/16/1996	MS SOCIAL STUDIES	MIDDLE SCHOOL HYANNIS	\$ 40,522.76	\$ -	\$ 40,522.76
BERNON	CAROL B.	9/8/1987	HS SCIENCE	HIGH SCHOOL	\$ 64,205.18	\$ -	\$ 64,205.18
BERRY	LYNNE M.	11/24/1980	ADMIN ASST FINANCE	ADMIN - CENTRAL OFFICE	\$ 44,890.99	\$ 9,841.20	\$ 54,732.19
BERRY	RUTH A	9/16/1977	SUBSTITUTE	MAIL ONLY	\$ 6,540.13	\$ -	\$ 6,540.13
BETTENCOURT	SUSAN	8/29/2001	GRADE 4	OSTERVILLE BAY ELEMENTARY	\$ 41,820.52	\$ -	\$ 41,820.52
BEUKE	DIANNE E.	9/6/1988	GRADE 4	HYANNIS EAST ELEMENTARY	\$ 61,468.78	\$ -	\$ 61,468.78
BEVERIDGE	BERNARD E	9/6/1977	HS SCIENCE	HIGH SCHOOL	\$ 60,930.11	\$ -	\$ 60,930.11

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BIALOW	CAROLYN	12/4/2002	SUBSTITUTE	MAIL ONLY	\$ 91.90	\$ -	\$ 91.90
BIDGOOD	DONALD	9/6/1977	PRINCIPAL	MIDDLE SCHOOL HYANNIS	\$ 85,307.33	\$ -	\$ 85,307.33
BIEHL	EMILY	9/2/1998	MS MATH	MAIL ONLY	\$ 43,668.73	\$ -	\$ 43,668.73
BIEHL	ROBERT P	8/27/1997	HS ENGLISH	HIGH SCHOOL	\$ 45,912.64	\$ 202.65	\$ 46,115.29
BILIOURIS	MARY	8/28/2002	ASSISTANT SPED	BARNSTABLE WEST BARNSTABLE	\$ 11,173.32	\$ -	\$ 11,173.32
BILLARD	JEFFREY M.	9/8/1992	HS ENGLISH	HIGH SCHOOL	\$ 56,443.09	\$ -	\$ 56,443.09
BILLITER	LISA	3/4/2002	TA SPED PRESCHOOL	MARSTONS MILLS EAST ELEM	\$ 9,794.08	\$ -	\$ 9,794.08
BIRON	TARA	12/16/2002	SUBSTITUTE	MAIL ONLY	\$ 390.00	\$ -	\$ 390.00
BLACKWELL	KATHY L	8/27/1997	KINDERGARTEN	BARNSTABLE WEST BARNSTABLE	\$ 55,923.94	\$ -	\$ 55,923.94
BLAIR	MARY	2/13/2003	SUBSTITUTE	MAIL ONLY	\$ 2,145.00	\$ -	\$ 2,145.00
BLAKEMORE	ELIZABETH	1/18/2000	ASSISTANT SPED	HYANNIS WEST ELEMENTARY	\$ 17,913.60	\$ -	\$ 17,913.60
BLAND	KATHERINE	1/6/2003	CO TEACHER	CENTERVILLE ELEMENTARY	\$ 8,969.08	\$ -	\$ 8,969.08
BLAZIS	SCOTT G	8/27/1999	MS SCIENCE	MIDDLE SCHOOL HYANNIS	\$ 64,844.36	\$ -	\$ 64,844.36
BLOOM	CHARLES R.	9/6/1988	COUNSELOR	HYANNIS EAST ELEMENTARY	\$ 58,319.26	\$ -	\$ 58,319.26
BOGER	BRITTANY	5/20/2002	SUBSTITUTE	MAIL ONLY	\$ 585.00	\$ -	\$ 585.00
BOGER	DEAN M	9/6/1977	HOUSEMASTER HS	HIGH SCHOOL	\$ 78,593.36	\$ -	\$ 78,593.36
BOGGI	THERESA	3/1/2003	PAYROLL COORDINATOR	ADMIN - CENTRAL OFFICE	\$ 46,813.65	\$ -	\$ 46,813.65
BOLT	CAREY	7/1/2003	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
BOLT	CAREY L.	10/21/1997	GRADE 1	HYANNIS WEST ELEMENTARY	\$ 46,971.75	\$ -	\$ 46,971.75
BORGES	AURELIA	4/5/2000	SCHOOL TUTOR	TUTORS	\$ 1,050.00	\$ -	\$ 1,050.00
BORGES	FRANK	9/17/2001	BUS MONITOR	TRANSPORTATION OFFICE	\$ 58.74	\$ -	\$ 58.74
BOTELLO	ELLEN M.	12/1/1994	SUBSTITUTE	MAIL ONLY	\$ 5,906.00	\$ -	\$ 5,906.00
BOTOLINO	DOMENIC	10/1/2003	MS SCIENCE	GRADE 5 SCHOOL	\$ 10,409.81	\$ -	\$ 10,409.81
BOULETTE	CHRISTINE C.	10/13/1994	MS ENGLISH	GRADE 5 SCHOOL	\$ 37,905.92	\$ -	\$ 37,905.92
BOUND-OBERMAN	DIANA B	9/5/1972	MS ENGLISH	MIDDLE SCHOOL HYANNIS	\$ 56,850.20	\$ -	\$ 56,850.20
BOUQUET	AMBER	2/13/2003	BUS MONITOR	TRANSPORTATION OFFICE	\$ 75.87	\$ -	\$ 75.87
BOURASSA	ROBERTA J	9/6/1977	MS TITLE 1	GRADE 5 SCHOOL	\$ 63,024.50	\$ -	\$ 63,024.50
BOURGEOIS	JOYCE	5/22/2002	ASSISTANT/SPED MS	GRADE 5 SCHOOL	\$ 14,302.03	\$ -	\$ 14,302.03
BOURQUE	LISE	4/7/1999	ASSISTANT SUBSTITUTE	MAIL ONLY	\$ 1,649.83	\$ -	\$ 1,649.83
BOUYOUNES	WADIH	4/11/2003	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
BOWERSOX	ANDREW	8/26/2002	HS SCIENCE	HIGH SCHOOL	\$ 43,071.73	\$ -	\$ 43,071.73
BOWMAN	DONNA F.	6/3/1982	GRADE 1	CENTERVILLE ELEMENTARY	\$ 61,917.98	\$ -	\$ 61,917.98
BOYCE	NANCY	1/28/2000	ASSISTANT SPED	GRADE 5 SCHOOL	\$ 13,814.08	\$ -	\$ 13,814.08
BOYD	JUDITH B.	3/8/1993	HEALTH CONSULTANT	CENTERVILLE ELEMENTARY	\$ 58,934.44	\$ -	\$ 58,934.44
BRACKEN	NICOLE	1/29/2002	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
BRACKETT	STACY M	10/29/1996	KINDERGARTEN	HYANNIS EAST ELEMENTARY	\$ 6,916.68	\$ -	\$ 6,916.68
BRANSFIELD	NAIDE	9/17/2001	BUS MONITOR	TRANSPORTATION OFFICE	\$ 7,691.62	\$ -	\$ 7,691.62
BREAKEY	ANNMARIE	1/2/1979	MS ENGLISH	MIDDLE SCHOOL HYANNIS	\$ 55,784.89	\$ -	\$ 55,784.89
BRIDGES	STACI	6/19/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 260.00	\$ -	\$ 260.00
BRIDGES	STACI A	10/24/1994	ELEM PRESCHOOL	CENTERVILLE ELEMENTARY	\$ 44,111.31	\$ -	\$ 44,111.31
BRIGANTI	CAROL	1/6/2003	ASSISTANT SPED	HYANNIS WEST ELEMENTARY	\$ 14,153.61	\$ -	\$ 14,153.61
BRODERICK	CHARLYNE	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 187.50	\$ -	\$ 187.50
BRODERICK	CHARLYNE	8/2/2000	SUMMER CERTIFIED	SYSTEM	\$ 93.75	\$ -	\$ 93.75
BRODERICK	CHARLYNE	2/22/1993	HS SPED	HIGH SCHOOL	\$ 42,183.69	\$ -	\$ 42,183.69
BROSNAN	THERESA V.	9/8/1987	MS ENGLISH	MIDDLE SCHOOL HYANNIS	\$ 62,631.50	\$ -	\$ 62,631.50

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BROUGHTON	COLLEEN ANN	9/8/1987	COOK II	MARSTONS MILLS EAST ELEM	\$ 17,639.40	\$ -	\$ 17,639.40
BROWER	SARAH	8/30/2000	MS ENGLISH	GRADE 5 SCHOOL	\$ 36,947.73	\$ -	\$ 36,947.73
BROWN	ALAN	1/30/1995	NETWORK COORD ASST	MIDDLE SCHOOL HYANNIS	\$ 35,981.92	\$ -	\$ 35,981.92
BROWN	ERICA J	8/31/1994	HS SCIENCE	HIGH SCHOOL	\$ 56,424.48	\$ -	\$ 56,424.48
BROWN	LAUREL C.	1/2/2001	GR5 CURRICULUM COORD	GRADE 5 SCHOOL	\$ 65,679.46	\$ -	\$ 65,679.46
BROWN	SUSAN	3/9/2001	SUBSTITUTE	MAIL ONLY	\$ 1,300.00	\$ -	\$ 1,300.00
BROWN	WAYNE G	2/11/1982	MS READING/LANG ARTS	GRADE 5 SCHOOL	\$ 59,152.16	\$ -	\$ 59,152.16
BRUINOOG	ERIC	8/29/2001	PSYCHOLOGIST	HYANNIS EAST ELEMENTARY	\$ 47,837.76	\$ -	\$ 47,837.76
BRUNELLE	DEBRA L.	9/6/1983	GRADE 3	CENTERVILLE ELEMENTARY	\$ 55,519.44	\$ -	\$ 55,519.44
BRUNSWICK	NANCY J.	9/2/1980	MS PHYSICAL EDUCATION	MIDDLE SCHOOL HYANNIS	\$ 61,585.01	\$ -	\$ 61,585.01
BRYAN	MARY-GAIL	8/30/2000	MS COUNSELOR	MIDDLE SCHOOL MARSTONS MILLS	\$ 39,046.45	\$ -	\$ 39,046.45
BRYANT	PRISCILLA D.	12/10/1984	MS RESOURCE ROOM	MIDDLE SCHOOL HYANNIS	\$ 53,330.34	\$ -	\$ 53,330.34
BUCHANAN	TIMOTHY	9/1/2003	COACH ATHLETIC	MAIL ONLY	\$ 4,375.00	\$ -	\$ 4,375.00
BUCKLER	AARON	9/1/2003	MS MATH	MIDDLE SCHOOL HYANNIS	\$ 10,969.29	\$ -	\$ 10,969.29
BUCKLER	MARK A	12/13/1993	HS SCIENCE	HIGH SCHOOL	\$ 59,587.09	\$ -	\$ 59,587.09
BUCKMAN	JAMES	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 500.00	\$ -	\$ 500.00
BUCKMAN	JAMES F.	11/15/1993	HS COUNSELOR	HIGH SCHOOL	\$ 58,193.95	\$ -	\$ 58,193.95
BUDZYNKIEWICZ	LINDA	9/4/1990	MS WORLD LANGUAGE	GRADE 5 SCHOOL	\$ 55,498.02	\$ -	\$ 55,498.02
BUGUEY	BRITTANY	12/18/2002	SUBSTITUTE	MAIL ONLY	\$ 263.95	\$ -	\$ 263.95
BUNKER	ANDREW	1/2/2004	NETWORK COORD ASST	HIGH SCHOOL	\$ 18,929.30	\$ -	\$ 18,929.30
BUNKER	ANDREW	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 3,380.00	\$ -	\$ 3,380.00
BURCHFIELD	CHRISTIAN	8/27/2003	ASST FOREIGN LANGUAGE	ADMIN - CENTRAL OFFICE	\$ 1,107.35	\$ -	\$ 1,107.35
BURKE	BARBARA O.	10/31/1994	TITLE I READING	HYANNIS WEST ELEMENTARY	\$ 28,375.10	\$ -	\$ 28,375.10
BURKE	SALLY	3/4/2002	SUBSTITUTE	MAIL ONLY	\$ 1,967.78	\$ -	\$ 1,967.78
BURKE SARKINEN	MARY	6/26/1989	HEAD CUSTODIAN+45	HIGH SCHOOL CUSTODIANS	\$ 36,322.54	\$ 4,207.24	\$ 40,529.78
BURNS	SHEILA F	7/1/2001	ELEMENTARY PRINCIPAL	CENTERVILLE ELEMENTARY	\$ 81,311.59	\$ -	\$ 81,311.59
BUSS	PATRICIA L	8/31/1994	MS ENGLISH	MIDDLE SCHOOL HYANNIS	\$ 55,057.98	\$ -	\$ 55,057.98
BUSS	STEVE	9/22/2003	TECHNOLOGY COORD	HIGH SCHOOL	\$ 17,746.68	\$ -	\$ 17,746.68
BUSSIERE	MAURA	6/19/2000	SUMMER CERTIFIED	SYSTEM	\$ 2,480.00	\$ -	\$ 2,480.00
BUSSIERE	MAURA A.	10/17/1994	TECHNOLOGY ASSISTANT	HYANNIS WEST ELEMENTARY	\$ 19,422.75	\$ -	\$ 19,422.75
BUTLER	KATHLEEN	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 879.50	\$ -	\$ 879.50
BUTLER	KATHLEEN S	9/24/1984	GRADE 1	MARSTONS MILLS EAST ELEM	\$ 55,469.44	\$ -	\$ 55,469.44
BUTLER	MARY E	9/2/1986	GRADE 1	BARNSTABLE WEST BARNSTABLE	\$ 58,843.50	\$ -	\$ 58,843.50
BYRNE	KATHLEEN B	11/17/1978	MS MATH	GRADE 5 SCHOOL	\$ 53,495.79	\$ -	\$ 53,495.79
CABRAL	JO ANNA	12/2/2002	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
CADILLAC	ALISON B.	9/5/1989	ELEMENTARY SPED	GRADE 5 SCHOOL	\$ 57,626.12	\$ -	\$ 57,626.12
CAHOON	CAROL J.	1/25/1988	SECRETARY SEC SUPT	ADMIN - CENTRAL OFFICE	\$ 42,116.62	\$ -	\$ 42,116.62
CAHOON	MICKEY	10/22/2001	SUBSTITUTE	MAIL ONLY	\$ 2,935.00	\$ -	\$ 2,935.00
CALDWELL	FREDERICK	9/2/1975	HS MATH	MAIL ONLY	\$ 67,870.91	\$ -	\$ 67,870.91
CALDWELL	KEITH R	8/31/1994	HS ENGLISH	HIGH SCHOOL	\$ 56,629.91	\$ -	\$ 56,629.91
CALLO	GAILE	7/1/2003	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
CALLO	GAILE J.	2/1/1994	GRADE 3	HYANNIS WEST ELEMENTARY	\$ 55,144.80	\$ -	\$ 55,144.80
CAMACHO	VIDAL J	5/31/1988	MAINT. CRAFTSMAN	ADMIN - CENTRAL OFFICE	\$ 39,237.60	\$ 673.92	\$ 39,911.52
CAMACHO	VIRGINIA M.	9/8/1982	PAYROLL ASSISTANT	ADMIN - CENTRAL OFFICE	\$ 41,954.51	\$ -	\$ 41,954.51
CAMARA	ANN MARIE	9/4/1979	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 39,333.42	\$ -	\$ 39,333.42

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CAMBARERI	DEBORAH	8/28/2002	KINDERGARTEN	CENTERVILLE ELEMENTARY	\$ 20,659.47	\$ -	\$ 20,659.47
CAMMARANO	LESLIE A.	9/5/1989	GRADE 4	CENTERVILLE ELEMENTARY	\$ 30,637.62	\$ -	\$ 30,637.62
CAMPBELL	DIANE	11/25/2002	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
CAMPBELL	ELIZABETH	8/28/2002	ADJUSTMENT COUNSELR	GRADE 5 SCHOOL	\$ 23,926.51	\$ -	\$ 23,926.51
CAMPBELL	JACQUELINE M	9/7/1994	HEALTH ASSISTANT	MIDDLE SCHOOL HYANNIS	\$ 19,632.48	\$ -	\$ 19,632.48
CAMPBELL	KATHLEEN G.	12/2/1992	GRADE 2	HYANNIS WEST ELEMENTARY	\$ 48,799.33	\$ -	\$ 48,799.33
CAMPBELL	ROBERT	9/5/1989	HOUSEMASTER HS	HIGH SCHOOL	\$ 77,308.82	\$ -	\$ 77,308.82
CAMPBELL	SALLY J.	5/8/1990	PERSONAL CARE ASST	MARSTONS MILLS EAST ELEM	\$ 17,344.14	\$ -	\$ 17,344.14
CAMPBELL	SUSAN	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 572.00	\$ -	\$ 572.00
CAMPBELL	SUSAN M	10/27/2003	ASSISTANT	MARSTONS MILLS EAST ELEM	\$ 19,631.94	\$ -	\$ 19,631.94
CAMPERS REILLY	PATRICIA	8/28/2002	HS SPED	HIGH SCHOOL	\$ 35,454.98	\$ -	\$ 35,454.98
CANNISTRARO	DIANE	9/8/2003	SUBSTITUTE	MAIL ONLY	\$ 2,868.58	\$ -	\$ 2,868.58
CANNISTRARO	KRISTIN E	9/1/1999	BLIND/VISUAL	CENTERVILLE ELEMENTARY	\$ 51,468.48	\$ -	\$ 51,468.48
CANTY	MEGAN	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 704.00	\$ -	\$ 704.00
CANTY	MEGAN	1/13/2003	SUBSTITUTE	MAIL ONLY	\$ 5,562.30	\$ -	\$ 5,562.30
CAPLICE	KATHRYN	8/30/2000	PERSONAL CARE ASST	MARSTONS MILLS EAST ELEM	\$ 17,441.76	\$ -	\$ 17,441.76
CAPOBIANCO	MARY-BETH	10/25/1993	KINDERGARTEN	OSTERVILLE ELEMENTARY	\$ 45,563.40	\$ -	\$ 45,563.40
CAPPARELLA	NANCY L.	9/2/1998	MUSIC - VOCAL	HYANNIS WEST ELEMENTARY	\$ 51,326.69	\$ -	\$ 51,326.69
CAPUTO	MARIA	6/28/2002	SS SECRETARY	SYSTEM	\$ 280.00	\$ -	\$ 280.00
CAPUTO	MARIA L.	9/15/1993	GRADE 4	HYANNIS EAST ELEMENTARY	\$ 49,510.82	\$ -	\$ 49,510.82
CARCHRIE	MARGARET	1/3/2000	SCHOOL TUTOR	TUTORS	\$ 6,362.50	\$ -	\$ 6,362.50
CARDULLO	ANTHONY C	9/11/2003	SUBSTITUTE	MAIL ONLY	\$ 390.00	\$ -	\$ 390.00
CARE ANDREWS	KATHLEEN	7/1/2003	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,400.00	\$ -	\$ 2,400.00
CARE ANDREWS	KATHLEEN	10/1/1990	ELEMENTARY SPED	MARSTONS MILLS EAST ELEM	\$ 62,227.10	\$ -	\$ 62,227.10
CAREY	JOHN	12/1/2002	SCHOOL TUTOR	TUTORS	\$ 9,000.00	\$ -	\$ 9,000.00
CAREY	KATHRYN G	10/7/1993	GRADE 2	BARNSTABLE WEST BARNSTABLE	\$ 59,718.10	\$ -	\$ 59,718.10
CARLISLE	ANN	6/19/2000	SS SECRETARY	SYSTEM	\$ 493.70	\$ -	\$ 493.70
CARLISLE	ANN P	10/5/1981	SECRETARY SUBSTITUTE	MAIL ONLY	\$ 12,118.46	\$ -	\$ 12,118.46
CARLISLE	DALE A.	7/2/1993	CUSTODIAN +40	GRADE 5 SCHOOL	\$ 18,646.40	\$ -	\$ 18,646.40
CARLON	MICHAEL G	9/4/1990	MS ENGLISH	MIDDLE SCHOOL HYANNIS	\$ 59,119.98	\$ -	\$ 59,119.98
CARLSON	CAROL	7/1/2002	SUMMER NON CERT	SYSTEM	\$ 1,276.00	\$ -	\$ 1,276.00
CARLSON	CAROL J	2/5/1999	ASSISTANT SPED	HIGH SCHOOL	\$ 17,525.28	\$ -	\$ 17,525.28
CARLSON	JANICE	10/2/2000	BUS MONITOR	TRANSPORTATION OFFICE	\$ 12,183.21	\$ -	\$ 12,183.21
CARON	JENNIFER	5/6/2002	SUBSTITUTE	OSTERVILLE BAY ELEMENTARY	\$ 12,064.79	\$ -	\$ 12,064.79
CARROLL	LISA A	9/1/1999	SPED RESOURCE ROOM	OSTERVILLE ELEMENTARY	\$ 57,423.08	\$ -	\$ 57,423.08
CARTOCCI	RODNEY F	1/31/1994	HEALTH ED	HYANNIS EAST ELEMENTARY	\$ 56,849.94	\$ -	\$ 56,849.94
CARVALHO	MURIEL I.	9/28/1987	SCHOOL SECRETARY	HIGH SCHOOL	\$ 28,258.53	\$ 349.65	\$ 28,608.18
CASEY	KATHLEEN	9/5/1972	ELEM READING	GRADE 5 SCHOOL	\$ 58,583.45	\$ -	\$ 58,583.45
CASEY	KATHLEEN	6/19/2000	SUMMER CERTIFIED	SYSTEM	\$ 895.00	\$ -	\$ 895.00
CASEY	PATRICIA	1/21/2003	MS SPED	MIDDLE SCHOOL MARSTONS MILLS	\$ 17,895.65	\$ -	\$ 17,895.65
CASTORIA	ANGELA C	8/31/1987	ASST SUPT K-12	ADMIN - CENTRAL OFFICE	\$ 83,033.34	\$ -	\$ 83,033.34
CATOLINE	MARGARET E	8/27/1999	HS WORLD LANGUAGE	MIDDLE SCHOOL HYANNIS	\$ 52,627.30	\$ -	\$ 52,627.30
CATTABRIGA	BRIAN M.	12/3/2001	DEAN MIDDLE SCHOOL	MIDDLE SCHOOL HYANNIS	\$ 68,707.04	\$ -	\$ 68,707.04
CAUBLE	AMY	8/28/2002	JTEC CASE MANAGER	HIGH SCHOOL	\$ 42,719.61	\$ -	\$ 42,719.61
CAVILL	RICHARD	5/9/1988	GRADE 5/6	GRADE 5 SCHOOL	\$ 50,837.15	\$ -	\$ 50,837.15

School Department

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Name	Date of Hire	Job Description	School	Gross	Overtime	Total	
CAWTHORNE-HODGKINS	ELIZABETH	7/1/2002	CUSTODIAN+50	HIGH SCHOOL CUSTODIANS	\$ 27,063.44	\$ 6,215.34	\$ 33,278.78
CAZEAULT	EIBLIS G.	4/4/1994	HS ART	HIGH SCHOOL	\$ 56,880.67	\$ -	\$ 56,880.67
CELESTE	DEBORAH	1/2/1990	COOK II	MIDDLE SCHOOL HYANNIS	\$ 19,460.16	\$ 82.08	\$ 19,542.24
CERRETANI	CATHE	7/1/2003	SS DIRECTOR	SYSTEM	\$ 7,003.00	\$ -	\$ 7,003.00
CERRETANI	CATHE A	9/2/1998	MS TITLE 1	MIDDLE SCHOOL HYANNIS	\$ 57,179.94	\$ -	\$ 57,179.94
CHAMPAGNEY	MARIE	9/25/2000	SECY SPED 12 MOS	ADMIN - CENTRAL OFFICE	\$ 35,453.95	\$ -	\$ 35,453.95
CHAPMAN	MARGARET	9/4/1973	GRADE 2	HYANNIS EAST ELEMENTARY	\$ 57,665.60	\$ -	\$ 57,665.60
CHARETTE	JANE A	9/4/1973	GRADE 3	OSTERVILLE BAY ELEMENTARY	\$ 58,615.44	\$ -	\$ 58,615.44
CHARPENTIER	DEBORAH	9/7/1971	MS SOCIAL STUDIES	MIDDLE SCHOOL HYANNIS	\$ 56,915.62	\$ -	\$ 56,915.62
CHASE	DUNCAN	1/31/2000	SUBSTITUTE	MAIL ONLY	\$ 3,466.00	\$ -	\$ 3,466.00
CHATEAUNEUF	JESSICA	12/10/2002	PERSONAL CARE ASST	CENTERVILLE ELEMENTARY	\$ 17,248.46	\$ -	\$ 17,248.46
CHATEAUNEUF	JESSICA	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 1,125.00	\$ -	\$ 1,125.00
CHENIER	KAREN O	4/7/1997	PERSONAL CARE ASST	MARSTONS MILLS EAST ELEM	\$ 16,934.40	\$ -	\$ 16,934.40
CHILDS	LINDA L.	9/2/1986	ELEMENTARY ART	MARSTONS MILLS EAST ELEM	\$ 60,479.56	\$ -	\$ 60,479.56
CHILDS	PATRICIA A.	9/5/1989	LIBRARY ASSISTANT	MARSTONS MILLS ELEMENTARY	\$ 20,956.34	\$ -	\$ 20,956.34
CHRISTIAN	SAMANTHA	6/13/2003	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
CHRISTIE	JAMES	12/11/2002	HS ENGLISH	HIGH SCHOOL	\$ 19,645.20	\$ -	\$ 19,645.20
CHURCHILL	LEEANN	9/1/2003	HS SPED	HIGH SCHOOL	\$ 12,649.93	\$ -	\$ 12,649.93
CIANCE	PAUL	11/23/1998	SUBSTITUTE	MAIL ONLY	\$ 5,468.58	\$ -	\$ 5,468.58
CIBOROWSKI	JAMES	11/5/1984	MS SOCIAL STUDIES	MIDDLE SCHOOL HYANNIS	\$ 53,370.34	\$ -	\$ 53,370.34
CILIBERTO	JEANNE N	9/9/1996	SUBSTITUTE	MAIL ONLY	\$ 130.00	\$ -	\$ 130.00
CIMBRON	RUBEN	10/14/2003	ASSISTANT SPED	MIDDLE SCHOOL HYANNIS	\$ 5,729.71	\$ -	\$ 5,729.71
CIRAN	LORI P.	1/2/1997	PERSONAL CARE ASST	HIGH SCHOOL	\$ 21,629.16	\$ -	\$ 21,629.16
CLARK	AMY	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 2,550.00	\$ -	\$ 2,550.00
CLARK	AMY	8/28/1996	GRADE 4	CENTERVILLE ELEMENTARY	\$ 29,704.42	\$ -	\$ 29,704.42
CLARK	CHRISTINE	1/2/2001	HS BUSINESS EDUCATION	HIGH SCHOOL	\$ 60,616.42	\$ -	\$ 60,616.42
CLARK	DONNA D.	9/8/1981	GRADE 1	CENTERVILLE ELEMENTARY	\$ 55,584.89	\$ -	\$ 55,584.89
CLARK	ELEANORE	10/28/2002	SUBSTITUTE	HIGH SCHOOL	\$ 37,944.16	\$ -	\$ 37,944.16
CLARK	PAULA	6/28/2002	SUMMER CERTIFIED	MAIL ONLY	\$ 400.00	\$ -	\$ 400.00
CLARK	PAULA E.	10/12/1993	MS MATH	GRADE 5 SCHOOL	\$ 58,997.80	\$ -	\$ 58,997.80
CLARKE	AMANDA	11/14/2003	SUBSTITUTE	MAIL ONLY	\$ 130.00	\$ -	\$ 130.00
CLARKE	KEITH W.	9/5/1989	MS COUNSELOR	GRADE 5 SCHOOL	\$ 64,295.10	\$ -	\$ 64,295.10
CLARKIN	DOROTHY	7/10/2000	BUS DRIVER	TRANSPORTATION OFFICE	\$ 8,944.63	\$ -	\$ 8,944.63
CLARKIN	FREDRICK	7/10/2000	BUS MONITOR	TRANSPORTATION OFFICE	\$ 3,550.34	\$ -	\$ 3,550.34
CLAUSEN	SHARON	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 880.00	\$ -	\$ 880.00
CLEMENTS	GREGORY	3/25/2002	SUBSTITUTE	MAIL ONLY	\$ 4,277.00	\$ -	\$ 4,277.00
CLIFFORD	KYM L.	9/5/1989	CAFETERIA WORKER	MIDDLE SCHOOL HYANNIS	\$ 7,321.35	\$ -	\$ 7,321.35
CLIGGOTT	JANICE	12/3/2001	SUBSTITUTE	MAIL ONLY	\$ 842.14	\$ -	\$ 842.14
CLORAN	DIANE	7/13/2001	SUMMER CERTIFIED	SYSTEM	\$ 1,100.00	\$ -	\$ 1,100.00
CLORAN	DIANNE J.	4/22/1974	MS MATH	GRADE 5 SCHOOL	\$ 57,030.20	\$ -	\$ 57,030.20
COAKLEY	VIRGINIA L.	10/21/1993	ASSISTANT SPED	GRADE 5 SCHOOL	\$ 18,007.20	\$ -	\$ 18,007.20
COBB	BENJAMIN	9/5/2000	BUS DRIVER	TRANSPORTATION OFFICE	\$ 21,337.57	\$ -	\$ 21,337.57
COBB	JANET	6/19/2000	DISPATCHER	TRANSPORTATION OFFICE	\$ 30,948.71	\$ 170.16	\$ 31,118.87
CODY	BRANDON	9/26/2003	CUSTODIAN +40	OSTERVILLE ELEMENTARY	\$ 4,092.00	\$ -	\$ 4,092.00

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COLBY	JULIA	9/4/2001	TECHNOLOGY ASSISTANT	MARSTONS MILLS EAST ELEM	\$ 18,006.04	\$ -	\$ 18,006.04
COLE	DAVID	1/2/2002	MS SOCIAL STUDIES	MIDDLE SCHOOL HYANNIS	\$ 42,468.62	\$ -	\$ 42,468.62
COLE	DIANNE S	2/3/1998	SUBSTITUTE	MAIL ONLY	\$ 2,210.00	\$ -	\$ 2,210.00
COLE	JUDITH	11/4/2002	PERSONAL CARE ASST	CENTERVILLE ELEMENTARY	\$ 12,089.19	\$ -	\$ 12,089.19
COLE	JUDITH	4/22/2002	SUBSTITUTE	MAIL ONLY	\$ 130.00	\$ -	\$ 130.00
COLLINS	ELEANOR	9/2/1980	HS TITLE 1	HIGH SCHOOL	\$ 59,180.75	\$ -	\$ 59,180.75
COLLINS	MELISA	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 1,800.00	\$ -	\$ 1,800.00
COLLINS	MELISA	8/30/1995	ASSISTANT	GRADE 5 SCHOOL	\$ 23,451.04	\$ -	\$ 23,451.04
COLON	JOHN	12/18/2000	MAINTENANCE PLUMBER	MAINTENANCE	\$ 54,563.04	\$ 2,440.32	\$ 57,003.36
COLWELL	BRUCE	8/29/2001	MS ENGLISH	MIDDLE SCHOOL HYANNIS	\$ 44,083.61	\$ -	\$ 44,083.61
COMEAU	KATHERINE S	9/3/1974	GRADE 3	BARNSTABLE WEST BARNSTABLE	\$ 67,022.44	\$ -	\$ 67,022.44
CONNOLLY WEILL	E. LEE	8/31/1994	HS ART	HIGH SCHOOL	\$ 60,338.10	\$ -	\$ 60,338.10
CONNON	SUSAN E	8/30/1995	MS MATH	MIDDLE SCHOOL HYANNIS	\$ 53,068.88	\$ -	\$ 53,068.88
CONNOR	PATRICIA M	8/31/1994	GRADE 5/6	GRADE 5 SCHOOL	\$ 47,672.98	\$ -	\$ 47,672.98
CONSTANTINE	BEVERLY A	9/6/1979	CAFETERIA WORKER	HS CAFE SUBS	\$ 3,138.37	\$ 17.74	\$ 3,156.11
CONTI	HEIDI	2/7/2000	ASSISTANT SPED	GRADE 5 SCHOOL	\$ 19,378.80	\$ -	\$ 19,378.80
CONTI	HEIDI	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 1,460.00	\$ -	\$ 1,460.00
CONWAY	ANN M	9/2/1998	MS TITLE 1	MIDDLE SCHOOL HYANNIS	\$ 60,238.10	\$ -	\$ 60,238.10
CONWAY	MARIANNE	11/18/2002	PREVENTION SPECIALIST	HYANNIS WEST ELEMENTARY	\$ 12,474.86	\$ -	\$ 12,474.86
COOKE	JAMES	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 1,200.00	\$ -	\$ 1,200.00
COOKE	JAMES T	2/8/1977	MS MATH	GRADE 5 SCHOOL	\$ 56,674.99	\$ -	\$ 56,674.99
COOKERLY	KAREN	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 1,452.50	\$ -	\$ 1,452.50
COOKERLY	KAREN M	8/28/1996	SPEECH/LANG	HIGH SCHOOL	\$ 56,749.94	\$ -	\$ 56,749.94
COOPER	KAY	10/27/2003	ASSISTANT ESL	CENTERVILLE ELEMENTARY	\$ 2,869.59	\$ -	\$ 2,869.59
COOPER	PETER B	11/30/1994	ASSISTANT/SPED MS	HIGH SCHOOL	\$ 20,199.44	\$ -	\$ 20,199.44
COOPER	RONALD	8/7/2003	CUSTODIAN	GRADE 5 SCHOOL	\$ 1,212.00	\$ 292.50	\$ 1,504.50
COOPERRIDER	JEB	12/18/2003	SUBSTITUTE	MIDDLE SCHOOL HYANNIS	\$ 4,980.07	\$ -	\$ 4,980.07
COOPERRIDER	MATTHEW	5/21/2002	SUBSTITUTE	MAIL ONLY	\$ 2,340.00	\$ -	\$ 2,340.00
CORNA	CHRISTOPHER	1/27/2003	SUBSTITUTE	HIGH SCHOOL	\$ 16,684.41	\$ -	\$ 16,684.41
CORPAS	REBECCA	9/9/2002	ASSISTANT SPED	MAIL ONLY	\$ 3,645.72	\$ -	\$ 3,645.72
CORRALES	FREDDY	12/18/2000	CUSTODIAN +40	HIGH SCHOOL CUSTODIANS	\$ 27,964.28	\$ 4,935.83	\$ 32,900.11
CORSINO	LYNN D	9/5/1997	GRADE 1	HYANNIS EAST ELEMENTARY	\$ 42,483.69	\$ -	\$ 42,483.69
COSTA	ONELIA	9/1/2003	ASSISTANT ESL	MIDDLE SCHOOL HYANNIS	\$ 6,721.20	\$ -	\$ 6,721.20
COSTELLO	ERIN	9/1/2003	COACH ATHLETIC SALARIES	MAIL ONLY	\$ 979.50	\$ -	\$ 979.50
COTTO	KATHERINE W.	1/25/1993	ELEM PRESCHOOL	CENTERVILLE ELEMENTARY	\$ 51,868.48	\$ -	\$ 51,868.48
COTTON	BARBARA	9/1/2003	HS ENGLISH	HIGH SCHOOL	\$ 19,468.35	\$ -	\$ 19,468.35
COWGILL	DAWN L	9/2/1998	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 56,749.94	\$ -	\$ 56,749.94
CRADDOCK	MARIANNE	9/23/2002	SUBSTITUTE	MAIL ONLY	\$ 5,059.70	\$ -	\$ 5,059.70
CRAWLEY	TERRY	3/7/1995	CUSTODIAN +40	MIDDLE SCHOOL HYANNIS	\$ 47,235.54	\$ 2,072.07	\$ 49,307.61
CREEDON	LINDA	10/1/2002	SUBSTITUTE	MAIL ONLY	\$ 3,377.08	\$ -	\$ 3,377.08
CROCKER	KARYN D	9/25/1989	GRADE 3	HYANNIS WEST ELEMENTARY	\$ 53,465.06	\$ -	\$ 53,465.06
CRONIN	KATHLEEN P.	10/17/1986	KINDERGARTEN	MARSTONS MILLS ELEMENTARY	\$ 52,526.69	\$ -	\$ 52,526.69
CRONIN	NOELLE	9/1/2003	MS MATH	MIDDLE SCHOOL HYANNIS	\$ 13,145.95	\$ -	\$ 13,145.95
CRONIN	SUSANNAH	3/21/2003	SUBSTITUTE	MAIL ONLY	\$ 124.10	\$ -	\$ 124.10

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CROSBY	CORNEILA M	9/30/2003	SUBSTITUTE	MAIL ONLY	\$ 975.00	\$ -	\$ 975.00
CROSS	JOANNE	2/12/2001	PERSONAL CARE ASST	MARSTONS MILLS EAST ELEM	\$ 17,490.48	\$ -	\$ 17,490.48
CROSSETTI	NANCY	10/22/1997	SUBSTITUTE	MAIL ONLY	\$ 1,170.00	\$ -	\$ 1,170.00
CROSSLEY	SUELLEN	11/4/2002	PARENT VOL. COOR/ELEM	HYANNIS WEST ELEMENTARY	\$ 9,687.99	\$ -	\$ 9,687.99
CROSTON	DOROTHY P.	3/4/1993	SUBSTITUTE	MAIL ONLY	\$ 3,120.00	\$ -	\$ 3,120.00
CROWLEY	ELAINE M.	9/5/1989	GRADE 5/6	GRADE 5 SCHOOL	\$ 27,812.38	\$ -	\$ 27,812.38
CRUGER	VANESSA	5/12/2003	SUBSTITUTE	MAIL ONLY	\$ 1,235.00	\$ -	\$ 1,235.00
CRUZ	NICHOLAS	1/3/1995	CUSTODIAN +40	GRADE 5 SCHOOL	\$ 30,679.64	\$ 2,350.61	\$ 33,030.25
CULLITY	LYNNE	9/1/2003	OCCUP. THERAPIST	MIDDLE SCHOOL HYANNIS	\$ 19,707.57	\$ -	\$ 19,707.57
CUMMING	JUDITH	9/9/2003	ASSISTANT SUBSTITUTE	MAIL ONLY	\$ 733.24	\$ -	\$ 733.24
CUMMINGS	EDWINA	8/27/2003	ASST FOREIGN LANGUAGE	OSTERVILLE BAY ELEMENTARY	\$ 3,150.03	\$ -	\$ 3,150.03
CUNNIFF	ANN-MARIE	8/30/2000	ELEMENTARY SPED	HYANNIS WEST ELEMENTARY	\$ 32,211.59	\$ -	\$ 32,211.59
CURLEY	MARY	5/23/2001	SUBSTITUTE	MAIL ONLY	\$ -	\$ -	\$ -
CURLEY	MARY	1/11/2002	SUBSTITUTE	MAIL ONLY	\$ 411.00	\$ -	\$ 411.00
CURLEY-GIORDANO	MAUREEN J	9/6/1988	SPED RESOURCE ROOM	MARSTONS MILLS EAST ELEM	\$ 60,414.28	\$ -	\$ 60,414.28
CURRAN	JOANN	9/1/2003	ASSISTANT	CENTERVILLE ELEMENTARY	\$ 4,782.19	\$ -	\$ 4,782.19
CURRAN	MARY	6/28/2002	SUMMER NON CERT	ADMIN - CENTRAL OFFICE	\$ 2,870.00	\$ -	\$ 2,870.00
CURRAN	MARY E.	12/2/1985	SCHOOL SECRETARY	HYANNIS WEST ELEMENTARY	\$ 37,444.03	\$ -	\$ 37,444.03
CURREY	ERIC W.	9/7/1993	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 57,511.69	\$ -	\$ 57,511.69
CURTIN	ANN-MARIE	2/6/2001	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
CUSTER	FRANK	8/14/2003	BUS DRIVER	TRANSPORTATION OFFICE	\$ 30.60	\$ -	\$ 30.60
CWYNAR	PHILIP J	9/2/1975	PRESCHOOL SPED	MARSTONS MILLS EAST ELEM	\$ 58,023.53	\$ -	\$ 58,023.53
CYBURT	KAROL M	11/25/2002	PREVENTION SPECIALIST	OSTERVILLE BAY ELEMENTARY	\$ 12,320.07	\$ -	\$ 12,320.07
DAHAN	SUSAN B	5/6/1996	GR5 FINANCE DIRECTOR	GRADE 5 SCHOOL	\$ 77,000.04	\$ -	\$ 77,000.04
DALESSIO	JASON	10/24/2001	ASSISTANT/SPED HS	HIGH SCHOOL	\$ 11,664.96	\$ -	\$ 11,664.96
DALY	JOHN	10/10/2000	CUSTODIAN +40	MIDDLE SCHOOL HYANNIS	\$ 28,146.88	\$ 3,485.62	\$ 31,632.50
DANIELE	LOUISA	8/28/2002	ELEMENTARY SPED	HYANNIS WEST ELEMENTARY	\$ 54,711.05	\$ -	\$ 54,711.05
DANIELE	LOUISA	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 1,725.00	\$ -	\$ 1,725.00
DARRAH	KAREN L.	1/3/1983	GRADE 4	CENTERVILLE ELEMENTARY	\$ 59,615.30	\$ -	\$ 59,615.30
DAVIDSON	MARY	8/28/2002	HS PM SCHOOL	HIGH SCHOOL	\$ 20,719.77	\$ -	\$ 20,719.77
DAVIS	CHERYL A.	10/9/2000	COOK II	MIDDLE SCHOOL HYANNIS	\$ 6,399.14	\$ -	\$ 6,399.14
DAVIS	LARA	11/13/2002	SUBSTITUTE	MAIL ONLY	\$ 2,080.00	\$ -	\$ 2,080.00
DAVIS	LAURIE	5/6/2002	SUBSTITUTE	MAIL ONLY	\$ 59.10	\$ -	\$ 59.10
DAVIS	LINDA H	8/27/1999	HS SCIENCE	HIGH SCHOOL	\$ 54,657.98	\$ -	\$ 54,657.98
DAVIS	PENNIE A.	4/26/1993	GRADE 5/6	GRADE 5 SCHOOL	\$ 55,048.33	\$ -	\$ 55,048.33
DAVIS	SUZANNE R.	1/6/2003	ASSISTANT SPED	HYANNIS WEST ELEMENTARY	\$ 8,936.64	\$ -	\$ 8,936.64
DAY	LYNDA M	9/18/2002	SUBSTITUTE	MAIL ONLY	\$ 390.00	\$ -	\$ 390.00
DECOSTA	LEANNE	7/1/2001	SUMMER MISC CERTIFIED	SYSTEM	\$ 1,200.00	\$ -	\$ 1,200.00
DECOSTA	LEANNE M	2/2/1995	HS ENGLISH	HIGH SCHOOL	\$ 47,163.69	\$ -	\$ 47,163.69
DECOSTA	LEO	10/24/2002	SUBSTITUTE	MAIL ONLY	\$ 1,495.00	\$ -	\$ 1,495.00
DECOSTA	LYNN ANN	9/1/2003	MS MUSIC GENERAL	MIDDLE SCHOOL HYANNIS	\$ 9,730.62	\$ -	\$ 9,730.62
DEGROFF	JACQUELINE	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 1,040.00	\$ -	\$ 1,040.00
DEGROFF	JACQUELINE	9/11/2001	HEALTH ED	GRADE 5 SCHOOL	\$ 34,771.38	\$ -	\$ 34,771.38
DELONIS	JUDITH	12/11/2003	BUS DRIVER	MAIL ONLY	\$ 57.38	\$ -	\$ 57.38

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Name	Date of Hire	Job Description	School	Gross	Overtime	Total	
DELORME	DANA L	5/15/1997	SCHOOL TUTOR	TUTORS	\$ 3,360.00	\$ -	\$ 3,360.00
DELPHIA	JEANETTE	5/12/2003	SUBSTITUTE	MAIL ONLY	\$ 1,050.98	\$ -	\$ 1,050.98
DEMANCHE	PAUL G	9/2/1986	HS HEALTH EDUCATION	HIGH SCHOOL	\$ 64,515.44	\$ -	\$ 64,515.44
DEMARIA	DONNA	6/19/2000	SUMMER CERTIFIED	SYSTEM	\$ 2,280.00	\$ -	\$ 2,280.00
DEMARIA	DONNA M.	12/5/1983	GRADE 5/6	GRADE 5 SCHOOL	\$ 60,350.32	\$ -	\$ 60,350.32
DEMELLO	GEORGE	11/20/2000	SUBSTITUTE	MAIL ONLY	\$ 2,741.00	\$ -	\$ 2,741.00
DEPEW	KRISTA	3/17/2003	COACH ATHLETIC	HIGH SCHOOL	\$ 2,385.00	\$ -	\$ 2,385.00
DEPIETRO	DEBRA	9/1/2003	HS MATH	HIGH SCHOOL	\$ 22,902.97	\$ -	\$ 22,902.97
DEPONTBRIAND	PAULA K.	9/7/1993	PRESCHOOL SPED	MARSTONS MILLS EAST ELEM	\$ 57,423.08	\$ -	\$ 57,423.08
DESROSIERS	MARIAN A.	8/28/1996	MS SOCIAL STUDIES	MIDDLE SCHOOL HYANNIS	\$ 63,824.06	\$ -	\$ 63,824.06
DEUSSER	EDWARD A.	7/1/2001	ELEMENTARY PRINCIPAL	MARSTONS MILLS EAST ELEM	\$ 81,853.46	\$ -	\$ 81,853.46
DEVANEY	JUDITH	7/1/2003	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,132.00	\$ -	\$ 2,132.00
DEVANEY	JUDITH	7/7/2003	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,132.00	\$ -	\$ 2,132.00
DEVANEY	JUDITH W.	2/13/1989	MS RESOURCE ROOM	MIDDLE SCHOOL HYANNIS	\$ 61,743.10	\$ -	\$ 61,743.10
DEVENEY	EDWARD	11/25/2002	SUBSTITUTE	MAIL ONLY	\$ 2,343.32	\$ -	\$ 2,343.32
DEVER	RUSSELL J	10/15/1996	SUPERINTENDENT	MAIL ONLY	\$ 50,275.96	\$ -	\$ 50,275.96
DIAMOND	EILEEN C	9/7/1993	MUSIC - GENERAL	OSTERVILLE BAY ELEMENTARY	\$ 42,055.26	\$ -	\$ 42,055.26
DICK	WINIFRED	10/1/2003	SUBSTITUTE	MAIL ONLY	\$ 1,430.00	\$ -	\$ 1,430.00
DICKSON	JOANNE	9/10/2001	SUBSTITUTE	MAIL ONLY	\$ 3,764.29	\$ -	\$ 3,764.29
DILLEY	CATHLEEN	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 3,875.00	\$ -	\$ 3,875.00
DILLEY	CATHLEEN A	12/8/1997	SPED INCLUSION TCH	MIDDLE SCHOOL HYANNIS	\$ 56,668.48	\$ -	\$ 56,668.48
DINKLAGE	CAROL R	9/5/1967	ELEMENTARY COUNSELOR	BARNSTABLE WEST BARNSTABLE	\$ 61,910.32	\$ -	\$ 61,910.32
DIPERRI	STEPHEN	9/1/2003	SCHOOL TUTOR	MAIL ONLY	\$ 280.00	\$ -	\$ 280.00
DISNEY- ARMSTRONG	PATRICIA	9/5/1989	GRADE 4	OSTERVILLE BAY ELEMENTARY	\$ 18,951.79	\$ -	\$ 18,951.79
DODD	DEREK	8/19/2002	TECH SUPPORT CRD GR5	GRADE 5 SCHOOL	\$ 11,657.00	\$ -	\$ 11,657.00
DOHERTY	ELIZABETH	8/28/2002	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 40,674.38	\$ -	\$ 40,674.38
DOHERTY	KATHLEEN	10/29/2001	ASSISTANT/SPED HS	HIGH SCHOOL	\$ 16,879.36	\$ -	\$ 16,879.36
DOHERTY	LAURA B	9/7/1971	GRADE 4	OSTERVILLE BAY ELEMENTARY	\$ 40,699.37	\$ -	\$ 40,699.37
DOHERTY	SANDRA A	9/4/1979	GRADE 1	HYANNIS WEST ELEMENTARY	\$ 55,484.25	\$ -	\$ 55,484.25
DOHERTY	WILLIAM	10/2/2001	SUBSTITUTE	MAIL ONLY	\$ 1,170.00	\$ -	\$ 1,170.00
DOLAN	ELIZABETH	8/28/2002	SCHOOL NURSE	HYANNIS WEST ELEMENTARY	\$ 40,218.99	\$ -	\$ 40,218.99
DOLAN	LISA	9/1/2003	OCCUP. THERAPIST	HYANNIS WEST ELEMENTARY	\$ 9,460.08	\$ -	\$ 9,460.08
DOLBY	MARJORIE M.	5/17/1994	HS MUSIC GENERAL	COTUIT ELEMENTARY	\$ 52,568.88	\$ -	\$ 52,568.88
DOLGOFF	SHIRLEY	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 990.00	\$ -	\$ 990.00
DOLGOFF	SHIRLEY A.	10/18/1991	SCHOOL ASSISTANT	OSTERVILLE BAY ELEMENTARY	\$ 8,529.19	\$ -	\$ 8,529.19
DONAHUE	PATRICIA	6/28/2002	SUMMER CERTIFIED	MAIL ONLY	\$ 1,160.00	\$ -	\$ 1,160.00
DONAHUE	PATRICIA B.	9/16/1996	SCHOOL TUTOR	MIDDLE SCHOOL HYANNIS	\$ 32,525.08	\$ -	\$ 32,525.08
DONALD	BARRETT	6/19/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 220.00	\$ -	\$ 220.00
DONALD	BARRETT A	8/28/2002	KINDERGARTEN	OSTERVILLE ELEMENTARY	\$ 36,399.11	\$ -	\$ 36,399.11
DONEHEY	KELLI	9/1/2003	ASSISTANT SPED	GRADE 5 SCHOOL	\$ 5,837.04	\$ -	\$ 5,837.04
DONEHEY	ROBERT	7/1/2002	ASST PRINCIPAL	MIDDLE SCHOOL HYANNIS	\$ 75,409.49	\$ -	\$ 75,409.49
DONOHUE	BRIDGIT	9/5/2000	PERSONAL CARE ASST	CENTERVILLE ELEMENTARY	\$ 18,750.24	\$ -	\$ 18,750.24
DONOHUE	PATRICIA	10/26/1999	PERSONAL CARE ASST	MIDDLE SCHOOL HYANNIS	\$ 18,903.36	\$ -	\$ 18,903.36

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DONOVAN	MICHAEL	9/11/2000	SUBSTITUTE	HIGH SCHOOL	\$ 3,900.00	\$ -	\$ 3,900.00
DONOVAN	SEAN W	9/2/1998	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 49,468.69	\$ -	\$ 49,468.69
DONOVAN	THAVY	8/30/2000	ASSISTANT SPED	CENTERVILLE ELEMENTARY	\$ 8,653.05	\$ -	\$ 8,653.05
DOOLEY	PATRICIA A	8/27/1999	HS PSYCHOLOGIST	HIGH SCHOOL	\$ 57,138.98	\$ -	\$ 57,138.98
DOOLITTLE	ELAINE	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 620.00	\$ -	\$ 620.00
DOOLITTLE	ELAINE M	9/29/2003	CO	OSTERVILLE ELEMENTARY	\$ 15,101.64	\$ -	\$ 15,101.64
DORR	ELYSE	7/1/2002	SUMMER CERTIFIED	SYSTEM	\$ 480.00	\$ -	\$ 480.00
DORR	ELYSE M	11/13/1979	MS SCIENCE	MIDDLE SCHOOL HYANNIS	\$ 54,495.79	\$ -	\$ 54,495.79
DOUTHWRIGHT	MELVIN N	1/25/1999	CUSTODIAN+50	HIGH SCHOOL CUSTODIANS	\$ 30,304.00	\$ 256.15	\$ 30,560.15
DOYLE	JANE P.	4/1/1987	GRADE 2	HYANNIS WEST ELEMENTARY	\$ 58,167.44	\$ -	\$ 58,167.44
DOYLE	ROBERT	10/29/2003	SUBSTITUTE	MAIL ONLY	\$ 195.00	\$ -	\$ 195.00
DRAGONE	MAUREEN A.	9/6/1988	TITLE I	HYANNIS WEST ELEMENTARY	\$ 60,414.28	\$ -	\$ 60,414.28
DRANETZ	ANITA	6/19/2000	SUMMER CERTIFIED	SYSTEM	\$ 120.00	\$ -	\$ 120.00
DRANETZ	ANITA D	9/5/1972	MS ENGLISH	GRADE 5 SCHOOL	\$ 58,312.26	\$ -	\$ 58,312.26
DREW	SUSAN J	9/21/1998	ASSISTANT/SPED MS	MIDDLE SCHOOL HYANNIS	\$ 17,093.76	\$ -	\$ 17,093.76
DRISCOLL	ELLEN	8/1/1997	TECHNOLOGY COORD	MIDDLE SCHOOL MARSTONS MILLS	\$ 45,537.11	\$ -	\$ 45,537.11
DRUDE	LAUREN	1/4/2002	SUBSTITUTE	MAIL ONLY	\$ 514.10	\$ -	\$ 514.10
DRUDE	MARGARET H.	9/11/1989	HEALTH ED	OSTERVILLE BAY ELEMENTARY	\$ 61,495.98	\$ -	\$ 61,495.98
DRUMM	LOIS	1/6/2004	SPED TA SUBSTITUTE	MAIL ONLY	\$ 16,161.12	\$ -	\$ 16,161.12
DRYZ	CHERYL	6/19/2000	SS SECRETARY	SYSTEM	\$ 536.64	\$ -	\$ 536.64
DRYZ	CHERYL A.	8/21/1989	SCHOOL SECRETARY	HYANNIS EAST ELEMENTARY	\$ 28,587.03	\$ -	\$ 28,587.03
DUARTE	DUANE	2/10/1997	CUSTODIAN +40	CENTERVILLE ELEMENTARY	\$ 30,504.08	\$ 1,114.12	\$ 31,618.20
DUFFLEY	JOCELYN	8/28/2002	ASSISTANT ESL	CENTERVILLE ELEMENTARY	\$ 7,845.55	\$ -	\$ 7,845.55
DUFFLEY	KATHLEEN	2/1/2001	ASSISTANT/SPED HS	HIGH SCHOOL	\$ 23,706.00	\$ -	\$ 23,706.00
DUGAN	NANCY	4/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 1,460.00	\$ -	\$ 1,460.00
DUGAN	NANCY W.	9/2/1986	ELEMENTARY SPED	CENTERVILLE ELEMENTARY	\$ 61,631.40	\$ -	\$ 61,631.40
DUMAS	JANET	10/25/2002	SUBSTITUTE	MAIL ONLY	\$ 294.67	\$ -	\$ 294.67
DUMAS	KRISTOPHER	5/16/2002	SUBSTITUTE	MAIL ONLY	\$ 2,015.00	\$ -	\$ 2,015.00
DUMAS	LYNNE A.	9/8/1987	SCHOOL SECRETARY	HIGH SCHOOL	\$ 28,258.53	\$ 299.71	\$ 28,558.24
DUNCAN	KATHIE	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 1,270.00	\$ -	\$ 1,270.00
DUNCAN	KATHLEEN A	9/5/1989	MS ENGLISH	GRADE 5 SCHOOL	\$ 58,149.57	\$ -	\$ 58,149.57
DUNN	BARBARA M.	10/24/1994	GRADE 4	OSTERVILLE BAY ELEMENTARY	\$ 41,783.69	\$ -	\$ 41,783.69
DUNN	KELLY	12/14/2001	SUBSTITUTE	MAIL ONLY	\$ 784.29	\$ -	\$ 784.29
DUNN	SUE DIANE	8/29/1994	CAFETERIA WORKER	HYANNIS WEST ELEMENTARY	\$ 8,173.44	\$ -	\$ 8,173.44
DUNN	SUSAN M.	9/28/1993	TECHNOLOGY ASSISTANT	OSTERVILLE ELEMENTARY	\$ 11,842.11	\$ -	\$ 11,842.11
DUNNETT	LORRAINE C.	9/8/1986	HEALTH/PE	HYANNIS WEST ELEMENTARY	\$ 54,713.49	\$ -	\$ 54,713.49
DUNNETT	MARY	5/8/2003	SUBSTITUTE	MAIL ONLY	\$ 845.00	\$ -	\$ 845.00
DUPREY	CARLENE E	12/13/2002	SUBSTITUTE	MAIL ONLY	\$ 433.78	\$ -	\$ 433.78
DURAN	KATHLEEN	7/1/2003	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,330.00	\$ -	\$ 2,330.00
DURAN	KATHLEEN M.	12/16/1993	GRADE 2	HYANNIS WEST ELEMENTARY	\$ 45,352.73	\$ -	\$ 45,352.73
DUTRA	PATRICIA M.	1/5/1981	SUPERVISORY SEC.	HIGH SCHOOL	\$ 39,612.44	\$ 1,894.11	\$ 41,506.55
DWYER	BREANNA	11/12/2003	ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 3,520.11	\$ -	\$ 3,520.11
DYKA	KERRY	10/11/2000	SUBSTITUTE	MAIL ONLY	\$ 680.00	\$ -	\$ 680.00
EAGAR	THOMAS	8/29/2001	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 20,922.35	\$ -	\$ 20,922.35
EAGLE	MARIE	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 6,100.14	\$ -	\$ 6,100.14

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EAGLE	MARIE G.	7/27/1987	HS COUNSELOR	HIGH SCHOOL	\$ 68,396.88	\$ -	\$ 68,396.88
EAMES	PETER H.	9/9/1985	HEAD CUSTODIAN	HYANNIS WEST ELEMENTARY	\$ 37,756.44	\$ 1,703.73	\$ 39,460.17
EARLE	MARYLOU	10/22/2002	SUBSTITUTE	MAIL ONLY	\$ 2,067.39	\$ -	\$ 2,067.39
EASTMAN	ERIN P	3/2/1998	HS COUNSELOR	HIGH SCHOOL	\$ 28,198.04	\$ -	\$ 28,198.04
EDGEHILLE	TINA	11/19/2001	SUBSTITUTE	MAIL ONLY	\$ 789.00	\$ -	\$ 789.00
EDWARDS	SHEILA	7/10/2000	BUS MONITOR	TRANSPORTATION OFFICE	\$ 8,117.27	\$ -	\$ 8,117.27
EISENHAUR	BEVERLY A	10/22/1996	HEALTH ASSISTANT SUB	MAIL ONLY	\$ 5,644.05	\$ -	\$ 5,644.05
ELDRIDGE	BETTY SUE	5/1/1996	ASSISTANT SPED	GRADE 5 SCHOOL	\$ 15,834.00	\$ -	\$ 15,834.00
ELDRIDGE	KRISTI	12/20/2002	SUBSTITUTE	MAIL ONLY	\$ 260.00	\$ -	\$ 260.00
ELLIOTT	GRETCHEN	9/1/2003	SCHOOL ASSISTANT	GRADE 5 SCHOOL	\$ 2,494.00	\$ -	\$ 2,494.00
ELLIS	SUSAN W.	2/27/1984	ASSISTANT SPED	OSTERVILLE ELEMENTARY	\$ 17,031.96	\$ -	\$ 17,031.96
ELLIS	SUZANNE	9/8/1987	SPEECH/LANG	COTUIT ELEMENTARY	\$ 58,769.22	\$ -	\$ 58,769.22
ELWORTHY	KATHERINE	12/9/2002	PERSONAL CARE ASST	CENTERVILLE ELEMENTARY	\$ 13,480.39	\$ -	\$ 13,480.39
EMERY	ELAINE	6/5/2000	SUBSTITUTE	TUTORS	\$ 425.00	\$ -	\$ 425.00
ENO	CORY	10/20/2003	HS SPED	HIGH SCHOOL	\$ 5,562.00	\$ -	\$ 5,562.00
ERHARD	ELLEN	8/30/2000	GRADE 4	COTUIT ELEMENTARY	\$ 37,679.41	\$ -	\$ 37,679.41
ERHARD	WILLIAM J	9/2/1980	GRADE 3	OSTERVILLE BAY ELEMENTARY	\$ 63,001.69	\$ -	\$ 63,001.69
ESGROW	KIRK	11/19/2001	SUBSTITUTE	MAIL ONLY	\$ 3,421.00	\$ -	\$ 3,421.00
ESHBAUGH	VIRGINIA D.	12/1/1994	LIBRARY ASSISTANT	HIGH SCHOOL	\$ 19,240.44	\$ -	\$ 19,240.44
ESTERLE	LINDA	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 725.00	\$ -	\$ 725.00
ESTERLE	LINDA M.	9/4/1985	SCHOOL TUTOR	GRADE 5 SCHOOL	\$ 26,164.80	\$ -	\$ 26,164.80
ESTRELLA	BRANDON	5/19/2003	SUBSTITUTE	MAIL ONLY	\$ 520.00	\$ -	\$ 520.00
EVANS	JANET K	11/22/1976	KINDERGARTEN	OSTERVILLE ELEMENTARY	\$ 60,341.22	\$ -	\$ 60,341.22
EVANS	LYNN M.	9/7/1994	CAFETERIA WORKER	HYANNIS EAST ELEMENTARY	\$ 10,871.10	\$ -	\$ 10,871.10
EVERSON	ANN M.	9/7/1993	MS ENGLISH	MIDDLE SCHOOL HYANNIS	\$ 57,968.42	\$ -	\$ 57,968.42
EVORA	WAYNE	9/3/1974	GRADE 4	HYANNIS EAST ELEMENTARY	\$ 56,850.20	\$ -	\$ 56,850.20
FACHADA	PETER V.	11/14/1994	MS PHYSICAL EDUCATION	MIDDLE SCHOOL HYANNIS	\$ 60,224.06	\$ -	\$ 60,224.06
FAIRBAIRN	MARGARET	8/30/1995	KINDERGARTEN	CENTERVILLE ELEMENTARY	\$ 52,554.26	\$ -	\$ 52,554.26
FAIRCHILD	REBECCA	2/5/2001	ASSISTANT SPED	BARNSTABLE WEST BARNSTABLE	\$ 17,427.84	\$ -	\$ 17,427.84
FARLEY	MARYANNE	11/5/1997	GATEWAY SPECIALIST	MIDDLE SCHOOL HYANNIS	\$ 48,567.44	\$ -	\$ 48,567.44
FARLEY	MATTHEW	9/1/2003	TITLE I	MIDDLE SCHOOL HYANNIS	\$ 18,439.29	\$ -	\$ 18,439.29
FARR	BRIAN K.	5/30/1995	CUSTODIAN +40	BARNSTABLE WEST BARNSTABLE	\$ 30,270.40	\$ 5,654.02	\$ 35,924.42
FARRELL	JEAN L	11/19/1977	GRADE 4	MARSTONS MILLS EAST ELEM	\$ 59,767.98	\$ -	\$ 59,767.98
BOURGEOIS							
FARRELL	PATRICIA G	7/1/1977	GRADE 1	MARSTONS MILLS ELEMENTARY	\$ 63,677.96	\$ -	\$ 63,677.96
FARRENKOPF	JOAN E.	2/26/1993	SUBSTITUTE	MAIL ONLY	\$ 3,900.00	\$ -	\$ 3,900.00
FAVREAU	JANET E.	5/8/1981	GRADE 1	OSTERVILLE ELEMENTARY	\$ 73,341.14	\$ -	\$ 73,341.14
FAWKES	CHRISTINE M.	1/21/1994	ELEM READING	HYANNIS WEST ELEMENTARY	\$ 48,024.85	\$ -	\$ 48,024.85
FAY	PAULA	9/1/2003	MS MATH	MIDDLE SCHOOL HYANNIS	\$ 20,846.79	\$ -	\$ 20,846.79
FAZZINA	ELIZABETH	8/28/2002	ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 13,484.90	\$ -	\$ 13,484.90
FAZZINA	ELIZABETH	7/1/2002	SUMMER NON CERT	SYSTEM	\$ 770.00	\$ -	\$ 770.00
FELDT	ROBERT	9/19/2003	SUBSTITUTE	MAIL ONLY	\$ 715.00	\$ -	\$ 715.00
FERREIRA	JUNE	8/13/2002	BUS DRIVER	TRANSPORTATION OFFICE	\$ 443.95	\$ -	\$ 443.95
FICHERA	MARY T.	10/7/2002	SUBSTITUTE	MAIL ONLY	\$ 1,834.83	\$ -	\$ 1,834.83
FIELDS	ROBERT	9/6/1994	CUSTODIAN +40	HYANNIS EAST ELEMENTARY	\$ 30,810.11	\$ 1,277.98	\$ 32,088.09

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FIETEK	ANDREW	5/7/2003	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
FINGADO	PHILIP	8/31/1994	CUSTODIAN +40	MIDDLE SCHOOL MARSTONS MILLS	\$ 9,889.88	\$ 768.08	\$ 10,657.96
FINN	AMY	10/29/2002	SUBSTITUTE	MAIL ONLY	\$ 4,955.00	\$ -	\$ 4,955.00
FINNEGAN	KATHLEEN A	8/27/2003	SUBSTITUTE	MAIL ONLY	\$ 15,818.54	\$ -	\$ 15,818.54
FINNEMORE	ELIZABETH	11/5/2001	SUBSTITUTE	MIDDLE SCHOOL HYANNIS	\$ 22,703.25	\$ -	\$ 22,703.25
FISKE	ISABELLE	11/27/2000	GATEWAY SPECIALIST	GRADE 5 SCHOOL	\$ 13,665.11	\$ -	\$ 13,665.11
FITZGERALD	BARBARA S	9/14/1995	ELEMENTARY PHYS ED	BARNSTABLE WEST BARNSTABLE	\$ 45,632.78	\$ -	\$ 45,632.78
FITZPATRICK	KELLY	9/5/2003	OCCUPAT. THERAPIST	MAIL ONLY	\$ 8,949.57	\$ -	\$ 8,949.57
FLACKS	JANE	8/30/2000	SCHOOL NURSE	MARSTONS MILLS EAST ELEM	\$ 35,624.56	\$ -	\$ 35,624.56
FLAHERTY	KATHLEEN A	9/5/1972	HS ENGLISH	HIGH SCHOOL	\$ 65,408.68	\$ -	\$ 65,408.68
FLEMING	SUSAN E.	1/23/1997	SCHOOL NURSE	GRADE 5 SCHOOL	\$ 39,453.42	\$ -	\$ 39,453.42
FLICK	NANCY L	5/12/1997	SCHOOL TUTOR	TUTORS	\$ 8,904.00	\$ -	\$ 8,904.00
FLYNN	JANELL	7/3/2003	SUMMER CERTIFIED	SYSTEM	\$ 210.00	\$ -	\$ 210.00
FLYNN	K. JANEL	8/26/2002	ELEMENTARY SPED	GRADE 5 SCHOOL	\$ 40,582.76	\$ -	\$ 40,582.76
FOLEY	KATHERINE A	11/9/1977	GRADE 4	BARNSTABLE WEST BARNSTABLE	\$ 60,275.77	\$ -	\$ 60,275.77
FOLEY	TRACY JEAN	10/26/1993	HEALTH ASSISTANT	COTUIT ELEMENTARY	\$ 20,066.64	\$ -	\$ 20,066.64
FORBES	ALICE K	3/12/1999	NURSE SUBSTITUTE	MAIL ONLY	\$ 4,435.72	\$ -	\$ 4,435.72
FOREST	DALE S.	9/5/1989	ELEM PREVENTION SPECI	GRADE 5 SCHOOL	\$ 53,720.23	\$ -	\$ 53,720.23
FORLONEY	DONNA LEE	1/8/1979	ELEMENTARY PRINCIPAL	OSTERVILLE ELEMENTARY	\$ 87,940.39	\$ -	\$ 87,940.39
FORNOFF	DALE	8/30/2000	HS COUNSELOR	HIGH SCHOOL	\$ 40,372.54	\$ -	\$ 40,372.54
FORNOFF	DALE	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 1,866.87	\$ -	\$ 1,866.87
FORTIER	MICHAEL P	1/8/1992	HS BUSINESS EDUCATION	HIGH SCHOOL	\$ 54,657.98	\$ -	\$ 54,657.98
FORTIN	DOMENIQUE S	12/21/1998	ASSISTANT/SPED MS	MIDDLE SCHOOL HYANNIS	\$ 17,048.52	\$ -	\$ 17,048.52
FOX	MARY T	8/29/2001	MS SPED	MIDDLE SCHOOL MARSTONS MILLS	\$ 39,377.27	\$ -	\$ 39,377.27
FRANCIS	PAMELA	10/27/2003	ASSISTANT	HYANNIS WEST ELEMENTARY	\$ 2,100.84	\$ -	\$ 2,100.84
FRANCIS	STEVEN	7/1/2001	SUMMER MISC CERTIFIED	SYSTEM	\$ 3,632.00	\$ -	\$ 3,632.00
FRANCIS	STEVEN C.	7/1/2001	ATHLETIC DIRECTOR	HIGH SCHOOL	\$ 69,182.10	\$ -	\$ 69,182.10
FRANCO	GINA	8/28/2002	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 20,549.40	\$ -	\$ 20,549.40
FRANCO	GINA	7/1/2003	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
FRANCO	GLORIA	9/16/1992	SUPERVISORY SEC	GRADE 5 SCHOOL	\$ 36,842.82	\$ -	\$ 36,842.82
FRATUS	JUDITH	9/4/2001	ASSISTANT SPED	GRADE 5 SCHOOL	\$ 18,338.76	\$ -	\$ 18,338.76
FRATUS	JUDITH	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 3,260.00	\$ -	\$ 3,260.00
FRAZEL	HEATHER J	8/27/1998	GRADE 4	OSTERVILLE BAY ELEMENTARY	\$ 30,616.01	\$ -	\$ 30,616.01
FRAZIER	RICHARD A	4/26/1976	HEAD CUSTODIAN	MARSTONS MILLS ELEMENTARY	\$ 37,907.68	\$ 4,957.47	\$ 42,865.15
FREEMAN	NANCY	11/1/2001	SUBSTITUTE	MAIL ONLY	\$ 5,323.00	\$ -	\$ 5,323.00
FRENCH	DENISE	9/24/2003	GRADE 5/6	GRADE 5 SCHOOL	\$ 19,017.18	\$ -	\$ 19,017.18
FRENCH	DENISE	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 1,900.00	\$ -	\$ 1,900.00
FRENCH	SUSAN	12/9/2002	SUBSTITUTE	MAIL ONLY	\$ 433.35	\$ -	\$ 433.35
FREW	LYNORE K	10/4/1971	ENRICHMENT SPECIALIST	MARSTONS MILLS EAST ELEM	\$ 64,414.36	\$ -	\$ 64,414.36
FRIEL	CAROL ANN	9/4/1990	ELEMENTARY HEALTH/PE	CENTERVILLE ELEMENTARY	\$ 59,038.02	\$ -	\$ 59,038.02
FRIEL	KEVIN	1/13/2003	SUBSTITUTE	MAIL ONLY	\$ 717.98	\$ -	\$ 717.98
FRUEAN	SANDRA A.	1/26/1994	ELEMENTARY HEALTH/PE	OSTERVILLE ELEMENTARY	\$ 49,828.72	\$ -	\$ 49,828.72
FRYE	BEVERLY	9/28/1993	CAFETERIA WORKER	GRADE 5 SCHOOL	\$ 12,518.99	\$ -	\$ 12,518.99
FUHRMAN	M JANET	9/3/1969	MS SPEECH	MIDDLE SCHOOL HYANNIS	\$ 62,891.30	\$ -	\$ 62,891.30
FUNK	PAUL	12/1/2003	INTERIM	ADMIN - CENTRAL OFFICE	\$ 1,919.95	\$ -	\$ 1,919.95

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GAGNON	MARY W	8/30/1995	HS ENGLISH	HIGH SCHOOL	\$ 46,352.91	\$ -	\$ 46,352.91
GALLAGHER	MOLLIE A.	9/8/1992	GRADE 3	HYANNIS EAST ELEMENTARY	\$ 57,149.94	\$ -	\$ 57,149.94
GALLANT	DIANE	9/4/2001	ASSISTANT SPED	HYANNIS WEST ELEMENTARY	\$ 13,442.67	\$ -	\$ 13,442.67
GALLANT	STEPHEN T	5/5/1980	ELEMENTARY HEALTH/PE	GRADE 5 SCHOOL	\$ 55,421.10	\$ -	\$ 55,421.10
GALT	REGINA	12/9/2003	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
GANNON	ELIZABETH	8/28/2002	MS READING/LANG ARTS	MIDDLE SCHOOL MARSTONS MILLS	\$ 20,719.77	\$ -	\$ 20,719.77
GARDINER	PATRICIA	8/31/1994	MS SCIENCE	MIDDLE SCHOOL HYANNIS	\$ 56,849.94	\$ -	\$ 56,849.94
GARDNER	GARY	1/25/2002	MS SCIENCE	MIDDLE SCHOOL HYANNIS	\$ 60,218.10	\$ -	\$ 60,218.10
GARDNER	MICHAEL	9/1/2003	COACH ATHLETIC	MAIL ONLY	\$ 2,935.00	\$ -	\$ 2,935.00
GARLICK	DANA N	9/7/1994	SUBSTITUTE	MAIL ONLY	\$ -	\$ -	\$ -
GARNER	CHRISTINA	8/28/2002	MS SPEECH THERAPIST	MIDDLE SCHOOL HYANNIS	\$ 56,779.94	\$ -	\$ 56,779.94
GARNER	ROSEANNE L.	10/6/1994	SPEECH/LANG	OSTERVILLE BAY ELEMENTARY	\$ 56,749.94	\$ -	\$ 56,749.94
GARREFFI	FERN F.	11/14/1988	SPEECH/LANG	CENTERVILLE ELEMENTARY	\$ 34,871.54	\$ -	\$ 34,871.54
GARRISON	JEFFREY	8/25/2003	CUSTODIAN +40	GRADE 5 SCHOOL	\$ 7,523.20	\$ -	\$ 7,523.20
GARRITY	DEBORAH J	8/27/1997	COUNSELOR	GRADE 5 SCHOOL	\$ 22,063.92	\$ -	\$ 22,063.92
GASKILL	ROBERT E	9/3/1969	MS PHYSICAL EDUCATION	MIDDLE SCHOOL MARSTONS MILLS	\$ 36,333.42	\$ -	\$ 36,333.42
GATES	MARY ELISE	11/6/1981	GRADE 4	MARSTONS MILLS EAST ELEM	\$ 58,300.14	\$ -	\$ 58,300.14
GAUTHIER	ANDREW J.	5/17/1994	GRADE 5/6	GRADE 5 SCHOOL	\$ 48,325.61	\$ -	\$ 48,325.61
GAUTHIER	KAREN	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 2,059.40	\$ -	\$ 2,059.40
GAUTHIER	KAREN	9/7/1993	HS COUNSELOR	HIGH SCHOOL	\$ 60,043.20	\$ -	\$ 60,043.20
GAVENAS	ALGIS R	5/12/1999	SUBSTITUTE	MAIL ONLY	\$ 130.00	\$ -	\$ 130.00
GAVIN	KENNETH J	9/4/1979	TITLE I READING	GRADE 5 SCHOOL	\$ 59,795.30	\$ -	\$ 59,795.30
GEARY	ROBERT W	8/1/1972	HS LIBRARIAN	HIGH SCHOOL	\$ 42,507.32	\$ -	\$ 42,507.32
GELSTHORPE	MARY C.	10/14/2003	GATEWAY SPECIALIST	MAIL ONLY	\$ 4,009.80	\$ -	\$ 4,009.80
GIACOBBI	MICHAEL	6/27/2002	HEAD CUSTODIAN	HYANNIS EAST ELEMENTARY	\$ 37,619.80	\$ 4,790.94	\$ 42,410.74
GIBSON	CHERYL	9/4/1979	ELEM READING	CENTERVILLE ELEMENTARY	\$ 58,349.99	\$ -	\$ 58,349.99
GIBSON	CHERYL	7/1/2003	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
GIBSON	DENNIS H.	6/11/1984	HEAD CUSTODIAN+20	GRADE 5 SCHOOL	\$ 37,553.84	\$ 3,622.32	\$ 41,176.16
GIFFORD	SANDY J	7/12/1999	TRANSPORTATION COORD	ADMIN - CENTRAL OFFICE	\$ 45,449.22	\$ 1,934.75	\$ 47,383.97
GIGLIOTTI	FRANK	7/1/2000	ELEMENTARY PRINCIPAL	BARNSTABLE WEST BARNSTABLE	\$ 81,853.46	\$ -	\$ 81,853.46
GILBERT	DEBORAH A.	9/5/1989	PAYROLL CLERK	ADMIN - CENTRAL OFFICE	\$ 36,721.75	\$ -	\$ 36,721.75
GILBERT	VIRGINIA F.	1/19/1993	GRADE 1	CENTERVILLE ELEMENTARY	\$ 58,768.48	\$ -	\$ 58,768.48
GILL	HOLLY	6/28/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 542.50	\$ -	\$ 542.50
GILL	HOLLY	5/30/1997	GRADE 3	HYANNIS WEST ELEMENTARY	\$ 44,352.41	\$ -	\$ 44,352.41
GILL	KATHLEEN	7/1/2002	SUMMER NON CERT	SYSTEM	\$ 3,167.50	\$ -	\$ 3,167.50
GILL	LAURA L	8/27/1997	MUSIC - GENERAL	HYANNIS EAST ELEMENTARY	\$ 41,174.80	\$ -	\$ 41,174.80
GLASER	LAUREN	6/9/2003	SUBSTITUTE	MAIL ONLY	\$ 133.95	\$ -	\$ 133.95
GLATKI	GARY W	9/2/1975	HS ENGLISH	HIGH SCHOOL	\$ 62,410.32	\$ -	\$ 62,410.32
GLENNON	JENNIE	8/28/2002	HS PM SCHOOL	HIGH SCHOOL	\$ 4,875.12	\$ -	\$ 4,875.12
GLOVER	KAROLBETH	9/1/2003	TITLE I	HYANNIS WEST ELEMENTARY	\$ 14,353.08	\$ -	\$ 14,353.08
GOBEIL	LEONARD	7/1/2003	SUMMER MISC CERTIFIED	HIGH SCHOOL	\$ 2,132.00	\$ -	\$ 2,132.00
GOBEIL	LEONARD C	9/1/2003	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 35,582.82	\$ -	\$ 35,582.82
GODBOUT	SHIRLEY	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 198.15	\$ -	\$ 198.15
GODBOUT	SHIRLEY N	9/3/2003	EDUCATION TECH SPEC.	HIGH SCHOOL	\$ 17,626.28	\$ -	\$ 17,626.28
GOLDEN	ADELE S.	9/2/1998	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 52,749.61	\$ -	\$ 52,749.61

School Department

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Name	Date of Hire	Job Description	School	Gross	Overtime	Total
GOMES	JONI	ASSISTANT SUBSTITUTE	HYANNIS WEST ELEMENTARY	\$ 2,110.30	\$ -	\$ 2,110.30
GOODE	PETER	SUMMER MISC CERTIFIED	SYSTEM	\$ 3,680.00	\$ -	\$ 3,680.00
GOODE	PETER	MS READING/LANG ARTS	GRADE 5 SCHOOL	\$ 61,538.12	\$ -	\$ 61,538.12
GOODWIN	JEAN M. B.	HS RESOURCE ROOM	HIGH SCHOOL	\$ 34,077.33	\$ -	\$ 34,077.33
GOODWIN	JEAN M.B.	SUMMER MISC CERTIFIED	SYSTEM	\$ 4,300.00	\$ -	\$ 4,300.00
GORDON	CAROL	HS LIBRARIAN	HIGH SCHOOL	\$ 19,210.29	\$ -	\$ 19,210.29
GORRILL	DAVID	HS SCIENCE	HIGH SCHOOL	\$ 57,423.08	\$ -	\$ 57,423.08
GRACE	ELAINE L	MAINT SECRETARY	MAINTENANCE	\$ 42,164.59	\$ 258.61	\$ 42,423.20
GRAF	EDITH	HS SPED ESL	HIGH SCHOOL	\$ 56,749.94	\$ -	\$ 56,749.94
GRAHAM	CHRISTINA	SUMMER CERTIFIED	SYSTEM	\$ 3,368.75	\$ -	\$ 3,368.75
GRAHAM	CHRISTINA A	MS SPED INCLUSION	MIDDLE SCHOOL HYANNIS	\$ 57,006.38	\$ -	\$ 57,006.38
GRAVES	PATRICIA M	PRINCIPAL HIGH SCHOOL	HIGH SCHOOL	\$ 93,516.26	\$ -	\$ 93,516.26
GREEN	FRANK E	HS ATHLETIC TRAINER	HIGH SCHOOL	\$ 41,821.00	\$ -	\$ 41,821.00
GREENE	GALE H	GRADE 3	CENTERVILLE ELEMENTARY	\$ 54,761.10	\$ -	\$ 54,761.10
GREENE-STARR	SHERYL	SUBSTITUTE	MAIL ONLY	\$ 556.48	\$ -	\$ 556.48
GREER	MEGAN E	ASST FOREIGN LANGUAGE	HYANNIS EAST ELEMENTARY	\$ 4,662.84	\$ -	\$ 4,662.84
GREGORY	EILEEN	SCHOOL ASSISTANT	MARSTONS MILLS ELEMENTARY	\$ 14,060.40	\$ -	\$ 14,060.40
GRIFFIN	DAVID	HS ENGLISH	HIGH SCHOOL	\$ 11,446.92	\$ -	\$ 11,446.92
GRIFFITH	G. SCOTT	MS COUNSELOR	MAIL ONLY	\$ 37,405.73	\$ -	\$ 37,405.73
GRIFFITH	G. SCOTT	SUMMER CERTIFIED	SYSTEM	\$ 800.00	\$ -	\$ 800.00
GRONDIN	CATHERINE	SUBSTITUTE	MAIL ONLY	\$ 3,055.00	\$ -	\$ 3,055.00
GROVER	JOAN C	SCHOOL CLERK/P.TIME/	CENTERVILLE ELEMENTARY	\$ 14,354.78	\$ -	\$ 14,354.78
GRUENSTERN	CHERYL	BUS MONITOR	TRANSPORTATION OFFICE	\$ 2,335.82	\$ -	\$ 2,335.82
GUAZZALOCA	EDWARD F.	MS SCIENCE	MIDDLE SCHOOL HYANNIS	\$ 62,779.94	\$ -	\$ 62,779.94
GUIMOND	GILBERT	ELEMENTARY HEALTH/PE	GRADE 5 SCHOOL	\$ 55,415.69	\$ -	\$ 55,415.69
GUNTER	JAMES	SUBSTITUTE	MAIL ONLY	\$ 12,680.54	\$ -	\$ 12,680.54
GUSTAFSON	MAXINE A	GRADE 2	COTUIT ELEMENTARY	\$ 63,761.04	\$ -	\$ 63,761.04
GUY	JERRY	SUBSTITUTE	MAIL ONLY	\$ 4,875.00	\$ -	\$ 4,875.00
GUY	MARJORIE L.	KINDERGARTEN	MARSTONS MILLS ELEMENTARY	\$ 55,419.44	\$ -	\$ 55,419.44
GYRA	MARY	SUMMER MISC CERTIFIED	SYSTEM	\$ 300.00	\$ -	\$ 300.00
GYRA	MARY A.	HS ENGLISH	HIGH SCHOOL	\$ 29,509.85	\$ -	\$ 29,509.85
GYRA	MICHAEL	SUMMER MISC CERTIFIED	SYSTEM	\$ 4,000.00	\$ -	\$ 4,000.00
GYRA	MICHAEL F.	HS SCIENCE	HIGH SCHOOL	\$ 60,706.64	\$ -	\$ 60,706.64
HABERL	MELISSA A.	COUNSELOR	CENTERVILLE ELEMENTARY	\$ 56,424.48	\$ -	\$ 56,424.48
HADFIELD	STACY A	GRADE 1	HYANNIS EAST ELEMENTARY	\$ 47,265.73	\$ -	\$ 47,265.73
HAGAN	ANN E.	GRADE 5/6	GRADE 5 SCHOOL	\$ 53,374.48	\$ -	\$ 53,374.48
HAIGHT	ERIN	MS ENGLISH	MIDDLE SCHOOL HYANNIS	\$ 20,475.48	\$ -	\$ 20,475.48
HALLETT	PAMELA A	ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 2,508.38	\$ -	\$ 2,508.38
HALLORAN	COLLEEN	SUMMER NON CERT	SYSTEM	\$ 2,220.00	\$ -	\$ 2,220.00
HALLORAN	COLLEEN K	SCHOOL SECRETARY	HIGH SCHOOL	\$ 21,751.24	\$ -	\$ 21,751.24
HALLORAN	MARY JANE	SUBSTITUTE	MAIL ONLY	\$ 3,330.74	\$ -	\$ 3,330.74
HAMBLY	JENNIFER	OCCUP. THERAPIST	OSTERVILLE ELEMENTARY	\$ 36,299.38	\$ -	\$ 36,299.38
HAMBLY	JOY K	ELEM READING	MARSTONS MILLS EAST ELEM	\$ 59,344.52	\$ -	\$ 59,344.52
HAMILTON-MILNE	CATHERINE	CO TEACHER	COTUIT ELEMENTARY	\$ 9,846.97	\$ -	\$ 9,846.97
HAMMETT	STEVEN R.	AUDIO/VISUAL TECH	HIGH SCHOOL	\$ 35,096.10	\$ 8,759.42	\$ 43,855.52

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HAMMOND	KATHLEEN	8/30/2000	MS LIBRARIAN	MIDDLE SCHOOL HYANNIS	\$ 61,409.06	\$ -	\$ 61,409.06
HANNAH	JANICE P.	9/11/1985	MUSIC - GENERAL	MIDDLE SCHOOL HYANNIS	\$ 53,930.34	\$ -	\$ 53,930.34
HANSEN	JAMES	7/1/2003	MAINTENANCE LABORER	MAINTENANCE	\$ 28,379.77	\$ 6,272.28	\$ 34,652.05
HANSEN	JENNIFER	9/3/2002	PERSONAL CARE ASST	CENTERVILLE ELEMENTARY	\$ 17,733.60	\$ -	\$ 17,733.60
HANSEN	JOANNE	9/4/2003	SUBSTITUTE	MIDDLE SCHOOL HYANNIS	\$ 30,109.07	\$ -	\$ 30,109.07
HANSON	TAMI	10/21/2003	LEAD	MAIL ONLY	\$ 3,948.00	\$ -	\$ 3,948.00
HARMON	JANET	8/29/2001	MS MATH	MIDDLE SCHOOL HYANNIS	\$ 37,654.86	\$ -	\$ 37,654.86
HARMON	KRISTEN E	8/31/1994	HS MATH	HIGH SCHOOL	\$ 59,979.58	\$ -	\$ 59,979.58
HARMON	STEVEN	12/4/1995	GRADE 4	HYANNIS WEST ELEMENTARY	\$ 44,143.69	\$ -	\$ 44,143.69
HARNEY	DAWN	9/16/2003	SUBSTITUTE	MAIL ONLY	\$ 129.03	\$ -	\$ 129.03
HARPER	CAROLE A.	3/10/1994	SCHOOL ASSISTANT	HYANNIS EAST ELEMENTARY	\$ 8,981.01	\$ -	\$ 8,981.01
HARRELL	LIZA J	5/18/1999	SUBSTITUTE	MAIL ONLY	\$ 324.03	\$ -	\$ 324.03
HARRIGAN	WILFRED	9/3/1974	MS MUSIC INSTRUMENTAL	MIDDLE SCHOOL HYANNIS	\$ 56,850.20	\$ -	\$ 56,850.20
HARRINGTON	BARBARA	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 2,502.50	\$ -	\$ 2,502.50
HARRINGTON	BARBARA K	9/12/1973	SPEECH/LANG	HYANNIS EAST ELEMENTARY	\$ 60,978.78	\$ -	\$ 60,978.78
HARRINGTON	KATHRYN M	7/28/2003	GR5 BKRR/PURCH/AGENT	GRADE 5 SCHOOL	\$ 13,866.20	\$ -	\$ 13,866.20
HARRIS-BROWN	RUTH	10/14/1982	KINDERGARTEN	BARNSTABLE WEST BARNSTABLE	\$ 55,150.20	\$ -	\$ 55,150.20
HART-CHASE	DEBRA	9/6/1977	ELEMENTARY ART	HYANNIS EAST ELEMENTARY	\$ 55,784.99	\$ -	\$ 55,784.99
HARVEY	KATHERINE A	8/27/2003	LIBRARY ASSISTANT	GRADE 5 SCHOOL	\$ 22,238.51	\$ -	\$ 22,238.51
HAVEN-CAMERON	PAULA	12/15/2003	ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 10,497.83	\$ -	\$ 10,497.83
HAYES	BRIAN	6/24/2002	HEAD CUSTODIAN	COTUIT ELEMENTARY	\$ 37,258.64	\$ 4,650.03	\$ 41,908.67
HAYES	EDITH	1/2/2002	ASSISTANT SUBSTITUTE	MAIL ONLY	\$ 32.80	\$ -	\$ 32.80
HAYES	REBECCA	10/3/2002	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
HAZARD	KRISTINA I.	6/9/1992	GRADE 5/6	GRADE 5 SCHOOL	\$ 29,025.10	\$ -	\$ 29,025.10
HECKER	BARBARA A.	9/8/1987	GRADE 5/6	GRADE 5 SCHOOL	\$ 47,047.91	\$ -	\$ 47,047.91
HEFTY	KATHRYN	8/30/2000	MS PSYCHOLOGIST	MIDDLE SCHOOL HYANNIS	\$ 59,838.10	\$ -	\$ 59,838.10
HELEEN	HOWARD G	9/1/1997	SUBSTITUTE	MAIL ONLY	\$ 7,154.00	\$ -	\$ 7,154.00
HEMPEL	KATHLEEN F	4/28/1997	SCHOOL SECRETARY	MIDDLE SCHOOL HYANNIS	\$ 27,568.89	\$ 553.84	\$ 28,122.73
HENDERSON	JULIA	8/28/2002	SPED ENG AS A SEC LANG	MIDDLE SCHOOL HYANNIS	\$ 32,166.42	\$ -	\$ 32,166.42
HENDRICKS	CLAYTON R.	9/2/1983	CUSTODIAN +40	MAIL ONLY	\$ 3,090.59	\$ -	\$ 3,090.59
HENDRICKSON	MARYANN	11/12/2003	ASSISTANT ESL	HYANNIS WEST ELEMENTARY	\$ 2,127.18	\$ -	\$ 2,127.18
HENNESSEY	DEBRA	9/12/1990	GRADE 3	HYANNIS EAST ELEMENTARY	\$ 62,719.96	\$ -	\$ 62,719.96
HENNIGAN	ROBYN	7/1/2003	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,330.00	\$ -	\$ 2,330.00
HENNIGAN	ROBYN J.	8/31/1994	TECHNOLOGY ASSISTANT	HYANNIS EAST ELEMENTARY	\$ 20,173.26	\$ -	\$ 20,173.26
HERRICK	WENDY	10/20/2003	OUTREACH CORD	MAIL ONLY	\$ 4,503.97	\$ -	\$ 4,503.97
HEWITT	KELLY	10/3/2000	SUBSTITUTE	MAIL ONLY	\$ 390.00	\$ -	\$ 390.00
HIBBARD	ANN	11/19/1987	GRADE 3	MARSTONS MILLS EAST ELEM	\$ 55,354.16	\$ -	\$ 55,354.16
HICKS	JACQUELINE	1/14/2002	PERSONAL CARE ASST	MIDDLE SCHOOL HYANNIS	\$ 15,795.25	\$ -	\$ 15,795.25
HIEB	JENNIFER	10/13/2000	ASST FOREIGN LANGUAGE	HYANNIS EAST ELEMENTARY	\$ 2,084.03	\$ -	\$ 2,084.03
HIGGINS	COLLEEN	9/8/1970	MS SOCIAL STUDIES	MIDDLE SCHOOL HYANNIS	\$ 57,495.54	\$ -	\$ 57,495.54
HILL	PATRICIA M	8/27/1999	ASST PRINCIPAL	MIDDLE SCHOOL HYANNIS	\$ 74,020.17	\$ -	\$ 74,020.17
HILL	SANDRA	6/19/2000	SS SECRETARY	SYSTEM	\$ 2,532.00	\$ -	\$ 2,532.00
HILL	SANDRA J.	9/8/1986	SCHOOL SECRETARY	GRADE 5 SCHOOL	\$ 28,391.73	\$ -	\$ 28,391.73
HIRSCHBERGER	STEVEN	12/2/2002	COACH ATHLETIC	MAIL ONLY	\$ 3,204.00	\$ -	\$ 3,204.00
HOBLE	NANCY	9/11/2000	GR5 ADMIN ASST	GRADE 5 SCHOOL	\$ 29,687.06	\$ -	\$ 29,687.06

School Department

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HODGIN	STANLEY	2/11/2002	BUS DRIVER	TRANSPORTATION OFFICE	\$ 25,281.38	\$ -	\$ 25,281.38
HOFFMAN	DONNA	10/9/2002	SUBSTITUTE	MAIL ONLY	\$ 463.54	\$ -	\$ 463.54
HOLLAND	KATHERINE	10/24/2002	SCHOOL TUTOR	TUTORS	\$ 7,370.00	\$ -	\$ 7,370.00
HOLLAND	KENNETH	9/11/2000	HS SCIENCE	HIGH SCHOOL	\$ 43,943.73	\$ -	\$ 43,943.73
HOOK	COLLEEN	4/10/2000	ASSISTANT	OSTERVILLE ELEMENTARY	\$ 18,050.76	\$ -	\$ 18,050.76
HORGAN	PATRICIA B.	9/4/1990	KINDERGARTEN	MARSTONS MILLS EAST ELEM	\$ 55,358.02	\$ -	\$ 55,358.02
HOTTON	GINA	1/27/2003	INTERPRETER	MAIL ONLY	\$ 13,870.50	\$ -	\$ 13,870.50
HOUDE	ELIZABETH	8/28/2002	MS RESOURCE ROOM	MIDDLE SCHOOL HYANNIS	\$ 39,060.68	\$ -	\$ 39,060.68
HOUGHTON	PAMELA K.	9/6/1983	GRADE 1	HYANNIS WEST ELEMENTARY	\$ 57,611.40	\$ -	\$ 57,611.40
HOURIHAN	REGINA R.	1/25/1983	MS MATH	MIDDLE SCHOOL HYANNIS	\$ 57,580.70	\$ -	\$ 57,580.70
HOUSE	LEISL	9/1/2003	SCHOOL ASSISTANT	MARSTONS MILLS EAST ELEM	\$ 4,025.48	\$ -	\$ 4,025.48
HOWARD	ANNE E.	9/7/1993	ELEM READING	BARNSTABLE WEST BARNSTABLE	\$ 62,218.10	\$ -	\$ 62,218.10
HOWARD	BARBARA	12/26/1997	SUBSTITUTE	CENTERVILLE ELEMENTARY	\$ 585.00	\$ -	\$ 585.00
HOWARD	MELISSA	9/1/1999	ASST FOREIGN LANGUAGE	GRADE 5 SCHOOL	\$ 19,551.27	\$ -	\$ 19,551.27
HOWARD	STEVEN A.	9/21/1992	GRADE 2	HYANNIS WEST ELEMENTARY	\$ 48,459.33	\$ -	\$ 48,459.33
HOWARD	VALERIE	1/6/2003	ASSISTANT SPED	CENTERVILLE ELEMENTARY	\$ 10,010.56	\$ -	\$ 10,010.56
HOWE	ALICE S.	9/29/1986	ELEMENTARY COUNSELOR	GRADE 5 SCHOOL	\$ 10,480.82	\$ -	\$ 10,480.82
HOWE	CELESTE	3/5/2003	SUBSTITUTE	MAIL ONLY	\$ 455.00	\$ -	\$ 455.00
HOWLAND	DALE C.	8/29/1994	FOREMAN+70	HIGH SCHOOL CUSTODIANS	\$ 34,235.34	\$ 13,366.72	\$ 47,602.06
HOXIE	ROBERT	1/2/2002	BUS DRIVER	TRANSPORTATION OFFICE	\$ 19,414.75	\$ -	\$ 19,414.75
HUFNAGEL	ELIZABETH L.	10/2/1991	ASSISTANT SPED	GRADE 5 SCHOOL	\$ 16,959.36	\$ -	\$ 16,959.36
HUGHES	FAITH M.	9/4/1990	HS SCIENCE	HIGH SCHOOL	\$ 60,133.59	\$ -	\$ 60,133.59
HUGHES	KEVIN	10/28/2002	CUSTODIAN +40	MARSTONS MILLS EAST ELEM	\$ 13,983.55	\$ 443.25	\$ 14,426.80
HUGHES	PATRICIA	4/2/2003	BUS MONITOR	TRANSPORTATION OFFICE	\$ 1,833.40	\$ -	\$ 1,833.40
HUNDT	MARCIA	1/9/2003	HS SPED	HIGH SCHOOL	\$ 31,731.20	\$ -	\$ 31,731.20
HUNT	BARBARA	6/27/2000	BUS MONITOR	TRANSPORTATION OFFICE	\$ 11,755.53	\$ -	\$ 11,755.53
HUNT	BRIAN	7/1/2002	HEAD CUSTODIAN	CENTERVILLE ELEMENTARY	\$ 36,647.48	\$ 3,330.60	\$ 39,978.08
HUNT	ROBERT	12/16/1986	CUSTODIAN +40	HIGH SCHOOL CUSTODIANS	\$ 30,570.40	\$ -	\$ 30,570.40
HURLEY	CAITLIN	8/29/2001	SPED INCLUSION TCH	GRADE 5 SCHOOL	\$ 34,698.74	\$ -	\$ 34,698.74
HURLEY	CAITLIN	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 665.00	\$ -	\$ 665.00
HURLEY	GINA A.	9/6/1989	PSYCHOMETRIST	HIGH SCHOOL	\$ 64,814.00	\$ -	\$ 64,814.00
HURLEY	KAREN	8/11/2000	SUMMER MISC CERTIFIED	SYSTEM	\$ 240.00	\$ -	\$ 240.00
HURLEY	KAREN A	8/30/1995	ELEMENTARY TITLE I MATH	HYANNIS EAST ELEMENTARY	\$ 57,052.03	\$ -	\$ 57,052.03
HURNEY	ROBIN	8/28/2002	ASSIST/SPED HS	HIGH SCHOOL	\$ 16,485.36	\$ -	\$ 16,485.36
HUTCHINSON	ROBERT B	9/3/1969	MS ART	MIDDLE SCHOOL MARSTONS MILLS	\$ 41,353.19	\$ -	\$ 41,353.19
INGALLS	FAITH	3/5/1986	ELEMENTARY SPED	GRADE 5 SCHOOL	\$ 57,511.40	\$ -	\$ 57,511.40
INGALLS	FAITH	7/1/2003	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,610.00	\$ -	\$ 2,610.00
INGER	SHARON S	12/14/1993	HS ENGLISH	HIGH SCHOOL	\$ 56,931.12	\$ -	\$ 56,931.12
INGRAM	BARBARA	2/4/2002	GRADE 5/6	GRADE 5 SCHOOL	\$ 18,385.60	\$ -	\$ 18,385.60
INGRAM	ELEANOR	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 350.00	\$ -	\$ 350.00
INGRAM	ELEANOR C.	9/6/1988	OCCUPATIONAL THERAPIST	MARSTONS MILLS EAST ELEM	\$ 59,839.50	\$ -	\$ 59,839.50
IRELAND	LYNN	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 869.00	\$ -	\$ 869.00
IRELAND	LYNN	8/27/2001	ASSISTANT SPED	HYANNIS EAST ELEMENTARY	\$ 18,178.66	\$ -	\$ 18,178.66

School Department

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Name		Date of Hire	Job Description	School	Gross	Overtime	Total
JACKSON	KILEY	9/1/2003	COACH ATHLETIC SALARIES	MAIL ONLY	\$ 2,194.00	\$ -	\$ 2,194.00
JAMISON	JOHN L	8/5/1996	SUBSTITUTE	MAIL ONLY	\$ 8,421.00	\$ -	\$ 8,421.00
JANSEN	BRENT	9/1/2003	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 12,009.64	\$ -	\$ 12,009.64
JARVIS	BARBARA A.	9/2/1986	GRADE 4	HYANNIS EAST ELEMENTARY	\$ 61,938.82	\$ -	\$ 61,938.82
JASON	AMANDA	5/7/2003	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
JAY	CAROL J.	9/3/1985	GRADE 1	MARSTONS MILLS ELEMENTARY	\$ 65,494.83	\$ -	\$ 65,494.83
JAY	JESSICA	3/25/2002	SUBSTITUTE	MAIL ONLY	\$ 32.80	\$ -	\$ 32.80
JENNINGS	DONNA M.	9/1/1981	COOK III	HS CAFE SUBS	\$ 28,525.97	\$ 83.61	\$ 28,609.58
JEZARD	JANE	7/17/2002	SUMMER CERTIFIED	SYSTEM	\$ 140.00	\$ -	\$ 140.00
JEZARD	JANE F.	9/4/1990	HS SPED	HIGH SCHOOL	\$ 74,391.06	\$ -	\$ 74,391.06
JOCHIM	MAUREEN C	9/3/1996	HS RESOURCE ROOM	HIGH SCHOOL	\$ 53,748.88	\$ -	\$ 53,748.88
JOHANSEN	CANDACE	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 836.00	\$ -	\$ 836.00
JOHANSEN	CANDACE B	1/19/1999	PERSONAL CARE ASST	MARSTONS MILLS EAST ELEM	\$ 15,711.61	\$ -	\$ 15,711.61
JOHNSON	FRANCES K.	9/3/1991	HS ART	HIGH SCHOOL	\$ 53,268.92	\$ -	\$ 53,268.92
JOHNSON	JANET	9/2/1975	HS BUSINESS EDUCATION	HIGH SCHOOL	\$ 63,622.46	\$ -	\$ 63,622.46
JOHNSON	LORI A.	3/28/2002	SUBSTITUTE	MAIL ONLY	\$ 845.00	\$ -	\$ 845.00
JOHNSON	MATTHEW	8/29/2001	HIGH SCHOOL ALP PROG	HIGH SCHOOL	\$ 43,460.68	\$ -	\$ 43,460.68
JOHNSON	SANDRA	7/1/2001	SUMMER NON CERT	SYSTEM	\$ 1,598.40	\$ -	\$ 1,598.40
JOHNSON	SANDRA A.	8/29/1994	SCHOOL SECRETARY	HIGH SCHOOL	\$ 27,773.41	\$ -	\$ 27,773.41
JOHNSON	TIMOTHY G	9/1/1999	KINDERGARTEN	BARNSTABLE WEST BARNSTABLE	\$ 56,749.94	\$ -	\$ 56,749.94
JOHNSON	WADE B	9/1/1999	SUBSTITUTE	HIGH SCHOOL	\$ 36,221.73	\$ -	\$ 36,221.73
JONES	AMY B	10/21/1997	KINDERGARTEN	MARSTONS MILLS EAST ELEM	\$ 41,783.69	\$ -	\$ 41,783.69
JONES	BARBARA J	9/6/1977	HS HOME ECONOMICS	HIGH SCHOOL	\$ 63,761.04	\$ -	\$ 63,761.04
JONES	JEANNE	11/22/1999	SUBSTITUTE	MAIL ONLY	\$ 2,923.00	\$ -	\$ 2,923.00
JONES	JULIE	7/5/2001	SUMMER MISC CERTIFIED	SYSTEM	\$ 220.00	\$ -	\$ 220.00
JONES	JULIE E	9/7/1976	PRESCHOOL SPED	MARSTONS MILLS EAST ELEM	\$ 66,647.96	\$ -	\$ 66,647.96
JOY	SUSAN	6/2/1988	SCHOOL TUTOR	MARSTONS MILLS EAST ELEM	\$ 33,428.00	\$ -	\$ 33,428.00
JOY	SUSAN	7/1/2002	SUMMER CERTIFIED	SYSTEM	\$ 2,800.00	\$ -	\$ 2,800.00
JOYAL	GWENDOLYN	10/20/2003	ASSISTANT	BARNSTABLE WEST BARNSTABLE	\$ 3,082.13	\$ -	\$ 3,082.13
JUSINO	BASILIO	12/28/1998	CUSTODIAN +40	HIGH SCHOOL CUSTODIANS	\$ 30,108.56	\$ 10,239.24	\$ 40,347.80
JUST	JENNIFER	8/29/2001	HS COUNSELOR	HIGH SCHOOL	\$ 24,588.18	\$ -	\$ 24,588.18
KADDY	RAFFAELE	8/29/2001	OUT OF DISTR COORDINATOR	MAIL ONLY	\$ 7,200.00	\$ -	\$ 7,200.00
KAHUS	JEANIE R	8/27/1999	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 51,718.48	\$ -	\$ 51,718.48
KALAF	LANA	4/29/2002	ELEMENTARY SPED	GRADE 5 SCHOOL	\$ 35,737.91	\$ -	\$ 35,737.91
KALWEIT	JARRED	3/17/2003	COACH ATHLETIC SALARIES	HIGH SCHOOL	\$ 1,026.00	\$ -	\$ 1,026.00
KANE	JOHN P	5/1/1973	SUBSTITUTE	MAIL ONLY	\$ 4,500.00	\$ -	\$ 4,500.00
KARLE	RITA G.	9/3/2003	HEALTH ASSISTANT SUB	MAIL ONLY	\$ 16,037.42	\$ -	\$ 16,037.42
KARRAS	SAMANTHA	1/18/2001	HS SCIENCE	HIGH SCHOOL	\$ 36,554.66	\$ -	\$ 36,554.66
KASER	STEVEN B	8/27/1997	HS SCIENCE	HIGH SCHOOL	\$ 50,870.16	\$ -	\$ 50,870.16
KEATING	JOSEPH	5/22/2002	SUBSTITUTE	MAIL ONLY	\$ 1,950.00	\$ -	\$ 1,950.00
KEATING	MELINDA	9/1/2003	HS COUNSELOR	HIGH SCHOOL	\$ 11,924.64	\$ -	\$ 11,924.64
KEATING	MICHELLE A.	5/28/1993	GRADE 2	MARSTONS MILLS ELEMENTARY	\$ 42,503.18	\$ -	\$ 42,503.18
KEENAN	KENNETH J	9/3/1985	GRADE 3	MARSTONS MILLS EAST ELEM	\$ 57,991.40	\$ -	\$ 57,991.40

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KEENAN	MARY JO	1/3/1977	GRADE 1	MARSTONS MILLS EAST ELEM	\$ 53,861.24	\$ -	\$ 53,861.24
KEENAN	OWEN	8/30/2000	HS MATH	HIGH SCHOOL	\$ 55,425.11	\$ -	\$ 55,425.11
KEENAN	OWEN	7/1/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 1,066.00	\$ -	\$ 1,066.00
KEITH	KIM	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 1,163.33	\$ -	\$ 1,163.33
KEITH	KIM F.	10/12/1993	LIBRARY ASSISTANT	COTUIT ELEMENTARY	\$ 20,823.85	\$ -	\$ 20,823.85
KELLEHER	PATRICIA	7/17/2000	SUMMER CERTIFIED	SYSTEM	\$ 3,640.00	\$ -	\$ 3,640.00
KELLEHER	PATRICIA A.	11/22/1993	TECHNOLOGY ASSISTANT	GRADE 5 SCHOOL	\$ 20,104.22	\$ -	\$ 20,104.22
KELLER	ELIZABETH	10/21/2003	SUBSTITUTE	MAIL ONLY	\$ 6,199.92	\$ -	\$ 6,199.92
KELLEY	JEAN	11/28/1983	SCHOOL SECRETARY	HIGH SCHOOL	\$ 29,000.74	\$ 1,729.13	\$ 30,729.87
KELLEY	JEAN	6/19/2000	SUMMER NON CERT	SYSTEM	\$ 2,529.28	\$ -	\$ 2,529.28
KELLEY	KAREN	11/3/2003	HS SOCIAL WORKER	HIGH SCHOOL	\$ 6,789.88	\$ -	\$ 6,789.88
KELLEY	VICKI	12/16/2002	ASSISTANT SUBSTITUTE	MAIL ONLY	\$ 32.80	\$ -	\$ 32.80
KELLY	KAREN	10/10/2001	SUBSTITUTE	MAIL ONLY	\$ 5,942.91	\$ -	\$ 5,942.91
KELLY	KAREN S.	9/7/1993	MS ART	MIDDLE SCHOOL HYANNIS	\$ 52,968.88	\$ -	\$ 52,968.88
KELLY	SHEILA	1/31/2000	SUBSTITUTE	MAIL ONLY	\$ 2,548.00	\$ -	\$ 2,548.00
KENNARD	AMY J	8/27/1999	MS MATH	MIDDLE SCHOOL HYANNIS	\$ 39,160.68	\$ -	\$ 39,160.68
KENNEDY	ELIZABETH	1/18/2000	ASSISTANT SPED	GRADE 5 SCHOOL	\$ 16,912.80	\$ -	\$ 16,912.80
KENNEDY	JAMES	9/22/1998	CUSTODIAN +40	CENTERVILLE ELEMENTARY	\$ 30,852.00	\$ 1,098.20	\$ 31,950.20
KENNEDY	KAREN	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 2,978.47	\$ -	\$ 2,978.47
KENNEDY	KAREN	9/1/1999	HS COUNSELOR	HIGH SCHOOL	\$ 52,496.83	\$ -	\$ 52,496.83
KENNEDY	KIMBERLY	9/16/2003	SUBSTITUTE	MAIL ONLY	\$ 650.00	\$ -	\$ 650.00
KENNEDY	PATRICIA L.	1/4/1993	SPED RESOURCE ROOM	CENTERVILLE ELEMENTARY	\$ 55,057.98	\$ -	\$ 55,057.98
KENNEY	JANIE	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 1,415.00	\$ -	\$ 1,415.00
KENNEY	JANE M.	9/6/1988	ELEM LIBRARIAN	MARSTONS MILLS EAST ELEM	\$ 57,526.12	\$ -	\$ 57,526.12
KENT	JOHN	2/4/2002	SUBSTITUTE	MAIL ONLY	\$ 195.00	\$ -	\$ 195.00
KENT	MARY NORA	9/20/1993	PREVENTION SPECIALIST	BARNSTABLE WEST BARNSTABLE	\$ 18,752.80	\$ -	\$ 18,752.80
KEPPLER	PATRICIA	7/3/2000	SUMMER CERTIFIED	SYSTEM	\$ 750.00	\$ -	\$ 750.00
KEPPLER	PATRICIA M	9/7/1999	MS SPED	GRADE 5 SCHOOL	\$ 60,053.10	\$ -	\$ 60,053.10
KERN	BARBARA L.	9/16/1992	ASSISTANT SPED	OSTERVILLE BAY ELEMENTARY	\$ 16,660.80	\$ -	\$ 16,660.80
KERR	SUSAN L	8/27/1997	GRADE 4	HYANNIS WEST ELEMENTARY	\$ 51,468.48	\$ -	\$ 51,468.48
KERWIN	CHRISTINE	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 918.50	\$ -	\$ 918.50
KEVELSON	KENNETH	9/1/2003	HS MATH	HIGH SCHOOL	\$ 12,399.93	\$ -	\$ 12,399.93
KHOURY	DAVID	7/10/2000	CUSTODIAN +40	HIGH SCHOOL CUSTODIANS	\$ 26,101.52	\$ -	\$ 26,101.52
KICELUK	ANN F	3/24/1999	SUBSTITUTE	MAIL ONLY	\$ 1,213.00	\$ -	\$ 1,213.00
KING	BARBARA J	2/28/1997	MS SPED	MIDDLE SCHOOL HYANNIS	\$ 56,424.48	\$ -	\$ 56,424.48
KING	ELIZABETH	8/28/2002	SPEECH/LANG	MARSTONS MILLS EAST ELEM	\$ 57,598.08	\$ -	\$ 57,598.08
KRASENBRINK							
KINGMAN	LAUREN	2/25/2002	SCHOOL SECRETARY	HIGH SCHOOL	\$ 25,025.45	\$ 508.30	\$ 25,533.75
KINGMAN	LAUREN	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 200.34	\$ -	\$ 200.34
KINGMAN	ROBERT F	9/1/2003	COACH ATHLETIC	MAIL ONLY	\$ 47,259.42	\$ -	\$ 47,259.42
KINGMAN	WENDY	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 1,460.00	\$ -	\$ 1,460.00
KINGMAN	WENDY S	10/16/1992	SPEECH/LANG	GRADE 5 SCHOOL	\$ 57,339.94	\$ -	\$ 57,339.94
KING-OSBERG	PATRICIA	2/24/1997	SCHOOL NURSE	MIDDLE SCHOOL HYANNIS	\$ 39,726.41	\$ -	\$ 39,726.41
KIPNES	ROBYN L	5/17/1999	SCHOOL SECRETARY	MIDDLE SCHOOL HYANNIS	\$ 26,427.89	\$ 110.77	\$ 26,538.66
KJOLLER	MICHELE L	10/2/1998	ELEMENTARY SPED	CENTERVILLE ELEMENTARY	\$ 42,019.71	\$ -	\$ 42,019.71

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KLAMM	HOLLY	PERSONAL CARE ASST	CENTERVILLE ELEMENTARY	\$ 18,012.80	\$ -	\$ 18,012.80
KLAMM	HOLLY	SUMMER NON CERT	SYSTEM	\$ 1,112.50	\$ -	\$ 1,112.50
KLING	CHRISTINA	MS MATH	MIDDLE SCHOOL HYANNIS	\$ 4,874.94	\$ -	\$ 4,874.94
KNELL	MARY	BUS DRIVER	TRANSPORTATION OFFICE	\$ 59.13	\$ -	\$ 59.13
KNITTLE	ELIZABETH	MS SCIENCE	MIDDLE SCHOOL HYANNIS	\$ 59,497.04	\$ -	\$ 59,497.04
KOCH	ROBERT	SUBSTITUTE	MAIL ONLY	\$ 908.96	\$ -	\$ 908.96
KOEHLER	DAVID A	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 42,822.76	\$ -	\$ 42,822.76
KOHLER	ROSEMARY H	PERSONAL CARE ASST	CENTERVILLE ELEMENTARY	\$ 17,761.92	\$ -	\$ 17,761.92
KOOPMAN	ELLEN H.	GRADE 5/6	GRADE 5 SCHOOL	\$ 57,599.98	\$ -	\$ 57,599.98
KOZLOSKI	RUTH	SUMMER CERTIFIED	SYSTEM	\$ 1,900.00	\$ -	\$ 1,900.00
KOZLOSKI	RUTH	CO	OSTERVILLE BAY ELEMENTARY	\$ 22,629.32	\$ -	\$ 22,629.32
KRAUS	MELISSA	SPEECH/LANG	HYANNIS WEST ELEMENTARY	\$ 57,423.08	\$ -	\$ 57,423.08
KUET	KEN	CUSTODIAN +40	HIGH SCHOOL CUSTODIANS	\$ 2,377.76	\$ -	\$ 2,377.76
KULL	KARLA L.	HS MATH	MAIL ONLY	\$ 17,884.32	\$ -	\$ 17,884.32
KUNKEL	DONNA R	GRADE 1	BARNSTABLE WEST BARNSTABLE	\$ 60,845.11	\$ -	\$ 60,845.11
KUNTZMAN	LANCE	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 46,860.97	\$ -	\$ 46,860.97
KURTZ	STACEY	BUS DRIVER	MAIL ONLY	\$ 118.58	\$ -	\$ 118.58
LABADIE	MARIE J.	SCHOOL SECRETARY	COTUIT ELEMENTARY	\$ 28,068.89	\$ 73.85	\$ 28,142.74
LABADIE	MARIE J	SS SECRETARY	SYSTEM	\$ 1,312.80	\$ -	\$ 1,312.80
LABOULIERE	PAUL D	HS BUSINESS EDUCATION	HIGH SCHOOL	\$ 64,146.36	\$ -	\$ 64,146.36
LABRAN	EDITH S	PRINCIPAL MIDDLE SCHOOL	MIDDLE SCHOOL MARSTONS MILLS	\$ 41,809.04	\$ -	\$ 41,809.04
LACEY	SHEILA A	PREVENTION SPECIALIST	OSTERVILLE ELEMENTARY	\$ 17,632.24	\$ -	\$ 17,632.24
LAHTEINE	VALERIE K	HS SCIENCE	HIGH SCHOOL	\$ 45,949.28	\$ -	\$ 45,949.28
LALIBERTE	SANDRA A	LIBRARY ASSISTANT	MARSTONS MILLS EAST ELEM	\$ 20,369.61	\$ -	\$ 20,369.61
LANAHAN	SUSAN	SUBSTITUTE	HYANNIS EAST ELEMENTARY	\$ 13,406.08	\$ -	\$ 13,406.08
LANCIANI	RONALD	SUBSTITUTE	MAIL ONLY	\$ 4,089.00	\$ -	\$ 4,089.00
LANDERS	LINDA	SUMMER NON CERT	SYSTEM	\$ 1,124.15	\$ -	\$ 1,124.15
LANDERS	LINDA A.	LIBRARY ASSISTANT	OSTERVILLE ELEMENTARY	\$ 19,451.16	\$ -	\$ 19,451.16
LANDERS	SEAN	HS MUSIC VOCAL/CHORUS	HIGH SCHOOL	\$ 11,912.67	\$ -	\$ 11,912.67
LANDRY	CARRIE	ASST FOREIGN LANGUAGE	OSTERVILLE BAY ELEMENTARY	\$ 1,662.96	\$ -	\$ 1,662.96
LANG	ANNEMARIE	SUMMER NON CERT	SYSTEM	\$ 1,410.00	\$ -	\$ 1,410.00
LANG	ANNEMARIE S.	SUBSTITUTE	HIGH SCHOOL	\$ 14,130.72	\$ -	\$ 14,130.72
LANG	AUDREY	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
LANGTON	CERA	SCHOOL ASSISTANT	GRADE 5 SCHOOL	\$ 4,089.75	\$ -	\$ 4,089.75
LANNON	ELIZABETH D	ELEMENTARY MUSIC	BARNSTABLE WEST BARNSTABLE	\$ 40,699.37	\$ -	\$ 40,699.37
LARRAIN	M CAROLINA	ASST FOREIGN LANGUAGE	OSTERVILLE BAY ELEMENTARY	\$ 10,345.87	\$ -	\$ 10,345.87
LARRAIN	MARIA CAROLINA	SUMMER NON CERT	SYSTEM	\$ 1,001.00	\$ -	\$ 1,001.00
LAVERY	PATRICIA H	ASSISTANT	GRADE 5 SCHOOL	\$ 17,014.56	\$ -	\$ 17,014.56
LAWRENCE	PATRICIA	SUMMER CERTIFIED	SYSTEM	\$ 5,670.00	\$ -	\$ 5,670.00
LAWRENCE	PATRICIA A	DIRECTOR PM SCHOOL	HIGH SCHOOL	\$ 43,254.06	\$ -	\$ 43,254.06
LAWSON	ADRIANNE	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
LAWSON	JEANNIE L	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 42,507.32	\$ -	\$ 42,507.32
LAWSON	PATRICK	SUMMER MISC CERTIFIED	SYSTEM	\$ 1,910.00	\$ -	\$ 1,910.00

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LEARY	DEBORAH A	9/2/1998	MS TITLE 1	MIDDLE SCHOOL HYANNIS	\$ 57,149.94	\$ -	\$ 57,149.94
LEARY	SUSANNE H.	8/24/1992	ELEMENTARY PRINCIPAL	COTUIT ELEMENTARY	\$ 89,767.24	\$ -	\$ 89,767.24
LEBLANC	FRANCIS	8/30/2000	HS SCIENCE	HIGH SCHOOL	\$ 39,060.68	\$ -	\$ 39,060.68
LECLAIR	JAMES N	1/2/1974	GRADE 2	MARSTONS MILLS ELEMENTARY	\$ 55,281.10	\$ -	\$ 55,281.10
LEE	JULIE M.	10/9/1984	SPED RESOURCE ROOM	COTUIT ELEMENTARY	\$ 55,579.44	\$ -	\$ 55,579.44
LEEDOM	BARBARA	9/30/2003	SUBSTITUTE	MAIL ONLY	\$ 259.03	\$ -	\$ 259.03
LEEMAN	LINDA L.	9/1/1984	MS READING/LANG ARTS	GRADE 5 SCHOOL	\$ 63,144.50	\$ -	\$ 63,144.50
LEFORT	LUCILLE	7/31/2000	BUS DRIVER	MAIL ONLY	\$ 42.08	\$ -	\$ 42.08
LEGRAND	LAWRENCE	10/14/1982	MS MUSIC INSTRUMENTAL	MIDDLE SCHOOL HYANNIS	\$ 53,161.20	\$ -	\$ 53,161.20
LEHMAN	ANNE-LAURE	3/27/2000	SCHOOL TUTOR	TUTORS	\$ 7,681.25	\$ -	\$ 7,681.25
LEJAVA	ARLENE	11/19/2002	SUBSTITUTE	MAIL ONLY	\$ 130.00	\$ -	\$ 130.00
LEJAVA	WENDY L	8/30/1995	HS MATH	HIGH SCHOOL	\$ 47,712.41	\$ -	\$ 47,712.41
LEMA	MARNIE	1/6/2003	CO	CENTERVILLE ELEMENTARY	\$ 8,774.08	\$ -	\$ 8,774.08
LENHART	CARL L	9/2/1998	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 75,921.50	\$ -	\$ 75,921.50
LEONARD	JAMES	11/18/2002	SUBSTITUTE	HIGH SCHOOL	\$ 3,577.77	\$ -	\$ 3,577.77
LEPORE	PAULA J	10/6/1997	SCHOOL ASSISTANT	COTUIT ELEMENTARY	\$ 14,113.99	\$ -	\$ 14,113.99
LESCARBEAU	MARY LOU	9/1/2003	PHYSICAL THERAPIST	MARSTONS MILLS EAST ELEM	\$ 20,162.22	\$ -	\$ 20,162.22
LETENDRE	NORMAN G	9/3/1969	HS MATH	HIGH SCHOOL	\$ 61,910.32	\$ -	\$ 61,910.32
LEVINE	ROBERT G	11/2/1976	HS MATH	HIGH SCHOOL	\$ 56,990.20	\$ -	\$ 56,990.20
LEWIS	FREDERICK	9/29/1998	SUBSTITUTE	MAIL ONLY	\$ 1,565.90	\$ -	\$ 1,565.90
LILLY	STEVEN	8/28/2002	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 35,821.38	\$ -	\$ 35,821.38
LINDSLEY	PATRICIA A.	9/30/1991	HEALTH ASSISTANT	OSTERVILLE ELEMENTARY	\$ 20,116.80	\$ -	\$ 20,116.80
LINEHAN	FREDERICK V.	9/1/1981	HS ENGLISH	HIGH SCHOOL	\$ 66,937.53	\$ -	\$ 66,937.53
LINNELL	ELAINE	9/19/1978	COOK III	HS CAFE SUBS	\$ 36,332.50	\$ 148.09	\$ 36,480.59
LITHWIN	WENDY M.	3/16/1994	GRADE 2	HYANNIS EAST ELEMENTARY	\$ 55,771.75	\$ -	\$ 55,771.75
LITTLETON	DAVID	11/1/2002	SUBSTITUTE	HYANNIS WEST ELEMENTARY	\$ 65.60	\$ -	\$ 65.60
LODOWSKY	KELLY	8/29/2001	MS SCIENCE	GRADE 5 SCHOOL	\$ 36,777.73	\$ -	\$ 36,777.73
LOGAN MALIZIA	SUSAN	7/2/2001	SUMMER CERTIFIED	SYSTEM	\$ 925.00	\$ -	\$ 925.00
LOGAN MALIZIA	SUSAN E.	9/3/1985	SPED RESOURCE ROOM	HYANNIS EAST ELEMENTARY	\$ 57,442.16	\$ -	\$ 57,442.16
LOGAN	NANCY	8/28/2002	ASSISTANT SPED	HYANNIS EAST ELEMENTARY	\$ 17,458.90	\$ -	\$ 17,458.90
LOGAN	NANCY	7/1/2003	SUMMER MISC NON-CERTIFIED	SYSTEM	\$ 2,210.00	\$ -	\$ 2,210.00
LOISELLE	MIRIAM G.	9/6/1988	GRADE 2	CENTERVILLE ELEMENTARY	\$ 55,354.16	\$ -	\$ 55,354.16
LONCICH	JULIE	10/16/2002	SUBSTITUTE	MAIL ONLY	\$ 325.00	\$ -	\$ 325.00
LONG	BRENNA	6/28/2002	SUMMER CERTIFIED	MAIL ONLY	\$ 280.00	\$ -	\$ 280.00
LONG	BRENNA J.	2/11/1993	GRADE 2	HYANNIS EAST ELEMENTARY	\$ 57,990.00	\$ -	\$ 57,990.00
LONGORIA	ANDREW	11/29/2002	SCHOOL TUTOR	TUTORS	\$ 3,862.50	\$ -	\$ 3,862.50
LOPES	CARL A	9/5/1978	HS ART	HIGH SCHOOL	\$ 66,645.97	\$ -	\$ 66,645.97
LOPES	KATHRYN M	8/27/1997	SCHOOL SECRETARY	HIGH SCHOOL	\$ 34,001.50	\$ 369.23	\$ 34,370.73
LOSORDO	KENNETH J.	9/8/1992	ELEMENTARY TITLE I MATH	GRADE 5 SCHOOL	\$ 40,092.37	\$ -	\$ 40,092.37
LOUCKS	MARYELLEN	8/28/2002	SCHOOL NURSE	CENTERVILLE ELEMENTARY	\$ 39,213.42	\$ -	\$ 39,213.42
LOUGHRAN	MEG	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 220.00	\$ -	\$ 220.00
LOUGHRAN	MEG	8/30/2000	SPED INCLUSION TCH	GRADE 5 SCHOOL	\$ 66,803.45	\$ -	\$ 66,803.45
LOVELETTE	SARA	8/28/2002	OCCUPATIONAL THERAPIST	GRADE 5 SCHOOL	\$ 34,924.25	\$ -	\$ 34,924.25

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LOVELL	9/8/1975	HEAD CUSTODIAN	OSTERVILLE ELEMENTARY	\$ 37,873.52	\$ 1,140.09	\$ 39,013.61
LOVELY	10/3/2002	BUS DRIVER	TRANSPORTATION OFFICE	\$ 281.08	\$ -	\$ 281.08
LUCAS	1/16/1997	CUSTODIAN +40	MIDDLE SCHOOL HYANNIS	\$ 18,650.97	\$ 1,620.95	\$ 20,271.92
LUCICH	5/8/1989	ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 35,834.56	\$ -	\$ 35,834.56
LUCICH	10/20/2003	SUBSTITUTE	MAIL ONLY	\$ 779.09	\$ -	\$ 779.09
LUCIER	8/29/2001	MS SOCIAL STUDIES	MIDDLE SCHOOL HYANNIS	\$ 37,080.53	\$ -	\$ 37,080.53
LUKAS	9/7/2000	ASSISTANT SPED	COTUIT ELEMENTARY	\$ 18,731.00	\$ -	\$ 18,731.00
LUONGO	7/1/2003	SUMMER MISC CERTIFIED	SYSTEM	\$ 836.00	\$ -	\$ 836.00
LUONGO	9/6/2000	ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 23,642.52	\$ -	\$ 23,642.52
LYNCH	2/26/2003	TCHR/PREV ASST SUBSTITUTE	MAIL ONLY	\$ 177.30	\$ -	\$ 177.30
LYNCH	7/1/2003	SS SECRETARY	SYSTEM	\$ 2,133.30	\$ -	\$ 2,133.30
LYNCH	9/28/1998	SCHOOL SECRETARY	GRADE 5 SCHOOL	\$ 27,306.33	\$ -	\$ 27,306.33
LYON	10/14/2003	ASSISTANT	MARSTONS MILLS ELEMENTARY	\$ 10,385.07	\$ -	\$ 10,385.07
LYON	10/6/2003	SUBSTITUTE	MAIL ONLY	\$ 1,238.95	\$ -	\$ 1,238.95
LYONS	11/19/2001	CAREER ACADEMY COORD	HIGH SCHOOL	\$ 41,814.00	\$ -	\$ 41,814.00
LYONS	7/2/2001	SUMMER MISC CERTIFIED	SYSTEM	\$ 180.00	\$ -	\$ 180.00
LYTLE	8/29/2001	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 36,104.02	\$ -	\$ 36,104.02
MACALLISTER	11/12/1993	GRADE 3	HYANNIS EAST ELEMENTARY	\$ 41,467.76	\$ -	\$ 41,467.76
MACCINI	9/1/2003	HS MATH	HIGH SCHOOL	\$ 13,720.93	\$ -	\$ 13,720.93
MACCONNELL	3/6/1987	MAINTENANCE LABORER	MAINTENANCE	\$ 35,140.00	\$ 2,763.79	\$ 37,903.79
MACDONALD	10/28/1996	PERSONAL CARE ASST	HIGH SCHOOL	\$ 20,059.20	\$ -	\$ 20,059.20
MACDONALD	7/1/2002	SUMMER NON CERT	SYSTEM	\$ 1,474.00	\$ -	\$ 1,474.00
MACDONALD	8/27/2001	SCHOOL SECRETARY	OSTERVILLE ELEMENTARY	\$ 26,033.21	\$ -	\$ 26,033.21
MACDONALD	7/17/2002	SUMMER NON CERT	SYSTEM	\$ 1,215.20	\$ -	\$ 1,215.20
MACFARLANE	10/25/1982	HEAD CUSTODIAN	MARSTONS MILLS EAST ELEM	\$ 35,876.40	\$ 2,971.92	\$ 38,848.32
MACH	9/2/1998	MS SPED	GRADE 5 SCHOOL	\$ 56,749.94	\$ -	\$ 56,749.94
MACHADO	10/28/1992	KINDERGARTEN	HYANNIS EAST ELEMENTARY	\$ 55,975.62	\$ -	\$ 55,975.62
MACHON	9/2/1980	ELEMENTARY MUSIC	GRADE 5 SCHOOL	\$ 57,676.85	\$ -	\$ 57,676.85
MACKENZIE	5/13/2002	SUBSTITUTE	MAIL ONLY	\$ 1,754.03	\$ -	\$ 1,754.03
MACKIEWICZ	7/3/2003	SUMMER CERTIFIED	SYSTEM	\$ 120.00	\$ -	\$ 120.00
MACKIEWICZ	10/5/1998	MS ART	GRADE 5 SCHOOL	\$ 46,609.68	\$ -	\$ 46,609.68
MACLEAN	9/24/2001	ASSISTANT SPED	HIGH SCHOOL	\$ 17,239.00	\$ -	\$ 17,239.00
MACLEAN	9/20/2001	BUS MONITOR	TRANSPORTATION OFFICE	\$ 7,142.56	\$ -	\$ 7,142.56
MACLEOD	9/2/1998	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 47,349.28	\$ -	\$ 47,349.28
MACLEOD	7/1/2002	SS DIRECTOR	HIGH SCHOOL	\$ 7,003.00	\$ -	\$ 7,003.00
MACNEILL	6/19/2000	SS SECRETARY	SYSTEM	\$ 247.60	\$ -	\$ 247.60
MACNEILL	11/27/1995	SCHOOL CLERK	HYANNIS EAST ELEMENTARY	\$ 19,548.97	\$ -	\$ 19,548.97
MACRIDIS	4/29/1999	SUBSTITUTE	MAIL ONLY	\$ 1,356.24	\$ -	\$ 1,356.24
MAGNER	9/1/1999	HS COUNSELOR	HIGH SCHOOL	\$ 51,536.11	\$ -	\$ 51,536.11
MAKER	2/8/1989	ART	COTUIT ELEMENTARY	\$ 52,568.88	\$ -	\$ 52,568.88
MALONE	6/19/2000	SS SECRETARY	SYSTEM	\$ 3,282.00	\$ -	\$ 3,282.00
MALONE	8/27/1999	SCHOOL SECRETARY	HIGH SCHOOL	\$ 27,043.77	\$ 566.16	\$ 27,609.93
MALOY	9/28/1989	GRADE 3	COTUIT ELEMENTARY	\$ 63,227.98	\$ -	\$ 63,227.98

School Department

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Name	Date of Hire	Job Description	School	Gross	Overtime	Total	
MAMLOCK	LAUREN	9/1/2003	ASSISTANT	HYANNIS EAST ELEMENTARY	\$ 10,389.50	\$ -	\$ 10,389.50
MANDEVILLE	DIANE	8/29/2001	GATEWAY SPECIALIST	GRADE 5 SCHOOL	\$ 33,604.06	\$ -	\$ 33,604.06
MANFREDI	CAROL A.	9/4/1990	HEALTH ASSISTANT	BARNSTABLE WEST BARNSTABLE	\$ 22,752.80	\$ -	\$ 22,752.80
MANFREDI	MEGHANN	9/1/2003	GRADE 5/6	GRADE 5 SCHOOL	\$ 17,355.14	\$ -	\$ 17,355.14
MANNAL	KAREN	5/21/2001	SUBSTITUTE	MAIL ONLY	\$ 3,354.00	\$ -	\$ 3,354.00
MARCOLINI	CHRISTINE	8/29/2001	PSYCHOLOGIST	OSTERVILLE ELEMENTARY	\$ 42,517.69	\$ -	\$ 42,517.69
MARK	KATHLEEN M.	9/26/1988	SCHOOL ASSISTANT	COTUIT ELEMENTARY	\$ 22,288.80	\$ -	\$ 22,288.80
MARKS	LEISA	7/29/2002	SUMMER CERTIFIED	SYSTEM	\$ 685.00	\$ -	\$ 685.00
MARKS	LEISA	8/31/1994	TITLE I	GRADE 5 SCHOOL	\$ 52,807.60	\$ -	\$ 52,807.60
MARKWELL	STEPHANIE	8/28/2002	SPED RESOURCE ROOM	BARNSTABLE WEST BARNSTABLE	\$ 40,770.68	\$ -	\$ 40,770.68
MARKWELL	STEPHANIE	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 675.00	\$ -	\$ 675.00
MARNEY	THERESA	5/24/2002	SUBSTITUTE	MAIL ONLY	\$ 154.00	\$ -	\$ 154.00
MARNEY	THERESA	7/1/2003	SUMMER- NON CERT	SYSTEM	\$ 1,262.25	\$ -	\$ 1,262.25
MARTIN	ANN L.	9/8/1981	MS PHYS ED/HEALTH	MIDDLE SCHOOL HYANNIS	\$ 55,824.89	\$ -	\$ 55,824.89
MARTIN	PATRICIA	9/27/1999	SUBSTITUTE	MAIL ONLY	\$ 694.33	\$ -	\$ 694.33
MARTIN	SUSAN	7/1/2003	ASST SUPT K-12	ADMIN - CENTRAL OFFICE	\$ 45,000.02	\$ -	\$ 45,000.02
MARTINSON	GUS	7/1/2003	PERSONNEL DIRECTOR	ADMIN - CENTRAL OFFICE	\$ 41,500.03	\$ -	\$ 41,500.03
MARZ	PAUL L	8/27/1997	SCH DOCTOR	MAIL ONLY	\$ 17,689.49	\$ -	\$ 17,689.49
MASON	JENNIFER	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 1,100.00	\$ -	\$ 1,100.00
MASON	MARY J.	9/8/1987	HS HOME ECONOMICS	HIGH SCHOOL	\$ 67,422.01	\$ -	\$ 67,422.01
MASON	SHARON	8/29/2001	MS SPED	MIDDLE SCHOOL MARSTONS MILLS	\$ 4,458.69	\$ -	\$ 4,458.69
MATTSON	ELISSA	7/1/2002	SUMMER MISC CERTIFIED	SYSTEM	\$ 1,066.00	\$ -	\$ 1,066.00
MAZZEO	BRENDA A.	9/8/1992	GRADE 5/6	GRADE 5 SCHOOL	\$ 57,938.25	\$ -	\$ 57,938.25
MCABEE	MELISSA	3/21/2003	SUBSTITUTE	MAIL ONLY	\$ 3,314.03	\$ -	\$ 3,314.03
MCBRIEN	JACQUELINE E	8/31/1994	ASSISTANT	HYANNIS EAST ELEMENTARY	\$ 20,536.00	\$ -	\$ 20,536.00
MCCAREY	CAROLE A.	9/2/1986	HS ENGLISH	HIGH SCHOOL	\$ 58,184.54	\$ -	\$ 58,184.54
MCCARTHY	HEATHER K.	10/15/1992	MS SOCIAL STUDIES	MIDDLE SCHOOL HYANNIS	\$ 56,824.48	\$ -	\$ 56,824.48
CATTABRIGA							
MCCARTHY	ELAINE	10/20/2003	SUBSTITUTE	MAIL ONLY	\$ 12,351.98	\$ -	\$ 12,351.98
MCCARTHY	JOELLE	8/28/2002	KINDERGARTEN	HYANNIS WEST ELEMENTARY	\$ 17,266.85	\$ -	\$ 17,266.85
MCCARTHY	LAUREL	8/28/2002	GRADE 5/6	GRADE 5 SCHOOL	\$ 35,064.25	\$ -	\$ 35,064.25
MCCARTHY	LAUREL	6/19/2000	SUMMER CERTIFIED	SYSTEM	\$ 1,180.00	\$ -	\$ 1,180.00
MCCARTHY	LINDSAY	10/27/2003	CO	OSTERVILLE BAY ELEMENTARY	\$ 2,413.00	\$ -	\$ 2,413.00
MCCARTHY	PHYLLIS	2/1/1993	SCHOOL CLERK	GRADE 5 SCHOOL	\$ 17,108.47	\$ -	\$ 17,108.47
MCCARTHY	RICHARD M.	7/1/1993	FOREMAN+50	MIDDLE SCHOOL HYANNIS	\$ 34,464.62	\$ 4,871.20	\$ 39,335.82
MCCARTHY	STACY	6/19/2000	SUMMER CERTIFIED	SYSTEM	\$ 120.00	\$ -	\$ 120.00
MCCARTHY	STACY L	9/5/1995	GRADE 5/6	GRADE 5 SCHOOL	\$ 40,772.76	\$ -	\$ 40,772.76
MCCARTY	CAROLE	11/12/2002	MS SPED	MIDDLE SCHOOL HYANNIS	\$ 53,090.32	\$ -	\$ 53,090.32
MCCLENAHAN	AMANDA	5/29/2003	SUBSTITUTE	MAIL ONLY	\$ 975.00	\$ -	\$ 975.00
MCCORMACK	JULIA	8/28/2002	OCCUPATIONAL THERAPIST	MARSTONS MILLS ELEMENTARY	\$ 39,060.68	\$ -	\$ 39,060.68
MCCORMACK	SARAH	7/3/2003	SUMMER CERTIFIED	SYSTEM	\$ 400.00	\$ -	\$ 400.00
MCCORMACK	SARAH	8/29/2001	GRADE 5/6	GRADE 5 SCHOOL	\$ 34,281.38	\$ -	\$ 34,281.38
MCDEVITT	MICHELLE	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 180.00	\$ -	\$ 180.00
MCDEVITT	MICHELLE	9/1/2003	ASSISTANT SPED	GRADE 5 SCHOOL	\$ 26,814.54	\$ -	\$ 26,814.54

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School Department Name	Date of Hire	Job Description	School	Gross	Overtime	Total	
MCDONALD	GERALDINE R	9/3/2003	SUBSTITUTE	HIGH SCHOOL	\$ 3,272.18	\$ -	\$ 3,272.18
MCDONALD	LESLIE	7/17/2002	SUMMER NON CERT	SYSTEM	\$ 1,215.20	\$ -	\$ 1,215.20
MCDONALD	LESLIE J	9/4/2001	SCHOOL SECRETARY	OSTERVILLE BAY ELEMENTARY	\$ 26,235.17	\$ -	\$ 26,235.17
MCDONALD	PATRICIA S	9/3/1985	GRADE 2	MARSTONS MILLS EAST ELEM	\$ 55,419.44	\$ -	\$ 55,419.44
MCDONALD	THOMAS F	9/4/1973	ELEMENTARY PRINCIPAL	GRADE 5 SCHOOL	\$ 98,142.32	\$ -	\$ 98,142.32
MCDONOUGH	CATHERINE	9/22/2003	SCHOOL ASSISTANT	OSTERVILLE ELEMENTARY	\$ 1,935.20	\$ -	\$ 1,935.20
MCEACHERN	MARIE	3/10/1987	ELEMENTARY ART	GRADE 5 SCHOOL	\$ 61,117.43	\$ -	\$ 61,117.43
MCEACHERN	MARIE	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 710.00	\$ -	\$ 710.00
MCGILLIS	JESSICA	1/22/2003	BUS MONITOR	MAIL ONLY	\$ 14.69	\$ -	\$ 14.69
MCGONAGLE	ELIZABETH	3/19/2002	SCHOOL TUTOR	TUTORS	\$ 756.00	\$ -	\$ 756.00
MCGONIGLE	MERCY	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 1,444.97	\$ -	\$ 1,444.97
MCGONIGLE	MERCY E.	9/9/1993	PERSONAL CARE ASST	HYANNIS WEST ELEMENTARY	\$ 17,658.95	\$ -	\$ 17,658.95
MCGRATH	JENNIFER	10/3/2003	21 CENT GRANT	MAIL ONLY	\$ 1,364.00	\$ -	\$ 1,364.00
MCKANE	LINDA T.	10/18/1982	HS PERSONAL DEVELOPMENT TCHR	HIGH SCHOOL	\$ 58,075.92	\$ -	\$ 58,075.92
MCLANE	MARTHA J.	9/7/1994	HS SYSTEMS ADMINISTRATOR	HIGH SCHOOL	\$ 40,261.47	\$ 1,274.89	\$ 41,536.36
MCLAUGHLIN	LOIS	8/28/2002	HIGH SCHOOL ALP PROG	HIGH SCHOOL	\$ 59,818.69	\$ -	\$ 59,818.69
MCLAUGHLIN	MAUREEN	8/30/2000	HS ENGLISH	HIGH SCHOOL	\$ 41,783.69	\$ -	\$ 41,783.69
MCLEAN	PATRICIA	11/6/2001	EMPLOYMENT SPECIALIST	HIGH SCHOOL	\$ 26,887.00	\$ -	\$ 26,887.00
MCLEAVEY-FISHER	CATHERINE M.	11/3/1994	ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 10,951.20	\$ -	\$ 10,951.20
MCLEOD III	JOHN W	9/3/1985	BTA PRESIDENT	BARNSTABLE WEST BARNSTABLE	\$ 58,184.54	\$ -	\$ 58,184.54
MCLEOD	JANET B	10/8/1987	GRADE 4	BARNSTABLE WEST BARNSTABLE	\$ 57,346.12	\$ -	\$ 57,346.12
MCMAHON	VERONICA C	9/5/1995	ASSISTANT	GRADE 5 SCHOOL	\$ 16,992.00	\$ -	\$ 16,992.00
MCNAMARA	CAITILIN	11/3/2003	SCHOOL ASSISTANT	MARSTONS MILLS ELEMENTARY	\$ 1,548.61	\$ -	\$ 1,548.61
MCNAMARA	JEAN M.	9/14/1987	GRADE 5/6	GRADE 5 SCHOOL	\$ 62,137.89	\$ -	\$ 62,137.89
MCNAUGHTON	ALLISON	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 4,752.50	\$ -	\$ 4,752.50
MCNAUGHTON	ALLISON J.	1/15/1986	MS MATH	GRADE 5 SCHOOL	\$ 58,061.40	\$ -	\$ 58,061.40
MCNULTY	MAUREEN A.	6/8/1981	SUBSTITUTE	MAIL ONLY	\$ 7,687.91	\$ -	\$ 7,687.91
MCPARTLAND	AUDREY K	8/30/2000	GRADE 5/6	GRADE 5 SCHOOL	\$ 36,469.38	\$ -	\$ 36,469.38
MCPHERSON	SHARON K	5/22/1989	ADMIN ASST SUPERINTENDENT	ADMIN - CENTRAL OFFICE	\$ 55,949.91	\$ -	\$ 55,949.91
MEADE	TERRI A	3/23/1998	ASSISTANT SPED	HYANNIS WEST ELEMENTARY	\$ 17,745.52	\$ -	\$ 17,745.52
MEANS	MARY	2/10/2003	SUBSTITUTE	MAIL ONLY	\$ 260.00	\$ -	\$ 260.00
MEDEIROS	MARY	5/30/2001	SUBSTITUTE	MAIL ONLY	\$ 130.00	\$ -	\$ 130.00
MEDEIROS	TERRI	8/28/2002	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 57,256.03	\$ -	\$ 57,256.03
MEDUSKI	JEAN	7/2/2001	SUBSTITUTE	MAIL ONLY	\$ 670.00	\$ -	\$ 670.00
MEDWIN	KATHE	1/31/2000	ASSISTANT/SPED HS	HIGH SCHOOL	\$ 31,332.09	\$ -	\$ 31,332.09
MEGATHLIN	KAREN	8/29/2001	HS SPED	HIGH SCHOOL	\$ 60,509.06	\$ -	\$ 60,509.06
MELANSON	OONA A	9/16/1996	GRADE 2	HYANNIS WEST ELEMENTARY	\$ 45,139.09	\$ -	\$ 45,139.09
MELO	FREDERICK	6/13/2003	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
MENDLES	JOHN	11/19/2002	SUBSTITUTE	MAIL ONLY	\$ 3,640.00	\$ -	\$ 3,640.00
MERCANDETTI	LIA N	12/8/1998	SUBSTITUTE	MAIL ONLY	\$ 910.00	\$ -	\$ 910.00
MERCER	KIMBERLY	11/21/2003	SUBSTITUTE	MAIL ONLY	\$ 333.24	\$ -	\$ 333.24
MERCURI	MARIA R.	10/11/1991	GRADE 2	OSTERVILLE ELEMENTARY	\$ 55,057.98	\$ -	\$ 55,057.98
MERRILL	DOREEN M.	1/4/1992	GRADE 4	COTUIT ELEMENTARY	\$ 55,782.12	\$ -	\$ 55,782.12

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METELL	BETH ANN	10/20/2003	BUS MONITOR	TRANSPORTATION OFFICE	\$ 12.48	\$ -	\$ 12.48
MICK	CAROLINE	9/1/2003	MS ENGLISH	MIDDLE SCHOOL HYANNIS	\$ 12,050.29	\$ -	\$ 12,050.29
MIKA	JOHN	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 100.00	\$ -	\$ 100.00
MIKA	JOHN	7/1/2002	ASST PRINCIPAL HS	HIGH SCHOOL	\$ 81,218.32	\$ -	\$ 81,218.32
MILLER	ELIZABETH	9/8/2003	MISC HRLY AND AFTER SCHOOL	BARNSTABLE WEST BARNSTABLE	\$ 492.00	\$ -	\$ 492.00
MILLER	MARGARET	9/23/1997	ASSISTANT/SPED MS	MIDDLE SCHOOL HYANNIS	\$ 18,262.86	\$ -	\$ 18,262.86
MILLER	NANCY D.	8/28/1996	ELEMENTARY ART	HYANNIS WEST ELEMENTARY	\$ 61,543.41	\$ -	\$ 61,543.41
MILLS	JOHN P	8/28/1996	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 46,642.52	\$ -	\$ 46,642.52
MILOS	MAUREEN E.	9/7/1993	MS SPED	MIDDLE SCHOOL HYANNIS	\$ 55,661.26	\$ -	\$ 55,661.26
MIMS	DEBORAH	2/14/2002	BUS DRIVER	TRANSPORTATION OFFICE	\$ 938.25	\$ -	\$ 938.25
MINOR	MISSY	12/1/2003	SPED TA SUBSTITUTE	MAIL ONLY	\$ 6,956.05	\$ -	\$ 6,956.05
MIORANDI	RALPH	6/28/2002	SUMMER MISC CERTIFIED	MAIL ONLY	\$ 2,400.00	\$ -	\$ 2,400.00
MIORANDI	RALPH E.	2/7/1986	MS SCIENCE	MIDDLE SCHOOL HYANNIS	\$ 53,365.02	\$ -	\$ 53,365.02
MISKIV	DONNA	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 2,572.50	\$ -	\$ 2,572.50
MITCHELL	CATHERINE	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 975.00	\$ -	\$ 975.00
MITCHELL	CATHERINE	8/28/2002	HS RESOURCE ROOM	HIGH SCHOOL	\$ 35,139.25	\$ -	\$ 35,139.25
MITCHELL	PATRICIA E	9/13/1977	ASSISTANT SPED	CENTERVILLE ELEMENTARY	\$ 18,273.42	\$ -	\$ 18,273.42
MOHLER	TIARA	9/1/2003	COACH ATHLETIC	MAIL ONLY	\$ 819.00	\$ -	\$ 819.00
MOHRE	JANET B.	9/8/1981	HS HEALTH EDUCATION	HIGH SCHOOL	\$ 57,918.08	\$ -	\$ 57,918.08
MOLENAAR	KATHLEEN	1/5/2004	TECHNOLOGY ASSISTANT	MARSTONS MILLS ELEMENTARY	\$ 6,859.71	\$ -	\$ 6,859.71
MOLINARI	DANIEL	6/5/2000	SUBSTITUTE	TUTORS	\$ 325.00	\$ -	\$ 325.00
MOLINARI	NANCY A.	3/18/1994	SECY SPED 10 MOS	ADMIN - CENTRAL OFFICE	\$ 30,730.53	\$ -	\$ 30,730.53
MONIZ	MARYKATE	1/27/2003	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 15,844.35	\$ -	\$ 15,844.35
MONROE	DENISE	8/28/2002	MS SCIENCE	MIDDLE SCHOOL HYANNIS	\$ 32,166.42	\$ -	\$ 32,166.42
MONROE	JOSETTE M.	1/3/1991	ASSISTANT	CENTERVILLE ELEMENTARY	\$ 21,504.40	\$ -	\$ 21,504.40
MONSON	LEONARD	8/30/2000	MS MATH	GRADE 5 SCHOOL	\$ 40,476.38	\$ -	\$ 40,476.38
MONSON	LEONARD	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 50.00	\$ -	\$ 50.00
MONTESI	PATRICIA J	8/27/1997	ELEM READING	COTUIT ELEMENTARY	\$ 57,673.08	\$ -	\$ 57,673.08
MOORE	CHRISTINE A.	3/22/1993	ASSISTANT SPED	CENTERVILLE ELEMENTARY	\$ 18,122.40	\$ -	\$ 18,122.40
MORALES	HARRY J	9/1/1999	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 62,791.24	\$ -	\$ 62,791.24
MORAN	SHARLENE	9/6/1989	MS TITLE 1 READING	GRADE 5 SCHOOL	\$ 59,888.10	\$ -	\$ 59,888.10
MORASSI	JEFFREY S	8/27/1999	GRADE 1	MARSTONS MILLS EAST ELEM	\$ 40,915.32	\$ -	\$ 40,915.32
MORASSI	JENNIFER	7/1/2002	SUMMER MISC CERTIFIED	HIGH SCHOOL	\$ 2,132.00	\$ -	\$ 2,132.00
MORASSI	JENNIFER	5/15/1998	HS MATH	HIGH SCHOOL	\$ 40,915.33	\$ -	\$ 40,915.33
MORGAN	DEBORA R	7/26/1999	TECHNOLOGY COORD GR5	GRADE 5 SCHOOL	\$ 56,535.57	\$ -	\$ 56,535.57
MORGAN	J. BRADLEY	6/24/2002	CUSTODIAN +40	HYANNIS EAST ELEMENTARY	\$ 30,429.73	\$ 1,056.11	\$ 31,485.84
MORGAN	JOHN	11/26/2003	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
MORGAN	SUZANNE L	11/19/1996	SCHOOL ASSISTANT	MARSTONS MILLS EAST ELEM	\$ 13,878.84	\$ -	\$ 13,878.84
MORGAN-BROWN	DENISE L	9/4/1973	MS PHYSICAL EDUCATION	GRADE 5 SCHOOL	\$ 58,060.20	\$ -	\$ 58,060.20
MORIN	C PAMELA	9/5/1973	GRADE 1	BARNSTABLE WEST BARNSTABLE	\$ 60,910.46	\$ -	\$ 60,910.46
MORIN	PATRICIA S	9/9/1997	SCHOOL ASSISTANT	HYANNIS EAST ELEMENTARY	\$ 8,897.21	\$ -	\$ 8,897.21
MORITZ	BARBARA A	10/7/1992	CS2 MS ENTREPRENEUR	MIDDLE SCHOOL HYANNIS	\$ 50,500.84	\$ -	\$ 50,500.84
MORRISSEY	PAUL	9/12/1994	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 35,956.32	\$ -	\$ 35,956.32
MORSE	KARI C	8/27/1997	GRADE 4	BARNSTABLE WEST BARNSTABLE	\$ 22,926.37	\$ -	\$ 22,926.37

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Name	Date of Hire	Job Description	School	Gross	Overtime	Total	
MORSE	WILLIAM	7/11/2000	CUSTODIAN+50	HIGH SCHOOL CUSTODIANS	\$ 28,599.27	\$ 7,373.35	\$ 35,972.62
MORTON	BAYYINAH	3/6/2003	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
MOSHER	JAMES	12/9/1996	ASSISTANT SPED	GRADE 5 SCHOOL	\$ 24,510.56	\$ -	\$ 24,510.56
MOTTE	KATHLEEN	9/12/2003	TCHR/PREV ASST SUBSTITUTE	MAIL ONLY	\$ 6,907.10	\$ -	\$ 6,907.10
MOTTE	KATHLEEN	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 363.00	\$ -	\$ 363.00
MOYNIHAN	DENNIS P	9/4/1990	GRADE 4	MARSTONS MILLS EAST ELEM	\$ 55,358.02	\$ -	\$ 55,358.02
MOYNIHAN	STEVEN	9/1/2003	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 11,731.65	\$ -	\$ 11,731.65
MULCAHY	JAMES	8/28/2002	HS PHYS ED/HEALTH	HIGH SCHOOL	\$ 40,883.41	\$ -	\$ 40,883.41
MULGREW	MICHAEL D.	9/7/1993	MS ENGLISH	MIDDLE SCHOOL HYANNIS	\$ 54,098.62	\$ -	\$ 54,098.62
MULHOLLAND	LETISHA L	12/19/1996	GRADE 1	CENTERVILLE ELEMENTARY	\$ 45,300.76	\$ -	\$ 45,300.76
MULLALY	WILLIAM T.	4/26/1993	MAINTENANCE MECHANIC	MAINTENANCE	\$ 44,034.00	\$ 6,993.91	\$ 51,027.91
MULLEN	DONNA M.	11/6/1997	FINANCE CLERK	ADMIN - CENTRAL OFFICE	\$ 37,542.83	\$ -	\$ 37,542.83
MULLIGAN	THOMAS	9/1/2003	ELEMENTARY SPED	CENTERVILLE ELEMENTARY	\$ 19,120.07	\$ -	\$ 19,120.07
MULLIN	JENNIFER	11/30/1998	MS SOCIAL STUDIES	MIDDLE SCHOOL HYANNIS	\$ 38,404.37	\$ -	\$ 38,404.37
MULLIN	JENNIFER	6/28/2002	SUMMER MISC CERTIFIED	MAIL ONLY	\$ 80.00	\$ -	\$ 80.00
MURPHY	KARA	1/5/2004	SUBSTITUTE	CENTERVILLE ELEMENTARY	\$ 13,262.03	\$ -	\$ 13,262.03
MURPHY	KAREN	1/2/2003	BUS DRIVER	TRANSPORTATION OFFICE	\$ 18,390.44	\$ -	\$ 18,390.44
MURPHY	PATRICIA	5/7/2003	BUS MONITOR	TRANSPORTATION OFFICE	\$ 7,683.05	\$ -	\$ 7,683.05
MURPHY	PATRICK	9/1/2003	SUBSTITUTE	MAIL ONLY	\$ 1,365.00	\$ -	\$ 1,365.00
MURPHY- WIGHTMAN	JOAN	9/6/1983	GRADE 2	BARNSTABLE WEST BARNSTABLE	\$ 55,823.44	\$ -	\$ 55,823.44
MURRAY	DAVID	3/7/2003	SUBSTITUTE	MAIL ONLY	\$ 390.00	\$ -	\$ 390.00
MURTAUGH	KATHLEEN	9/1/2003	MS COUNSELOR	MIDDLE SCHOOL HYANNIS	\$ 19,176.21	\$ -	\$ 19,176.21
MUTARELLI	DANIELLE	2/2/2000	ASST FOREIGN LANGUAGE	MARSTONS MILLS ELEMENTARY	\$ 1,756.80	\$ -	\$ 1,756.80
MYERS	ELIZABETH F	9/5/1989	GRADE 2	MARSTONS MILLS EAST ELEM	\$ 195.00	\$ -	\$ 195.00
NADOLNY	LAURA E	9/4/1979	SPEECH THERAPIST	MARSTONS MILLS EAST ELEM	\$ 61,950.99	\$ -	\$ 61,950.99
NANN	DONALD	3/25/2002	SUBSTITUTE	MAIL ONLY	\$ 3,631.00	\$ -	\$ 3,631.00
NASH	ANGELA	8/28/2002	JTEC SOCIAL WORKER	HIGH SCHOOL	\$ 22,524.32	\$ -	\$ 22,524.32
NAWOICHIK	LONNIE R	2/24/1997	SCHOOL ASSISTANT	HYANNIS WEST ELEMENTARY	\$ 9,131.63	\$ -	\$ 9,131.63
NEDD	WESLEY	11/30/2000	CUSTODIAN +40	HIGH SCHOOL CUSTODIANS	\$ 27,920.52	\$ 4,827.80	\$ 32,748.32
NEISER	ELIZABETH H.	9/8/1992	GRADE 2	CENTERVILLE ELEMENTARY	\$ 57,527.98	\$ -	\$ 57,527.98
NEMETZ- HAUSSMANN	GAIL	10/2/1997	LIBRARY ASSISTANT	HYANNIS WEST ELEMENTARY	\$ 18,762.60	\$ -	\$ 18,762.60
NEMETZ- HAUSSMANN	GAIL	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 1,059.80	\$ -	\$ 1,059.80
NERI	AMY	7/1/2002	SUMMER NON CERT	SYSTEM	\$ 946.00	\$ -	\$ 946.00
NERI	AMY K	9/15/1997	PERSONAL CARE ASST	HIGH SCHOOL	\$ 22,030.32	\$ -	\$ 22,030.32
NETTO	MICHELE	8/28/2002	HS ENGLISH	HIGH SCHOOL	\$ 37,691.82	\$ -	\$ 37,691.82
NICHOLS	MARY-BETH	9/22/1989	TITLE I	HYANNIS WEST ELEMENTARY	\$ 35,639.06	\$ -	\$ 35,639.06
NICHOLSON	MARGARET M	9/11/1997	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 18,394.60	\$ -	\$ 18,394.60
NICKANDROS	ELAINE	4/23/2001	SUBSTITUTE	MAIL ONLY	\$ 64.03	\$ -	\$ 64.03
NICKERSON	DALE	7/1/2003	SUMMER MISC NON- CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
NICKERSON	DALE	10/13/1998	ASSISTANT/SPED MS	MIDDLE SCHOOL HYANNIS	\$ 18,054.70	\$ -	\$ 18,054.70
NICKERSON	EVELYN L.	11/1/1992	CAFETERIA WORKER	GRADE 5 SCHOOL	\$ 12,590.61	\$ -	\$ 12,590.61

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NICKERSON GARY	7/8/2002	CUSTODIAN +40	HIGH SCHOOL CUSTODIANS	\$ 30,241.94	\$ 416.96	\$ 30,658.90
NICKERSON NANCY	1/14/1987	SPED RESOURCE ROOM	HYANNIS WEST ELEMENTARY	\$ 64,764.97	\$ -	\$ 64,764.97
NICOLAS NANCY	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 880.00	\$ -	\$ 880.00
NICOLAS NANCY E	9/5/1995	TECHNOLOGY ASSISTANT	CENTERVILLE ELEMENTARY	\$ 21,184.92	\$ -	\$ 21,184.92
NOLAN JUDITH L	11/20/1995	COMM SVC LRNG COORD	HIGH SCHOOL	\$ 23,272.70	\$ -	\$ 23,272.70
NOLAN WILLIAM	9/2/1986	ELEMENTARY COUNSELOR	HYANNIS WEST ELEMENTARY	\$ 59,615.30	\$ -	\$ 59,615.30
NOONAN SARA T	7/1/1974	SCHOOL SECRETARY	HIGH SCHOOL	\$ 34,996.00	\$ 380.03	\$ 35,376.03
NOREEN MAURA	10/1/2001	GRADE 1	OSTERVILLE ELEMENTARY	\$ 38,810.73	\$ -	\$ 38,810.73
NORMAN RICHARD H	2/1/1993	SUBSTITUTE	MAIL ONLY	\$ 2,924.00	\$ -	\$ 2,924.00
NORWOOD FIZELL WENDY L.	9/8/1992	GRADE 2	OSTERVILLE ELEMENTARY	\$ 57,823.08	\$ -	\$ 57,823.08
NOURI MARILYN	2/2/2000	CS2 GRADE 5 ENTREPRENEUR	HIGH SCHOOL	\$ 51,873.98	\$ -	\$ 51,873.98
NOVAK JOHN	10/29/2002	CUSTODIAN +40	MIDDLE SCHOOL HYANNIS	\$ 23,781.70	\$ 1,150.16	\$ 24,931.86
NUGNES MICHAEL	12/2/2002	COACH ATHLETIC	MAIL ONLY	\$ 8,388.00	\$ -	\$ 8,388.00
NUNES SUSAN J.	9/4/1990	GRADE 5/6	GRADE 5 SCHOOL	\$ 57,649.98	\$ -	\$ 57,649.98
NUSBAUM JULIET	8/28/2002	ASSISTANT ESL	MIDDLE SCHOOL MARSTONS MILLS	\$ 9,442.30	\$ -	\$ 9,442.30
OAKLEY FRANKLIN	7/10/2000	BUS DRIVER	TRANSPORTATION OFFICE	\$ 1,932.84	\$ -	\$ 1,932.84
OAKLEY RODNEY P.	8/29/1994	HEAD CUSTODIAN	MARSTONS MILLS EAST ELEM	\$ 22,511.44	\$ 5,533.92	\$ 28,045.36
OAKLEY SCOTT A	10/15/1996	CUSTODIAN +40	MIDDLE SCHOOL HYANNIS	\$ 30,270.40	\$ 401.20	\$ 30,671.60
OBERTON JANICE	7/1/2003	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
OBERTON JANICE A.	10/19/1987	GRADE 3	HYANNIS WEST ELEMENTARY	\$ 52,354.03	\$ -	\$ 52,354.03
OBERTON RICHARD	10/8/2001	SUBSTITUTE	MAIL ONLY	\$ 4,940.00	\$ -	\$ 4,940.00
O'BRIEN ANNETTE	10/17/1977	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 56,915.75	\$ -	\$ 56,915.75
O'BRIEN JILL	9/27/1991	GRADE 4	CENTERVILLE ELEMENTARY	\$ 7,696.21	\$ -	\$ 7,696.21
O'BRIEN KATHLEEN	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 721.75	\$ -	\$ 721.75
O'BRIEN KATHLEEN	8/30/2000	MS SPED	MIDDLE SCHOOL HYANNIS	\$ 45,861.10	\$ -	\$ 45,861.10
O'BRIEN TINA	11/21/2002	SUBSTITUTE	MAIL ONLY	\$ 3,275.00	\$ -	\$ 3,275.00
OCKERBLOOM MAURA T.	9/9/1993	ASSISTANT	HYANNIS EAST ELEMENTARY	\$ 16,686.00	\$ -	\$ 16,686.00
O'CONNELL KAREN	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 180.00	\$ -	\$ 180.00
O'CONNELL KAREN J.	9/8/1992	GRADE 5/6	GRADE 5 SCHOOL	\$ 52,728.88	\$ -	\$ 52,728.88
O'CONNOR KATHRYN	7/1/2003	SS DIRECTOR	SYSTEM	\$ 7,003.00	\$ -	\$ 7,003.00
O'CONNOR KATHRYN A	9/5/1978	ELEMENTARY TITLE I MATH	HYANNIS EAST ELEMENTARY	\$ 63,225.01	\$ -	\$ 63,225.01
O'CONNOR THOMAS	7/3/2000	SUMMER CERTIFIED	SYSTEM	\$ 610.00	\$ -	\$ 610.00
O'CONNOR THOMAS J	12/2/1996	GR5 BEHAVIOR-REG ED.	GRADE 5 SCHOOL	\$ 57,169.94	\$ -	\$ 57,169.94
O'CONNOR YVONNE	9/4/1990	PRESCHOOL SPED	MARSTONS MILLS EAST ELEM	\$ 60,838.14	\$ -	\$ 60,838.14
O'CONNOR YVONNE	6/19/2000	SUMMER CERTIFIED	SYSTEM	\$ 610.00	\$ -	\$ 610.00
O'HARA THERESA L.	9/26/1991	GRADE 1	HYANNIS WEST ELEMENTARY	\$ 56,358.02	\$ -	\$ 56,358.02
OHRN LYNN	2/4/2002	GRADE 2	CENTERVILLE ELEMENTARY	\$ 33,072.90	\$ -	\$ 33,072.90
O'LEARY ROBERT M	9/5/1978	MS SOCIAL STUDIES	MIDDLE SCHOOL HYANNIS	\$ 59,615.30	\$ -	\$ 59,615.30
OLIVER MELISSA	9/1/2003	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 10,989.29	\$ -	\$ 10,989.29
OLSON JANE	1/16/2003	SUBSTITUTE	MAIL ONLY	\$ 1,298.06	\$ -	\$ 1,298.06
O'NEIL CORINNE	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 490.00	\$ -	\$ 490.00
O'NEIL CORINNE	10/15/2001	HS SPED	HIGH SCHOOL	\$ 57,099.94	\$ -	\$ 57,099.94
ORCUTT SALLY L.	9/8/1992	ELEM READING	OSTERVILLE BAY ELEMENTARY	\$ 62,618.10	\$ -	\$ 62,618.10

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ORFANOS	ELIZABETH	4/1/1972	LIBRARY ASST	GRADE 5 SCHOOL	\$ 12,351.03	\$ -	\$ 12,351.03
ORFANOS	ELIZABETH	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 540.00	\$ -	\$ 540.00
ORR	BETHANN R	2/2/2004	TECHNOLOGY COORDINTOR	HIGH SCHOOL	\$ 41,996.56	\$ -	\$ 41,996.56
O'SHAUGHNESSY	CAROLYN R.F.	9/4/1991	PERSONAL CARE ASST	MIDDLE SCHOOL HYANNIS	\$ 19,899.66	\$ -	\$ 19,899.66
OSTROM	TAMI	1/21/2003	SUBSTITUTE	MAIL ONLY	\$ 455.00	\$ -	\$ 455.00
O'TOOLE	ED	6/28/2002	SUMMER CERTIFIED	MAIL ONLY	\$ 280.00	\$ -	\$ 280.00
O'TOOLE	EDWARD	9/3/1985	HS ENGLISH	HIGH SCHOOL	\$ 59,424.81	\$ -	\$ 59,424.81
O'TOOLE	MICHAEL I.	8/28/1996	GRADE 4	HYANNIS WEST ELEMENTARY	\$ 46,949.28	\$ -	\$ 46,949.28
OTTO	JOAN	9/5/2000	BUS MONITOR	TRANSPORTATION OFFICE	\$ 183.56	\$ -	\$ 183.56
OUIMETTE	MARSHA	2/28/1991	SUBSTITUTE	MAIL ONLY	\$ 3,258.58	\$ -	\$ 3,258.58
OWEN	SEAN P	7/6/1998	GRADE 1	OSTERVILLE ELEMENTARY	\$ 46,721.61	\$ -	\$ 46,721.61
PADGETT	MARY JOYCE	12/4/1989	ELEM READING	HYANNIS EAST ELEMENTARY	\$ 57,721.40	\$ -	\$ 57,721.40
PAGANO	KAREN	8/27/2003	MS RESOURCE ROOM	MIDDLE SCHOOL HYANNIS	\$ 19,877.22	\$ -	\$ 19,877.22
PALMER	PATRICIA	10/18/2002	SUBSTITUTE	MAIL ONLY	\$ 2,497.68	\$ -	\$ 2,497.68
PAPARO	FRANCES	4/19/1983	SECRETARY DIR SPED	ADMIN - CENTRAL OFFICE	\$ 42,369.21	\$ -	\$ 42,369.21
PAPPAS	RONALD C	12/26/1995	CUSTODIAN +40	HYANNIS WEST ELEMENTARY	\$ 30,313.49	\$ 1,512.41	\$ 31,825.90
PARKE	ROBERT	2/24/1986	CUSTODIAN +40	GRADE 5 SCHOOL	\$ 31,740.80	\$ 2,459.86	\$ 34,200.66
PARKE	SUSAN	9/19/1977	GRADE 2	BARNSTABLE WEST BARNSTABLE	\$ 60,275.77	\$ -	\$ 60,275.77
PARKER	FLORENCE M.	9/5/1989	KINDERGARTEN	HYANNIS WEST ELEMENTARY	\$ 55,354.16	\$ -	\$ 55,354.16
PARKER	VIRGINIA B.	1/27/1986	MS SOCIAL STUDIES	MIDDLE SCHOOL HYANNIS	\$ 57,649.82	\$ -	\$ 57,649.82
PARMENTER	RICHARD	4/23/2001	SUBSTITUTE	MAIL ONLY	\$ 4,277.00	\$ -	\$ 4,277.00
PARTAIN	DEBORAH	8/28/2002	MS MATH	MIDDLE SCHOOL HYANNIS	\$ 33,129.77	\$ -	\$ 33,129.77
PARTIN	KATHERINE	5/28/2003	SUBSTITUTE	MAIL ONLY	\$ 114.80	\$ -	\$ 114.80
PASCHOAL	RACHEL	11/12/2002	INTERPRETER	MAIL ONLY	\$ 30.00	\$ -	\$ 30.00
PASKO	WILLIAM W	9/3/1974	MS SCIENCE	MIDDLE SCHOOL HYANNIS	\$ 59,201.10	\$ -	\$ 59,201.10
PASSAMONTE	BONNIE	9/10/2001	BUS DRIVER	TRANSPORTATION OFFICE	\$ 21,655.83	\$ -	\$ 21,655.83
PATRIQUIN	JOHN	11/3/1997	CUSTODIAN +40	GRADE 5 SCHOOL	\$ 30,270.40	\$ 3,716.59	\$ 33,986.99
PATRIQUIN	MICHAEL	5/28/2002	CUSTODIAN +40	MARSTONS MILLS ELEMENTARY	\$ 26,279.00	\$ 1,160.19	\$ 27,439.19
PATRIQUIN	MYLES	11/5/2001	CUSTODIAN+50	HIGH SCHOOL CUSTODIANS	\$ 26,976.64	\$ 7,372.56	\$ 34,349.20
PATTERSON	HELEN R	10/27/2003	OF THE DEAF	CENTERVILLE ELEMENTARY	\$ 27,936.28	\$ -	\$ 27,936.28
PAUL	SANDRA	10/28/2003	ASSISTANT	MARSTONS MILLS EAST ELEM	\$ 2,019.25	\$ -	\$ 2,019.25
PAULHUS	MARIE	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 775.00	\$ -	\$ 775.00
PAULHUS	MARIE	9/10/2001	ASSISTANT ESL	HYANNIS EAST ELEMENTARY	\$ 19,176.30	\$ -	\$ 19,176.30
PAYNE COOK	ELIZABETH M	12/2/1996	MS SPED	GRADE 5 SCHOOL	\$ 57,949.94	\$ -	\$ 57,949.94
PEARSON	CHARLES	7/16/1990	MAINTENANCE HVAC	MAINTENANCE	\$ 63,960.40	\$ 7,856.63	\$ 71,817.03
PEARSONS	SCOTT T	3/17/1997	HS SOCIAL WORKER	HIGH SCHOOL	\$ 61,345.64	\$ -	\$ 61,345.64
PECK	ROBERT W.	9/7/1993	HS PHYSICAL EDUCATION	HIGH SCHOOL	\$ 64,018.10	\$ -	\$ 64,018.10
PEDERSEN	GRACE	7/1/2002	SUMMER NON CERT	SYSTEM	\$ 1,692.00	\$ -	\$ 1,692.00
PEDERSEN	GRACE L.	10/21/1994	PERSONAL CARE ASST	HIGH SCHOOL	\$ 20,445.20	\$ -	\$ 20,445.20
PELKEY	MARY B.	5/19/1987	SUBSTITUTE	MAIL ONLY	\$ 1,324.83	\$ -	\$ 1,324.83
PELLS	VICTORINE M	11/3/1997	CHILDCARE WORKER	CENTERVILLE ELEMENTARY	\$ 22,523.27	\$ -	\$ 22,523.27
PENDER-BOKANOVICH	ELAINE	2/4/2002	GRADE 1	OSTERVILLE ELEMENTARY	\$ 34,720.89	\$ -	\$ 34,720.89
PENINGER	AMY	7/1/2002	SUMMER CERTIFIED	SYSTEM	\$ 1,900.00	\$ -	\$ 1,900.00

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PENINGER AMY	8/28/2002	GRADE 3	MARSTONS MILLS EAST ELEM	\$ 32,370.67	\$ -	\$ 32,370.67
PENNINGTON JOY P.	9/4/1984	KINDERGARTEN	CENTERVILLE ELEMENTARY	\$ 57,359.89	\$ -	\$ 57,359.89
PEREIRA JESSICA	5/20/2002	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
PERRONE MICHAEL	8/6/2001	FINANCE DIRECTOR	ADMIN - CENTRAL OFFICE	\$ 79,187.08	\$ -	\$ 79,187.08
PERRY DIANE E	6/28/1999	CUSTODIAN +40	MARSTONS MILLS EAST ELEM	\$ 29,770.39	\$ 3,992.37	\$ 33,762.76
PERRY JOAN	6/19/2000	SS SECRETARY	SYSTEM	\$ 1,190.67	\$ -	\$ 1,190.67
PERRY JOAN E.	9/24/1984	SCHOOL SECRETARY	MARSTONS MILLS ELEMENTARY	\$ 28,710.15	\$ -	\$ 28,710.15
PERRY MARY ANNE	1/13/2004	SUBSTITUTE	MAIL ONLY	\$ 325.00	\$ -	\$ 325.00
PERRY RICHARD A.	8/20/1990	MAINTENANCE CRAFTSMAN	MAINTENANCE	\$ 39,301.12	\$ 3,790.80	\$ 43,091.92
PERSICO PATRICIA M.	9/8/1992	GRADE 4	COTUIT ELEMENTARY	\$ 57,149.94	\$ -	\$ 57,149.94
PERSUITTE JOYCE A	4/12/1993	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 55,138.74	\$ -	\$ 55,138.74
PETERS ABRAM	7/26/1994	HEAD CUSTODIAN+20	MIDDLE SCHOOL HYANNIS	\$ 36,322.56	\$ 4,302.72	\$ 40,625.28
PETERS PATRICIA	7/1/2003	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
PETERS PATRICIA A.	9/4/1984	GRADE 2	OSTERVILLE ELEMENTARY	\$ 62,836.24	\$ -	\$ 62,836.24
PETERSON KARA	7/1/2003	ASST PRINCIPAL	GRADE 5 SCHOOL	\$ 34,556.47	\$ -	\$ 34,556.47
PETERSON KRISTINA	9/1/2003	HS ENGLISH	HIGH SCHOOL	\$ 11,446.92	\$ -	\$ 11,446.92
PETERSON LEA M.	9/18/1987	SUPERVISORY SEC.	MIDDLE SCHOOL HYANNIS	\$ 36,922.46	\$ 112.92	\$ 37,035.38
PETERSON LESLIE	1/28/2002	ASSISTANT SPED	HIGH SCHOOL	\$ 13,240.23	\$ -	\$ 13,240.23
PETERSON SHIRLEY E	3/12/1979	SECY SPED 10 MOS	ADMIN - CENTRAL OFFICE	\$ 31,419.91	\$ -	\$ 31,419.91
PETROVITS MARK B.	6/29/1992	MAINTENANCE SPECIALIST	MAINTENANCE	\$ 45,302.80	\$ 6,368.06	\$ 51,670.86
PETZE MICHAEL	8/29/2001	SUBSTITUTE	MAIL ONLY	\$ 32,113.92	\$ -	\$ 32,113.92
PFEIFER LAURETTA S	9/26/1988	GRADE 2	CENTERVILLE ELEMENTARY	\$ 59,161.95	\$ -	\$ 59,161.95
PHIFER ROSS	2/11/2003	HS MATH	HIGH SCHOOL	\$ 20,291.32	\$ -	\$ 20,291.32
PHILLIPS MICHELLE	2/4/1994	SUBSTITUTE	MAIL ONLY	\$ 12,450.00	\$ -	\$ 12,450.00
PIEROZZI MARIA	9/11/2000	MS HEALTH EDUCATION	MIDDLE SCHOOL HYANNIS	\$ 57,238.98	\$ -	\$ 57,238.98
PIERPONT REBECCA	8/28/2000	SCHOOL SECRETARY	MIDDLE SCHOOL MARSTONS MILLS	\$ 15,224.98	\$ -	\$ 15,224.98
PIKE CHARLOTTE	1/1/2004	SUBSTITUTE	MAIL ONLY	\$ 22,897.00	\$ -	\$ 22,897.00
PINA HELEN G.	9/8/2003	BUS MONITOR	TRANSPORTATION OFFICE	\$ 20,895.69	\$ -	\$ 20,895.69
PIRES KAREN M.	9/28/1993	COOK	COTUIT ELEMENTARY	\$ 14,879.19	\$ -	\$ 14,879.19
PITA DENISE	8/30/2000	MS ENGLISH	MIDDLE SCHOOL HYANNIS	\$ 55,423.94	\$ -	\$ 55,423.94
PITRE ERIN	8/30/2000	SPED ENG AS A SEC LANG	HYANNIS EAST ELEMENTARY	\$ 30,411.64	\$ -	\$ 30,411.64
PLATT ADAM	5/14/2003	SUBSTITUTE	MAIL ONLY	\$ 1,430.00	\$ -	\$ 1,430.00
PLATT STEPHANIE A S	1/12/2004	SUBSTITUTE	MAIL ONLY	\$ 15,136.46	\$ -	\$ 15,136.46
PLUMMER CARL	1/2/2001	CUSTODIAN +40	OSTERVILLE ELEMENTARY	\$ 12,262.16	\$ -	\$ 12,262.16
POLACZAK NANCY	8/28/2002	ASSISTANT SPED	GRADE 5 SCHOOL	\$ 15,924.48	\$ -	\$ 15,924.48
POLICE JENNIFER	10/21/1996	PREVENTION SPECIALIST	MARSTONS MILLS EAST ELEM	\$ 24,409.72	\$ -	\$ 24,409.72
POMETTI PAMELA	8/28/2002	PSYCHOLOGIST ELEMENTARY	GRADE 5 SCHOOL	\$ 60,224.06	\$ -	\$ 60,224.06
POND ROBERT	3/22/2002	BUS DRIVER	TRANSPORTATION OFFICE	\$ 18,669.02	\$ -	\$ 18,669.02
PORRAZZO BETTY-ANN	9/7/1971	ELEMENTARY TITLE I MATH	GRADE 5 SCHOOL	\$ 46,280.74	\$ -	\$ 46,280.74
POSTEMSKI SHARI	1/13/2003	SUBSTITUTE	COTUIT ELEMENTARY	\$ 15,309.35	\$ -	\$ 15,309.35
POTTS LISA M	9/3/1991	HIGH SCHOOL ALP PROG	HIGH SCHOOL	\$ 59,902.39	\$ -	\$ 59,902.39
POWELL DEBRA M.	3/5/1985	COOK II	CENTERVILLE ELEMENTARY	\$ 22,725.08	\$ -	\$ 22,725.08

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POWELL SHARON	8/28/2002	MS SPED	MIDDLE SCHOOL MARSTONS MILLS	\$ 21,621.45	\$ -	\$ 21,621.45
POWERS JANET E	1/15/1992	GRADE 1	MARSTONS MILLS EAST ELEM	\$ 53,268.92	\$ -	\$ 53,268.92
POYANT LUCIEN	5/17/2002	SUBSTITUTE	MAIL ONLY	\$ 1,755.00	\$ -	\$ 1,755.00
PRATT-GORRILL CHRISTINE	9/4/1990	GRADE 4	MARSTONS MILLS EAST ELEM	\$ 58,123.12	\$ -	\$ 58,123.12
PRESBREY JANICE M.	9/4/1985	MS ENGLISH	MIDDLE SCHOOL HYANNIS	\$ 55,419.44	\$ -	\$ 55,419.44
PRICE WALTER E.	3/1/1995	SUBSTITUTE	MAIL ONLY	\$ 7,118.00	\$ -	\$ 7,118.00
PRITCHETT LOUIS	10/21/2002	SUBSTITUTE	MAIL ONLY	\$ 1,485.00	\$ -	\$ 1,485.00
PROC CYNTHIA	6/19/2000	SS SECRETARY	SYSTEM	\$ 1,312.80	\$ -	\$ 1,312.80
PROC CYNTHIA L	11/5/1993	SCHOOL SECRETARY	BARNSTABLE WEST BARNSTABLE	\$ 29,867.89	\$ -	\$ 29,867.89
PROIETTO ROBERT	12/8/2003	SUBSTITUTE	MAIL ONLY	\$ 325.00	\$ -	\$ 325.00
PROTO DANIEL	7/17/2002	SUMMER NON CERT	SYSTEM	\$ 1,200.00	\$ -	\$ 1,200.00
PROTO DANIEL	9/10/2001	TECH SPECIALIST	GRADE 5 SCHOOL	\$ 27,986.63	\$ -	\$ 27,986.63
PULEO LINDA	9/4/1979	GATEWAY DIRECTOR	MIDDLE SCHOOL HYANNIS	\$ 61,386.03	\$ -	\$ 61,386.03
PULEO VINCENT	9/17/2001	SUBSTITUTE	MAIL ONLY	\$ 9,660.00	\$ -	\$ 9,660.00
PULTORAK JULIANNA	12/1/2002	COACH ATHLETIC	MAIL ONLY	\$ 2,082.00	\$ -	\$ 2,082.00
PURNELL BONITA	8/27/2003	OUT OF DISTR COORDINATOR	MAIL ONLY	\$ 11,786.58	\$ -	\$ 11,786.58
PUTZ JOSEPH	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 60.50	\$ -	\$ 60.50
PUTZ JOSEPH	9/7/2000	ASSISTANT SPED	HYANNIS EAST ELEMENTARY	\$ 10,384.32	\$ -	\$ 10,384.32
QUINN-DONNELLY COLLEEN	12/1/2003	ASSISTANT SPED	BARNSTABLE WEST BARNSTABLE	\$ 1,882.20	\$ -	\$ 1,882.20
QUINTILIANI PATRICIA	7/1/2002	SUMMER CERTIFIED	SYSTEM	\$ 1,672.00	\$ -	\$ 1,672.00
QUINTILIANI PATRICIA	8/28/2002	PERSONAL CARE ASST	HIGH SCHOOL	\$ 18,092.16	\$ -	\$ 18,092.16
RAFFERTY PATRICIA	2/7/2000	SCHOOL TUTOR	TUTORS	\$ 7,800.00	\$ -	\$ 7,800.00
RAFTERY MARCIA R.	1/23/1989	HS HOME ECONOMICS	HIGH SCHOOL	\$ 56,554.16	\$ -	\$ 56,554.16
RAITTO DIANE	6/19/2000	SS SECRETARY	SYSTEM	\$ 316.40	\$ -	\$ 316.40
RAITTO DIANE C	9/6/1989	SCHOOL CLERK/10 MOS/ 8	HIGH SCHOOL	\$ 21,214.28	\$ 236.77	\$ 21,451.05
RAMIREZ ALISSA	8/28/2000	SUBSTITUTE	MAIL ONLY	\$ 367.50	\$ -	\$ 367.50
RAMIREZ LAURIE	9/13/2001	SUBSTITUTE	MAIL ONLY	\$ 2,628.00	\$ -	\$ 2,628.00
RANK JENNIFER	5/24/1999	HS MATH	HIGH SCHOOL	\$ 30,279.82	\$ -	\$ 30,279.82
RAUSCH CYNTHIA	9/23/2002	HEALTH ASSISTANT SUBSTITUTE	MAIL ONLY	\$ 2,004.48	\$ -	\$ 2,004.48
RAVENELLE ANDRE R.	12/28/1992	SUPERINTENDENT	ADMIN - CENTRAL OFFICE	\$ 118,030.30	\$ -	\$ 118,030.30
READY LINDA	7/1/2003	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
READY LINDA L.	9/8/1992	GRADE 2	HYANNIS EAST ELEMENTARY	\$ 55,057.98	\$ -	\$ 55,057.98
REED JOHN L	5/21/1973	EQUITY OFFICER	HIGH SCHOOL	\$ 68,864.68	\$ -	\$ 68,864.68
REEDER PAMELA S	8/28/1996	MS SCIENCE	MIDDLE SCHOOL HYANNIS	\$ 54,657.98	\$ -	\$ 54,657.98
REGAN MONICA	9/5/1989	SPED ENG AS A SEC LANG	HYANNIS EAST ELEMENTARY	\$ 66,008.04	\$ -	\$ 66,008.04
REID MARIA D.	11/25/1986	MS ART	MIDDLE SCHOOL HYANNIS	\$ 54,005.02	\$ -	\$ 54,005.02
REMMERS JEANNE	9/19/1983	HEALTH ASSISTANT	OSTERVILLE BAY ELEMENTARY	\$ 20,431.35	\$ -	\$ 20,431.35
REMMERS JEANNE	7/3/2000	SUMMER NON CERT	SYSTEM	\$ 1,666.00	\$ -	\$ 1,666.00
REYNOLDS VIRGINIA	8/29/2001	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 7,208.13	\$ -	\$ 7,208.13
RHUDE DIANE M.	2/3/1982	GRADE 4	COTUIT ELEMENTARY	\$ 58,827.52	\$ -	\$ 58,827.52
RHUDE J LAWRENCE	9/26/1995	SUBSTITUTE	MAIL ONLY	\$ 1,333.96	\$ -	\$ 1,333.96
RICH KELLY A	11/10/1997	GATEWAY SECRETARY/ P.TIME	GRADE 5 SCHOOL	\$ 9,502.92	\$ -	\$ 9,502.92
RICHARDS CATHERINE	1/8/2001	SUBSTITUTE	MAIL ONLY	\$ 13,053.18	\$ -	\$ 13,053.18

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Name	Date of Hire	Job Description	School	Gross	Overtime	Total	
RICHARDSON	ANN L	9/14/1998	SAFE SCHOOLS COORD	CENTERVILLE ELEMENTARY	\$ 27,806.35	\$ -	\$ 27,806.35
RICHARDSON	JACQUELINE	1/12/2004	SUBSTITUTE	MIDDLE SCHOOL HYANNIS	\$ 7,283.95	\$ -	\$ 7,283.95
RICHARDSON	VICTORIA	3/14/2003	SUBSTITUTE	MAIL ONLY	\$ 616.60	\$ -	\$ 616.60
RIDGWAY	JILL M.	9/22/1986	MS COUNSELOR	MIDDLE SCHOOL HYANNIS	\$ 57,511.40	\$ -	\$ 57,511.40
RIEBER	KAHIL	10/21/2002	SUBSTITUTE	MAIL ONLY	\$ 1,625.00	\$ -	\$ 1,625.00
RIGBY	GERARD	8/28/2002	HS SPED	HIGH SCHOOL	\$ 52,141.97	\$ -	\$ 52,141.97
RIGOLLET	MARY M	10/15/1991	CS2 HS ENTREPRENEUR	HIGH SCHOOL	\$ 53,664.60	\$ -	\$ 53,664.60
RILEY	MARY ANN	9/2/1986	GRADE 2	MARSTONS MILLS EAST ELEM	\$ 55,419.44	\$ -	\$ 55,419.44
RIMINGTON	PATRICK	10/15/2003	MISC HRLY AND AFTER SCHOOL	MAIL ONLY	\$ 320.00	\$ -	\$ 320.00
RISEBOROUGH	BRUCE	8/30/2000	MS SCIENCE	MIDDLE SCHOOL MARSTONS MILLS	\$ 29,665.45	\$ -	\$ 29,665.45
RITTER	SUSAN	9/10/2001	PERSONAL CARE ASST	MIDDLE SCHOOL HYANNIS	\$ 19,145.52	\$ -	\$ 19,145.52
RITTER	SUSAN	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 1,155.00	\$ -	\$ 1,155.00
RITZO	CELINE	6/28/2002	SUMMER MISC CERTIFIED	MAIL ONLY	\$ 1,260.00	\$ -	\$ 1,260.00
RITZO	CELINE R.	9/6/1988	MS SCIENCE	MAIL ONLY	\$ 39,242.63	\$ -	\$ 39,242.63
RIVERA	THERESA L	11/11/1997	SUBSTITUTE	CENTERVILLE ELEMENTARY	\$ 3,580.00	\$ -	\$ 3,580.00
RIZZO	EILEEN	6/24/2003	SUMMER NON CERT	SYSTEM	\$ 1,460.00	\$ -	\$ 1,460.00
RIZZO	EILEEN T	8/19/2002	TECH SPECIALIST	HIGH SCHOOL	\$ 19,571.88	\$ -	\$ 19,571.88
ROBBINS	MARY E.	10/5/1992	LIBRARY ASSISTANT	CENTERVILLE ELEMENTARY	\$ 19,303.06	\$ -	\$ 19,303.06
ROBERTS	CHRISTINA	10/22/2001	GRADE 3	OSTERVILLE BAY ELEMENTARY	\$ 34,021.38	\$ -	\$ 34,021.38
ROBERTS	KARA	5/31/1989	GRADE 2	COTUIT ELEMENTARY	\$ 54,770.30	\$ -	\$ 54,770.30
ROBERTS	KELLY	2/14/2000	GRADE 2	MARSTONS MILLS EAST ELEM	\$ 24,323.77	\$ -	\$ 24,323.77
ROBERTSON	BRUCE	7/1/2003	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,400.00	\$ -	\$ 2,400.00
ROBERTSON	BRUCE	11/15/1990	MS MATH	MIDDLE SCHOOL HYANNIS	\$ 55,852.42	\$ -	\$ 55,852.42
ROBINSON	APRIL	9/30/2002	SUBSTITUTE	MAIL ONLY	\$ 1,229.27	\$ -	\$ 1,229.27
ROBINSON	CAROLINE	9/4/2001	BUS DRIVER	TRANSPORTATION OFFICE	\$ 1,588.75	\$ -	\$ 1,588.75
ROBINSON-LAWRENCE	KELLY	8/30/2000	GRADE 3	OSTERVILLE BAY ELEMENTARY	\$ 37,139.06	\$ -	\$ 37,139.06
ROCHER	EDOUARD	3/11/2002	SCHOOL TUTOR	TUTORS	\$ 1,006.25	\$ -	\$ 1,006.25
ROCKWOOD	KATHLEEN B.	9/9/1993	ASSISTANT SPED	MARSTONS MILLS EAST ELEM	\$ 10,556.04	\$ -	\$ 10,556.04
RODERICK	CYNTHIA L.	3/20/1991	KINDERGARTEN	HYANNIS EAST ELEMENTARY	\$ 55,358.02	\$ -	\$ 55,358.02
RODERICK	STEPHEN A.	5/10/1993	MAINTENANCE CRAFTSMAN	MAINTENANCE	\$ 39,187.60	\$ 1,867.32	\$ 41,054.92
ROGEAN	CARLENE A	10/21/2002	PERSONAL CARE ASST	CENTERVILLE ELEMENTARY	\$ 11,887.12	\$ -	\$ 11,887.12
ROGEAN	JOYCE	12/6/1976	HOUSEMASTER HS	HIGH SCHOOL	\$ 73,204.25	\$ -	\$ 73,204.25
ROME	LORI	9/3/2002	PERSONAL CARE ASST	MARSTONS MILLS EAST ELEM	\$ 12,122.11	\$ -	\$ 12,122.11
ROMERO	GUADALUPE S	8/27/2001	CHILDCARE WORKER	CENTERVILLE ELEMENTARY	\$ 25,743.86	\$ -	\$ 25,743.86
RONCKA	JOYCE	9/1/2003	SUBSTITUTE	MAIL ONLY	\$ 627.50	\$ -	\$ 627.50
ROONEY	JAMES T	7/6/1993	HEAD CUSTODIAN	BARNSTABLE WEST BARNSTABLE	\$ 37,501.48	\$ 8,236.83	\$ 45,738.31
ROONEY	LOIS	7/10/2000	BUS MONITOR	TRANSPORTATION OFFICE	\$ 13,215.26	\$ -	\$ 13,215.26
ROQUE	INES	8/28/2002	MS ACES PROG	MIDDLE SCHOOL MARSTONS MILLS	\$ 20,719.77	\$ -	\$ 20,719.77
ROSENBLATT	NED J.	8/30/1995	HS MUSIC VOCAL/CHORUS	HIGH SCHOOL	\$ 39,904.27	\$ -	\$ 39,904.27
ROSSICONE	BARBARA	8/28/2002	ASSISTANT SPED	GRADE 5 SCHOOL	\$ 14,687.84	\$ -	\$ 14,687.84
ROSSOMONDO	RICHARD	9/1/2003	COACH ATHLETIC	MAIL ONLY	\$ 2,935.00	\$ -	\$ 2,935.00
ROTHENBERG	SUSAN R	9/2/1980	SPEECH/LANG	MARSTONS MILLS EAST ELEM	\$ 60,645.01	\$ -	\$ 60,645.01
ROTHERA	KRISTEN	6/19/2000	SUMMER NON CERT	SYSTEM	\$ 1,000.00	\$ -	\$ 1,000.00

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ROTHERA	KRISTEN L	6/29/1998	SCHOOL TUTOR	MAIL ONLY	\$ 4,750.00	\$ - \$ 4,750.00
ROUGEAU	PATRICK	3/17/2003	COACH ATHLETIC	HIGH SCHOOL	\$ 1,606.00	\$ - \$ 1,606.00
ROUILLE	DOROTHY K	8/27/2001	INSTRUCTOR/ECH GRANT	CENTERVILLE ELEMENTARY	\$ 27,291.94	\$ - \$ 27,291.94
ROWE	MARY	12/5/2002	TITLE I	CENTERVILLE ELEMENTARY	\$ 22,330.85	\$ - \$ 22,330.85
ROWELL	KATHLEEN WINFIELD	10/17/2003	SUBSTITUTE	MAIL ONLY	\$ 386.11	\$ - \$ 386.11
ROY	KIM	8/28/2002	ELEMENTARY SPED	GRADE 5 SCHOOL	\$ 46,970.28	\$ - \$ 46,970.28
RUDERMAN	BRUCE	9/5/2000	CUSTODIAN +40	HIGH SCHOOL CUSTODIANS	\$ 28,258.88	\$ 6,700.51 \$ 34,959.39
RUGAR	AMY M	9/2/1998	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 39,145.68	\$ - \$ 39,145.68
RUGGIERI	KRISTINE L.	1/14/1993	GRADE 2	OSTERVILLE ELEMENTARY	\$ 53,374.48	\$ - \$ 53,374.48
RUMBERGER	KIMBERLY	8/28/2002	TECHNOLOGY ASSISTANT	BARNSTABLE WEST BARNSTABLE	\$ 9,394.37	\$ - \$ 9,394.37
RUMBERGER	TIMOTHY	8/14/2000	FOREIGN LANG. DIR	MIDDLE SCHOOL HYANNIS	\$ 62,617.94	\$ - \$ 62,617.94
RUSSELL	ROBERT T	9/8/1964	PRINCIPAL MIDDLE SCHOOL	MIDDLE SCHOOL HYANNIS	\$ 51,412.34	\$ - \$ 51,412.34
RUTHERFORD	CAROL	11/1/1999	SUBSTITUTE	MAIL ONLY	\$ 2,370.89	\$ - \$ 2,370.89
RYAN	NATALIE	4/8/1998	SCHOOL TUTOR	TUTORS	\$ 189.00	\$ - \$ 189.00
SAGONA	ROBERT	12/2/2003	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ - \$ 65.00
SALLEY	CHRISTY J.	10/26/1993	HS ENGLISH	HIGH SCHOOL	\$ 48,591.80	\$ - \$ 48,591.80
SALVATORE	ANN MARIE	9/1/2003	SPED RESOURCE ROOM	OSTERVILLE BAY ELEMENTARY	\$ 16,217.64	\$ - \$ 16,217.64
SANDBORG	NANCY W	8/29/1994	FINANCE CLERK	ADMIN - CENTRAL OFFICE	\$ 37,542.83	\$ - \$ 37,542.83
SANDERS	DELORES	9/25/1992	CAFETERIA WORKER	CENTERVILLE ELEMENTARY	\$ 7,638.26	\$ - \$ 7,638.26
SANDS	MICHAL A	9/3/1996	ASSISTANT/SPED MS	MIDDLE SCHOOL HYANNIS	\$ 17,574.00	\$ - \$ 17,574.00
SANDS	RENATA H.	9/11/1985	HS SPED ESL	HIGH SCHOOL	\$ 57,823.08	\$ - \$ 57,823.08
SANTOS	MICHAEL	4/22/2002	FOREMAN+60	HIGH SCHOOL CUSTODIANS	\$ 29,925.57	\$ 1,025.01 \$ 30,950.58
SARHANIS	SOPHIA M	12/10/1996	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 47,853.11	\$ - \$ 47,853.11
SARKINEN	APRYL A.	9/1/1999	ASSISTANT SPED	GRADE 5 SCHOOL	\$ 17,772.80	\$ - \$ 17,772.80
SARKINEN	LEE A	7/12/1971	WORKING SUPERVISOR	MAINTENANCE	\$ 60,270.80	\$ 14,818.59 \$ 75,089.39
SARTELL	JOHN	2/1/1999	MAINTENANCE LABORER	MAINTENANCE	\$ 34,487.40	\$ 8,014.15 \$ 42,501.55
SAUNDERS	ANN M	4/7/2003	SUBSTITUTE	MAIL ONLY	\$ 638.26	\$ - \$ 638.26
SAUNDERS	CHARLOTTE E.	9/20/1989	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ - \$ 65.00
SAWAYER	GARY M.	2/26/1993	HS SCIENCE	HIGH SCHOOL	\$ 56,424.48	\$ - \$ 56,424.48
SCAGLIONE-PECK	NANCY	9/2/1998	HS SCIENCE	HIGH SCHOOL	\$ 42,183.69	\$ - \$ 42,183.69
SCANDURRA	PATRICIA M.	2/10/1993	MS HEALTH EDUCATION	MIDDLE SCHOOL HYANNIS	\$ 59,405.08	\$ - \$ 59,405.08
SCHAEFER	NANCY	1/5/2000	SUBSTITUTE	MAIL ONLY	\$ 4,403.37	\$ - \$ 4,403.37
SCHAPIRA	LESLIE	4/10/2003	BUS MONITOR	MAIL ONLY	\$ 1,092.71	\$ - \$ 1,092.71
SCHIRCH	ARTHUR	3/20/2003	SUBSTITUTE	MAIL ONLY	\$ 324.03	\$ - \$ 324.03
SCHLEGEL, WILLIAM L	ESTATE OF	9/3/1985	HS SOCIAL STUDIES	MAIL ONLY	\$ 24,952.74	\$ - \$ 24,952.74
SCHLOERB	MARCIA R	9/7/1976	GRADE 3	BARNSTABLE WEST BARNSTABLE	\$ 69,172.82	\$ - \$ 69,172.82
SCHMITT	DEBORAH	10/29/2002	SCHOOL ASSISTANT	OSTERVILLE ELEMENTARY	\$ 6,283.20	\$ - \$ 6,283.20
SCHNEIDER	SHARON A	8/27/1999	SCHOOL SECRETARY	HIGH SCHOOL	\$ 678.36	\$ - \$ 678.36
SCHULMAN	BONNIE	4/23/2001	SUBSTITUTE	MAIL ONLY	\$ 3,746.38	\$ - \$ 3,746.38
SCHULTZ	AMELIA	10/11/2002	SUBSTITUTE	MAIL ONLY	\$ 295.50	\$ - \$ 295.50
SCHULTZ	MARGARET	4/8/2003	SUBSTITUTE	MAIL ONLY	\$ 2,933.13	\$ - \$ 2,933.13
SCHULZ	KARIN LEE	9/4/1984	HEALTH/PE	MARSTONS MILLS ELEMENTARY	\$ 58,331.40	\$ - \$ 58,331.40
SCOTT	PENNY	7/1/2001	DIR PUPIL PERS SVCS	ADMIN - CENTRAL OFFICE	\$ 90,632.80	\$ - \$ 90,632.80

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SCOZZARELLA	HEATHER	10/29/2003	SUBSTITUTE	MAIL ONLY	\$ 979.29	\$ -	\$ 979.29
SCULLY	FREDERICK J	8/14/1989	ELEMENTARY PRINCIPAL	HYANNIS WEST ELEMENTARY	\$ 88,866.52	\$ -	\$ 88,866.52
SEIDEL	ELIAS	1/10/2000	ASSISTANT ESL	HYANNIS EAST ELEMENTARY	\$ 23,366.24	\$ -	\$ 23,366.24
SELLIN	WAYNE	5/1/2003	SUBSTITUTE	MAIL ONLY	\$ 1,495.00	\$ -	\$ 1,495.00
SEMPRINI	SUE CAROL	9/12/2003	SUBSTITUTE	MAIL ONLY	\$ 202.80	\$ -	\$ 202.80
SENIOR	KIM	12/2/2002	SUBSTITUTE	MAIL ONLY	\$ 325.00	\$ -	\$ 325.00
SEOSKI	JENNIFER	3/18/2003	SUBSTITUTE	MAIL ONLY	\$ 325.00	\$ -	\$ 325.00
SEYMOUR	LINDA V	8/1/1995	SCH LCH ADMIN ASST	HS CAFE SUBS	\$ 35,051.78	\$ -	\$ 35,051.78
SHALIAN	HERMINE F.	1/2/2001	COOK	HS CAFE SUBS	\$ 14,451.72	\$ -	\$ 14,451.72
SHAPIRO	LEONARD	1/25/2002	SUBSTITUTE	MAIL ONLY	\$ 195.00	\$ -	\$ 195.00
SHARK	CHARLES I.	1/25/1983	HS SCIENCE	HIGH SCHOOL	\$ 56,123.11	\$ -	\$ 56,123.11
SHARPE	SUSAN	7/15/2003	SUMMER NON CERT	SYSTEM	\$ 500.00	\$ -	\$ 500.00
SHARPE	SUSAN	10/28/2002	ASSISTANT SPED	MARSTONS MILLS ELEMENTARY	\$ 17,663.40	\$ -	\$ 17,663.40
SHARRER	CANDY	1/3/2000	FACILITIES COORD	ADMIN - CENTRAL OFFICE	\$ 32,927.84	\$ 1,278.26	\$ 34,206.10
SHAW	JOHN	8/29/2001	PSYCHOLOGIST ELEMENTARY	MIDDLE SCHOOL HYANNIS	\$ 39,377.27	\$ -	\$ 39,377.27
SHEA	BONNIE	8/27/2003	SPED ENG AS A SEC LANG	HYANNIS EAST ELEMENTARY	\$ 23,790.09	\$ -	\$ 23,790.09
SHEA	BONNIE	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 850.00	\$ -	\$ 850.00
SHEA	LAUREN E.	9/8/1992	GRADE 5/6	GRADE 5 SCHOOL	\$ 57,469.94	\$ -	\$ 57,469.94
SHEPARD	DOROTHY	5/2/2003	SUBSTITUTE	MAIL ONLY	\$ 975.00	\$ -	\$ 975.00
SHORTT	MEGAN	8/30/2000	MS WORLD LANGUAGE	MIDDLE SCHOOL HYANNIS	\$ 36,511.98	\$ -	\$ 36,511.98
SHOURIE	YANIZA	8/28/2002	ASST FOREIGN LANGUAGE	CENTERVILLE ELEMENTARY	\$ 10,606.41	\$ -	\$ 10,606.41
SHRUM	JOANN	12/14/1982	KINDERGARTEN	HYANNIS EAST ELEMENTARY	\$ 62,485.32	\$ -	\$ 62,485.32
SILK	LINDA D.	9/3/1991	TITLE I READING	HYANNIS EAST ELEMENTARY	\$ 60,478.14	\$ -	\$ 60,478.14
SILKS	JOHN M.	10/22/1987	HS INDUSTRIAL ARTS	HIGH SCHOOL	\$ 54,657.98	\$ -	\$ 54,657.98
SILVA	PAMELA	9/2/1998	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 35,034.18	\$ -	\$ 35,034.18
SIMON	SUSAN	9/5/1978	MS ENGLISH	MIDDLE SCHOOL HYANNIS	\$ 55,784.89	\$ -	\$ 55,784.89
SIMONETTI	MARY V.	9/15/1989	MS TITLE 1	MIDDLE SCHOOL HYANNIS	\$ 60,553.89	\$ -	\$ 60,553.89
SINCLAIR	CORY	1/9/2003	SUBSTITUTE	MAIL ONLY	\$ 130.00	\$ -	\$ 130.00
SITEMAN	JOAN	5/9/2003	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
SKAGGS	KRISTIN M.	9/8/1992	GRADE 3	COTUIT ELEMENTARY	\$ 25,084.24	\$ -	\$ 25,084.24
SKIRVAN	THEODORE	10/2/2003	HS COUNSELOR	HIGH SCHOOL	\$ 7,188.30	\$ -	\$ 7,188.30
SLATER	DIANA A.	8/31/1994	MS MUSIC VOCAL/CHORUS	GRADE 5 SCHOOL	\$ 51,908.81	\$ -	\$ 51,908.81
SLAVINSKY	SHEILA M.	8/31/1994	GRADE 3	OSTERVILLE BAY ELEMENTARY	\$ 52,606.88	\$ -	\$ 52,606.88
SMITH	ALEXANDER	3/24/1994	SUBSTITUTE	MAIL ONLY	\$ -	\$ -	\$ -
SMITH	CRISTINA T	9/24/1996	SCHOOL TUTOR	TUTORS	\$ 20,302.91	\$ -	\$ 20,302.91
SMITH	DAVID C.	9/3/1985	DEAN MIDDLE SCHOOL	MIDDLE SCHOOL HYANNIS	\$ 68,648.50	\$ -	\$ 68,648.50
SMITH	DONALD D.	11/19/1986	SUBSTITUTE	HIGH SCHOOL	\$ 6,282.00	\$ -	\$ 6,282.00
SMITH EWALD	TARA	1/10/2000	GRADE 5/6	GRADE 5 SCHOOL	\$ 24,268.41	\$ -	\$ 24,268.41
SMITH EWALD	TARA	7/29/2002	SUMMER CERTIFIED	SYSTEM	\$ 1,020.00	\$ -	\$ 1,020.00
SMITH	JANE P	1/19/1979	GRADE 1	HYANNIS EAST ELEMENTARY	\$ 57,850.20	\$ -	\$ 57,850.20
SMITH	JULIE	2/23/2001	SUBSTITUTE	MAIL ONLY	\$ 69.29	\$ -	\$ 69.29
SMITH	KENNETH	8/30/2000	PERSONAL CARE ASST	MIDDLE SCHOOL HYANNIS	\$ 22,937.74	\$ -	\$ 22,937.74
SMITH	KEVIN	1/29/2001	SUBSTITUTE	MAIL ONLY	\$ 1,950.00	\$ -	\$ 1,950.00
SMITH	MARY	6/13/1994	ADMIN ASST TO	ADMIN - CENTRAL OFFICE	\$ 41,605.07	\$ -	\$ 41,605.07

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	PERSONNEL DIR.				
SMITH MAUREEN C 12/4/1996	SUBSTITUTE	MAIL ONLY	\$ 1,289.24	\$ -	\$ 1,289.24
SMITH MICHAEL 9/1/2003	ASST BAND DIR	MAIL ONLY	\$ 2,280.00	\$ -	\$ 2,280.00
SMITH MICHAEL 9/1/2003	HS MUSIC INSTRUMENTAL	HIGH SCHOOL	\$ 27,317.14	\$ -	\$ 27,317.14
SMITH MICHAEL 9/2/2003	HIGH SCHOOL ALP PROG	HIGH SCHOOL	\$ 10,031.36	\$ -	\$ 10,031.36
SMITH MOLLY 9/1/2003	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 11,054.29	\$ -	\$ 11,054.29
SMITH RENEE 9/15/2003	SCHOOL ASSISTANT	MARSTONS MILLS EAST ELEM	\$ 3,374.80	\$ -	\$ 3,374.80
SMITH SONYA 9/4/2001	TITLE I	COTUIT ELEMENTARY	\$ 27,390.42	\$ -	\$ 27,390.42
SMITH WILLIAM 2/10/2000	SUBSTITUTE	MAIL ONLY	\$ 4,424.00	\$ -	\$ 4,424.00
SNELL NORMA 7/1/2003	SUMMER NON CERT	SYSTEM	\$ 105.00	\$ -	\$ 105.00
SNELL NORMA JEAN 10/1/2001	ASSISTANT SPED	CENTERVILLE ELEMENTARY	\$ 13,808.52	\$ -	\$ 13,808.52
SOARES SANDRA 7/1/2003	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
SOARES SANDRA 8/29/2001	TITLE I	HYANNIS EAST ELEMENTARY	\$ 35,144.38	\$ -	\$ 35,144.38
SOARES SUSAN 7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 1,470.00	\$ -	\$ 1,470.00
SOARES SUSAN W. 12/5/1997	GRADE 5/6	GRADE 5 SCHOOL	\$ 54,997.98	\$ -	\$ 54,997.98
SODERBERG KATHERINE L 6/3/1987	COOK II	HYANNIS WEST ELEMENTARY	\$ 20,505.36	\$ 164.16	\$ 20,669.52
SPALLONE ANTHONY R 9/6/1978	MS SCIENCE	GRADE 5 SCHOOL	\$ 56,850.20	\$ -	\$ 56,850.20
SPATZ PATRICIA 9/21/2000	SUBSTITUTE	GRADE 5 SCHOOL	\$ 7,499.90	\$ -	\$ 7,499.90
SPEID MILTON 12/4/2002	SUBSTITUTE	MAIL ONLY	\$ 2,925.00	\$ -	\$ 2,925.00
SPENCE DILLEY CHRISTINE 7/1/2003	SUMMER NON CERT	SYSTEM	\$ 2,180.00	\$ -	\$ 2,180.00
SPENCE DILLEY CHRISTINE 9/1/1999	MS RESOURCE ROOM	MIDDLE SCHOOL HYANNIS	\$ 39,460.68	\$ -	\$ 39,460.68
SPENCER MAYUMI 9/12/1986	SCHOOL ASSISTANT	BARNSTABLE WEST BARNSTABLE	\$ 14,157.92	\$ -	\$ 14,157.92
SPINNEY JANE 1/31/2000	COOK II	HS CAFE SUBS	\$ 17,858.26	\$ 28.71	\$ 17,886.97
SPIOTTA COLLEEN M 8/28/2002	PERSONAL CARE ASST	MIDDLE SCHOOL HYANNIS	\$ 14,036.35	\$ -	\$ 14,036.35
SPRAGUE BRIDGET 9/4/2001	PERSONAL CARE ASST	MIDDLE SCHOOL HYANNIS	\$ 14,140.29	\$ -	\$ 14,140.29
SPROUL MOLLY M 2/11/1991	GRADE 1	HYANNIS EAST ELEMENTARY	\$ 55,358.02	\$ -	\$ 55,358.02
SPURR JOANNE C 9/4/1973	PHYS ED	MARSTONS MILLS EAST ELEM	\$ 59,509.87	\$ -	\$ 59,509.87
ST PIERRE KEVIN M 5/20/1998	MAINTENANCE SPECIALIST	MAINTENANCE	\$ 44,865.60	\$ 6,746.08	\$ 51,611.68
ST. GEORGE MARY 9/9/2003	SUBSTITUTE	MAIL ONLY	\$ 1,690.00	\$ -	\$ 1,690.00
STANLEY PAMELA 5/28/1997	SCHOOL ASSISTANT	CENTERVILLE ELEMENTARY	\$ 8,808.96	\$ -	\$ 8,808.96
STARCK ERIN 12/4/2002	SUBSTITUTE	MAIL ONLY	\$ 260.00	\$ -	\$ 260.00
STEPHENSON DEBRA 9/5/1990	SPEECH/LANG	CENTERVILLE ELEMENTARY	\$ 34,873.87	\$ -	\$ 34,873.87
STEPHENSON LYNDSAY 5/21/2003	SUBSTITUTE	MAIL ONLY	\$ 130.00	\$ -	\$ 130.00
STEPHENSON MEGAN 10/15/2003	SCHOOL TUTOR	MAIL ONLY	\$ 650.00	\$ -	\$ 650.00
STEVENS ANTHONY W 9/22/1975	HS MUSIC INSTRUMENTAL	HIGH SCHOOL	\$ 40,069.51	\$ -	\$ 40,069.51
STEVENS JEANNE M. 1/2/1990	HEALTH ASSISTANT	MARSTONS MILLS ELEMENTARY	\$ 27,349.50	\$ -	\$ 27,349.50
STEWART ANDREW T. 1/15/1992	ELEM PREVENTION SPECIALIST	GRADE 5 SCHOOL	\$ 31,536.36	\$ -	\$ 31,536.36
STEWART CYNTHIA M. 9/8/1993	GRADE 3	COTUIT ELEMENTARY	\$ 29,022.74	\$ -	\$ 29,022.74
STEWART DOROTHY 1/23/1997	LIBRARY ASST	GRADE 5 SCHOOL	\$ 18,511.72	\$ -	\$ 18,511.72
STOCKDALE SUSAN M 9/4/1979	HS PERSONAL DVLPM TCHR	HIGH SCHOOL	\$ 60,645.00	\$ -	\$ 60,645.00
STOCKHAUS REBECCA 2/24/1986	SCHOOL SECRETARY	HIGH SCHOOL	\$ 28,343.53	\$ 824.19	\$ 29,167.72
STOCKHAUS REBECCA 6/19/2000	SS SECRETARY	SYSTEM	\$ 266.40	\$ -	\$ 266.40
STONE COLLEEN 7/1/2003	SUMMER NON CERT	SYSTEM	\$ -	\$ -	\$ -

School Department

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Name		Date of Hire	Job Description	School	Gross	Overtime	Total
STONE	COLLEEN	1/22/2001	ASSISTANT SPED	GRADE 5 SCHOOL	\$ 14,987.96	\$ -	\$ 14,987.96
STONE	GAIL	6/28/2002	SUMMER CERTIFIED	SYSTEM	\$ 5,172.50	\$ -	\$ 5,172.50
STONE	GAIL P	9/2/1980	MS MATH	GRADE 5 SCHOOL	\$ 61,075.36	\$ -	\$ 61,075.36
STONE	LEAH	6/2/2000	SUBSTITUTE	MAIL ONLY	\$ 779.03	\$ -	\$ 779.03
STOVICH	ERIKA	9/5/2000	LPN PERS CARE ATTND	MIDDLE SCHOOL HYANNIS	\$ 28,992.21	\$ -	\$ 28,992.21
SULLIVAN	CECILE	8/30/1995	NURSE SUPERVISOR	HIGH SCHOOL	\$ 42,464.98	\$ -	\$ 42,464.98
SULLIVAN	COLLEEN	1/2/2002	SUBSTITUTE	MAIL ONLY	\$ 455.00	\$ -	\$ 455.00
SULLIVAN	DIANE	9/22/2003	INSTRUCTOR/ECH GRANT	CENTERVILLE ELEMENTARY	\$ 5,513.50	\$ -	\$ 5,513.50
SULLIVAN	JAMIE	12/19/2002	SUBSTITUTE	MAIL ONLY	\$ 715.00	\$ -	\$ 715.00
SULLIVAN	JANE P	9/2/1998	HS SPED	HIGH SCHOOL	\$ 44,170.14	\$ -	\$ 44,170.14
SULLIVAN	JEANMARIE	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 726.00	\$ -	\$ 726.00
SULLIVAN	JEANMARIE	12/19/2001	SUBSTITUTE	MAIL ONLY	\$ 2,463.24	\$ -	\$ 2,463.24
SULLIVAN	JOHN F	1/30/1978	HS ART	HIGH SCHOOL	\$ 65,259.95	\$ -	\$ 65,259.95
SULLIVAN	KAREN S.	9/6/1983	SPEECH/LANG	MARSTONS MILLS EAST ELEM	\$ 60,305.16	\$ -	\$ 60,305.16
SULLIVAN	KATIE E	9/1/2003	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 13,800.53	\$ -	\$ 13,800.53
SULLIVAN	MARIE	6/19/2000	SUMMER CERTIFIED	SYSTEM	\$ 500.00	\$ -	\$ 500.00
SULLIVAN	MARIE T.	11/15/1991	GRADE 5/6	GRADE 5 SCHOOL	\$ 53,772.03	\$ -	\$ 53,772.03
SULLIVAN	MARK P.	9/3/1985	HOUSEMASTER HS	HIGH SCHOOL	\$ 74,551.16	\$ -	\$ 74,551.16
SULLIVAN	MICHAEL J.	8/31/1994	HS MATH	HIGH SCHOOL	\$ 59,718.10	\$ -	\$ 59,718.10
SULLIVAN	PAMELA A.	9/6/1983	HS MATH	HIGH SCHOOL	\$ 65,613.30	\$ -	\$ 65,613.30
SWANSON	PRISCILLA S	8/30/1995	ELEMENTARY MUSIC - VOCAL	MARSTONS MILLS EAST ELEM	\$ 54,657.98	\$ -	\$ 54,657.98
SWAYLIK	LESLEY F.	11/12/1980	GRADE 2	OSTERVILLE ELEMENTARY	\$ 56,850.20	\$ -	\$ 56,850.20
SWEENEY	DANIEL	12/2/2002	COACH ATHLETIC	MAIL ONLY	\$ 3,204.00	\$ -	\$ 3,204.00
SWEENEY	DEBORAH D.	11/15/1993	LIBRARY ASSISTANT	HYANNIS EAST ELEMENTARY	\$ 18,812.53	\$ -	\$ 18,812.53
SWEENEY	ELIZABETH	5/25/1995	ASSISTANT/SPED MS	GRADE 5 SCHOOL	\$ 17,984.64	\$ -	\$ 17,984.64
SWINDLER	MARTHA	7/18/2002	SUMMER CERTIFIED	SYSTEM	\$ 280.00	\$ -	\$ 280.00
SWINDLER	MARTHA R.	8/31/1994	HIGH SCHOOL ALP PROG	HIGH SCHOOL	\$ 52,999.61	\$ -	\$ 52,999.61
SZURLEY	DONNA L	11/20/1979	COOK III	GRADE 5 SCHOOL	\$ 27,614.47	\$ 592.26	\$ 28,206.73
TAYLOR	ALIK F	8/30/1995	MS SOCIAL STUDIES	MIDDLE SCHOOL HYANNIS	\$ 48,206.07	\$ -	\$ 48,206.07
TAYLOR	HOPE R	8/30/1995	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 52,741.50	\$ -	\$ 52,741.50
TAYLOR	SUSAN	1/20/2004	BUS MONITOR	TRANSPORTATION OFFICE	\$ 2,744.31	\$ -	\$ 2,744.31
TEAGUE	KATHLEEN	3/5/2001	SCHOOL NURSE	GRADE 5 SCHOOL	\$ 41,458.99	\$ -	\$ 41,458.99
TELEEN	BRENDA T.	9/7/1982	KINDERGARTEN	HYANNIS WEST ELEMENTARY	\$ 62,569.54	\$ -	\$ 62,569.54
TEODORICO	NADIR	11/12/2002	INTERPRETER	MAIL ONLY	\$ 60.00	\$ -	\$ 60.00
TERKELSEN	BONNIE	8/28/2000	SCHOOL SECRETARY	HIGH SCHOOL	\$ 25,813.42	\$ 193.55	\$ 26,006.97
TERKELSEN	JAMES R.	1/3/1995	HS PHYSICAL EDUCATION	HIGH SCHOOL	\$ 46,415.41	\$ -	\$ 46,415.41
TESTA	DEAN	4/9/2003	SUBSTITUTE	MAIL ONLY	\$ 390.00	\$ -	\$ 390.00
THACHER	MEGAN	1/10/2003	SUBSTITUTE	MAIL ONLY	\$ 780.00	\$ -	\$ 780.00
THACKSTON	RACHEL	5/13/2003	SUBSTITUTE	MAIL ONLY	\$ 2,948.70	\$ -	\$ 2,948.70
THEW	DEBORAH	7/1/2003	SUMMER NON CERT	SYSTEM	\$ 3,290.00	\$ -	\$ 3,290.00
THEW	DEBORAH A.	9/14/1989	SCHOOL SECRETARY	GRADE 5 SCHOOL	\$ 25,197.33	\$ -	\$ 25,197.33
THIBIDEAU	RONALD	4/11/2003	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00
THIBODEAU	ROBIN	12/2/2002	PREVENTION SPECIALIST	COTUIT ELEMENTARY	\$ 14,422.12	\$ -	\$ 14,422.12
THOMAS	DAVID	8/25/1997	DIR. PRESCHOOL PROG	CENTERVILLE ELEMENTARY	\$ 56,296.59	\$ -	\$ 56,296.59

School Department

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Name		Date of Hire	Job Description	School	Gross	Overtime	Total
THOMAS	DEBRA A.	9/3/1991	MS SCIENCE	GRADE 5 SCHOOL	\$ 57,725.15	\$ -	\$ 57,725.15
THOMAS	JEANNE M.	9/17/1992	ASSISTANT	HYANNIS EAST ELEMENTARY	\$ 17,748.00	\$ -	\$ 17,748.00
THOMAS	KATHERINE	10/7/2002	SUBSTITUTE	MAIL ONLY	\$ 171.50	\$ -	\$ 171.50
THOMAS	KATHERINE	6/28/2002	SUMMER MISC NON-CERT.	SYSTEM	\$ 416.50	\$ -	\$ 416.50
THONUS	DEBORAH	9/22/1986	GRADE 3	MARSTONS MILLS EAST ELEM	\$ 57,123.48	\$ -	\$ 57,123.48
THONUS	DEBORAH	7/1/2003	SUMMER MISC CERTIFIED	SYSTEM	\$ 2,450.00	\$ -	\$ 2,450.00
THORNBURG-BEARSE	CARRIE	11/13/2002	LIBRARY ASSISTANT	BARNSTABLE WEST BARNSTABLE	\$ 8,211.00	\$ -	\$ 8,211.00
THORNE	ERIN M.	4/29/1992	SPED RESOURCE ROOM	BARNSTABLE WEST BARNSTABLE	\$ 32,395.93	\$ -	\$ 32,395.93
TILESTON	ZACHARY	9/3/2003	SUBSTITUTE	MAIL ONLY	\$ 34,712.70	\$ -	\$ 34,712.70
TITUS	MARK	9/6/1977	HS ENGLISH	HIGH SCHOOL	\$ 57,284.99	\$ -	\$ 57,284.99
TOBIN	NANCY	7/16/2002	SUMMER NON CERT	SYSTEM	\$ 1,600.50	\$ -	\$ 1,600.50
TOBIN	NANCY	9/3/2002	ASSISTANT SPED	GRADE 5 SCHOOL	\$ 16,683.12	\$ -	\$ 16,683.12
TOBIN	RUTH F	9/5/1967	GRADE 1	MARSTONS MILLS ELEMENTARY	\$ 56,850.20	\$ -	\$ 56,850.20
TODOROFF	PATRICK	10/16/2002	SUBSTITUTE	MAIL ONLY	\$ 640.00	\$ -	\$ 640.00
TOOLE	ANNE CROSS	10/6/1986	MS WORLD LANGUAGE	MIDDLE SCHOOL HYANNIS	\$ 58,761.40	\$ -	\$ 58,761.40
TOVET	CHRISTINE	4/29/2003	SUBSTITUTE	MAIL ONLY	\$ 2,129.55	\$ -	\$ 2,129.55
TOVET	CHRISTINE	7/1/2003	SUMMER CERTIFIED	SYSTEM	\$ 525.00	\$ -	\$ 525.00
TOWNSEND	BRIAN	12/1/2002	COACH ATHLETIC	MAIL ONLY	\$ 3,793.00	\$ -	\$ 3,793.00
TRAFON	SUSAN C	9/10/2001	SCHOOL TUTOR	TUTORS	\$ 8,205.00	\$ -	\$ 8,205.00
TRAPP	LEE ANN	8/29/1994	CAFETERIA WORKER	MARSTONS MILLS EAST ELEM	\$ 8,111.95	\$ -	\$ 8,111.95
TRAUGOT	KENNETH D	3/11/1998	SUBSTITUTE	MAIL ONLY	\$ 585.00	\$ -	\$ 585.00
TRIANAFILLOU	NAFSIKA	1/16/2001	SUBSTITUTE	MAIL ONLY	\$ 23,137.22	\$ -	\$ 23,137.22
TROUTMAN	PAMELA A	9/16/1997	ELEMENTARY COUNSELOR	MARSTONS MILLS EAST ELEM	\$ 45,047.60	\$ -	\$ 45,047.60
TUCKER	PATRICIA	3/20/2000	SCHOOL NURSE	HIGH SCHOOL	\$ 39,938.99	\$ -	\$ 39,938.99
TURCO	EMILY	4/8/2003	ASSISTANT SPED	HYANNIS WEST ELEMENTARY	\$ 5,014.59	\$ -	\$ 5,014.59
TURCO	THOMAS R.	9/4/1984	HS SPED	HIGH SCHOOL	\$ 57,885.34	\$ -	\$ 57,885.34
TURNBULL	KURT F	11/23/1987	NETWORK COORDINATOR	MIDDLE SCHOOL HYANNIS	\$ 56,669.16	\$ -	\$ 56,669.16
TURNBULL	NANCY G.	9/6/1983	ELEMENTARY SPED	CENTERVILLE ELEMENTARY	\$ 58,284.54	\$ -	\$ 58,284.54
TURNER	KEVIN	7/8/2002	HOUSEMASTER HS	HIGH SCHOOL	\$ 72,912.99	\$ -	\$ 72,912.99
TURNER	LYNN	8/29/2001	GRADE 4	BARNSTABLE WEST BARNSTABLE	\$ 22,247.22	\$ -	\$ 22,247.22
TURNER	VIRGINIA	11/22/1996	HS SOCIAL STUDIES	HIGH SCHOOL	\$ 42,483.69	\$ -	\$ 42,483.69
TURNER	VIRGINIA	7/1/2003	SUMMER MISC CERTIFIED	HIGH SCHOOL	\$ 2,132.00	\$ -	\$ 2,132.00
TYNAN	EDWARD	9/16/2003	INTERIM	ADMIN - CENTRAL OFFICE	\$ 13,823.64	\$ -	\$ 13,823.64
VAN COR	KENNETH W.	9/4/1990	HS WORLD LANGUAGE	HIGH SCHOOL	\$ 62,474.98	\$ -	\$ 62,474.98
VARJIAN	KATHRYN	10/26/1998	PERSONAL CARE ASST	HIGH SCHOOL	\$ 18,249.12	\$ -	\$ 18,249.12
VARNERIN	ELLEN	8/30/2000	DIRECTOR OF SPED	ADMIN - CENTRAL OFFICE	\$ 78,645.40	\$ -	\$ 78,645.40
VASCONCELOS	CARMEN	9/14/1994	SCHOOL ASSISTANT	MAIL ONLY	\$ 5,048.39	\$ -	\$ 5,048.39
VASCONCELOS	CARMEN	7/2/2001	SUMMER NON CERT	SYSTEM	\$ 1,298.00	\$ -	\$ 1,298.00
VEARA	AMY-BETH	2/15/1994	COUNSELOR	COTUIT ELEMENTARY	\$ 51,958.48	\$ -	\$ 51,958.48
VENDOLA	KATHLEEN	8/29/2001	SCHOOL NURSE	HIGH SCHOOL	\$ 39,133.42	\$ -	\$ 39,133.42
VERROS	THALIA D	8/30/1995	MS COUNSELOR	MIDDLE SCHOOL HYANNIS	\$ 59,665.71	\$ -	\$ 59,665.71
VERTERAMO	NICOLE	10/27/2003	CO	MARSTONS MILLS EAST ELEM	\$ 15,720.79	\$ -	\$ 15,720.79
WALKER	TIFFANY	9/1/2003	PHYSICAL THERAPIST	GRADE 5 SCHOOL	\$ 16,695.72	\$ -	\$ 16,695.72

School Department

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Name	Date of Hire	Job Description	School	Gross	Overtime	Total
WANAT	BRIAN	SUMMER CERTIFIED	SYSTEM	\$ 1,553.93	\$ -	\$ 1,553.93
WANAT	BRIAN	HS COUNSELOR	HIGH SCHOOL	\$ 42,090.68	\$ -	\$ 42,090.68
WARD	PRISCILLA	HS ENGLISH	HIGH SCHOOL	\$ 23,422.09	\$ -	\$ 23,422.09
WARDROP	MARGARET	ASSISTANT	MARSTONS MILLS EAST ELEM	\$ 25,167.12	\$ -	\$ 25,167.12
WARDROP	MARGARET	SUMMER NON CERT	SYSTEM	\$ 836.00	\$ -	\$ 836.00
WARREN	DOUGLAS	SUBSTITUTE	MAIL ONLY	\$ 26,121.45	\$ -	\$ 26,121.45
WASHINGTON	NATHANIEL	HS MATH	HIGH SCHOOL	\$ 13,347.67	\$ -	\$ 13,347.67
WASHINGTON	PATRICIA A	COOK III	HS CAFE SUBS	\$ 26,154.99	\$ 218.92	\$ 26,373.91
WATSON	JONATHAN	HS SPED	HIGH SCHOOL	\$ 18,105.14	\$ -	\$ 18,105.14
WATTERS	BEVERLY J.	ASSISTANT SPED	HIGH SCHOOL	\$ 19,246.26	\$ -	\$ 19,246.26
WEBB	DOROTHY E	CAFETERIA WORKER	HS CAFE SUBS	\$ 11,354.02	\$ -	\$ 11,354.02
WEBB	MAUREEN	SUMMER NON CERT	SYSTEM	\$ 1,050.50	\$ -	\$ 1,050.50
WEBB	MAUREEN	HEALTH ASSISTANT	MARSTONS MILLS EAST ELEM	\$ 27,116.70	\$ -	\$ 27,116.70
WEBB	MICHAEL	BUS MONITOR	MAIL ONLY	\$ 3,661.45	\$ -	\$ 3,661.45
WEGMAN	MARGARET S.	ADMIN ASSIST CHAPTER I	ADMIN - CENTRAL OFFICE	\$ 46,380.31	\$ -	\$ 46,380.31
WEISS	LYNN G	SCHOOL ASSISTANT	BARNSTABLE WEST BARNSTABLE	\$ 7,989.55	\$ -	\$ 7,989.55
WELCH	LAURA A.	HS ENGLISH	HIGH SCHOOL	\$ 46,059.07	\$ -	\$ 46,059.07
WELLS	CYRIL	SUBSTITUTE	MAIL ONLY	\$ 1,495.00	\$ -	\$ 1,495.00
WELLS	CYRIL	SUBSTITUTE	MAIL ONLY	\$ 18,966.99	\$ -	\$ 18,966.99
WEST	SUSAN E.	HS SCIENCE	HIGH SCHOOL	\$ 58,264.43	\$ -	\$ 58,264.43
WESTON	NANCY	TCHR/PREV ASST SUBSTITUTE	MAIL ONLY	\$ 2,105.62	\$ -	\$ 2,105.62
WHEELER	MARGARET	CUSTODIAN	HIGH SCHOOL CUSTODIANS	\$ 29,898.40	\$ 10.67	\$ 29,909.07
WHELAN	DENISE E	SUBSTITUTE	MAIL ONLY	\$ 1,033.50	\$ -	\$ 1,033.50
WHELAN	GERTRUDE A.	GRADE 1	HYANNIS EAST ELEMENTARY	\$ 55,150.20	\$ -	\$ 55,150.20
WHITE	ELIZABETH J	ELEMENTARY ART	MAIL ONLY	\$ 36,833.42	\$ -	\$ 36,833.42
WHITE	KIMBERLY A	GRADE 3	CENTERVILLE ELEMENTARY	\$ 41,783.69	\$ -	\$ 41,783.69
WHITE	LOIS I	SCHOOL SECRETARY	MIDDLE SCHOOL HYANNIS	\$ 28,915.74	\$ 76.01	\$ 28,991.75
WHITE	MARYELLEN	SCHOOL ASSISTANT	CENTERVILLE ELEMENTARY	\$ 8,994.00	\$ -	\$ 8,994.00
WHITE	RACHEL	HS MATH	HIGH SCHOOL	\$ 26,526.58	\$ -	\$ 26,526.58
WHITE	SUSAN MEADE	GRADE 3	MARSTONS MILLS EAST ELEM	\$ 10,835.78	\$ -	\$ 10,835.78
WHITEMAN	VALERIE	TITLE I MATH	HYANNIS WEST ELEMENTARY	\$ 58,449.99	\$ -	\$ 58,449.99
WHITTY	CLAIRE	SCHOOL SECRETARY	MARSTONS MILLS EAST ELEM	\$ 29,741.11	\$ -	\$ 29,741.11
WHITTY	CLAIRE	SUMMER NON CERT	SYSTEM	\$ 2,648.75	\$ -	\$ 2,648.75
WIGGIN	KATHRYN A.	SPED RESOURCE ROOM	MARSTONS MILLS ELEMENTARY	\$ 53,708.92	\$ -	\$ 53,708.92
WILKINS	CAROL D	HS COUNSELOR	HIGH SCHOOL	\$ 61,045.01	\$ -	\$ 61,045.01
WILLIAMS	JANE	SCHOOL TUTOR	HIGH SCHOOL	\$ 39,955.00	\$ -	\$ 39,955.00
WILLIAMS	TRISTAN	SUBSTITUTE	MAIL ONLY	\$ 10,697.02	\$ -	\$ 10,697.02
WINDISCH	EVA	SUBSTITUTE	OSTERVILLE BAY ELEMENTARY	\$ 8,970.59	\$ -	\$ 8,970.59
WINGARD	ROBERT J	MS SCIENCE	MIDDLE SCHOOL HYANNIS	\$ 44,928.76	\$ -	\$ 44,928.76
WINGATE	HENRY E	SUBSTITUTE	MAIL ONLY	\$ 7,490.80	\$ -	\$ 7,490.80
WITMER	ALICE	SUMMER CERTIFIED	SYSTEM	\$ 525.00	\$ -	\$ 525.00
WITMER	ALICE	MS SPED	MIDDLE SCHOOL HYANNIS	\$ 48,031.04	\$ -	\$ 48,031.04
WOJKOWSKI	MICHAEL	HS ENGLISH	HIGH SCHOOL	\$ 44,149.46	\$ -	\$ 44,149.46
WOLLAK	GERARD G.	HS ENGLISH	HIGH SCHOOL	\$ 61,420.20	\$ -	\$ 61,420.20

School Department

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Name	Date of Hire	Job Description	School	Gross	Overtime	Total	
WOLLAK	MARY C.	9/6/1983	HS ENGLISH	HIGH SCHOOL	\$ 64,377.36	\$ -	\$ 64,377.36
WOOD	SUSAN	9/17/2001	SCHOOL ASSISTANT	OSTERVILLE BAY ELEMENTARY	\$ 6,814.71	\$ -	\$ 6,814.71
WOOD	SUSAN B.	4/6/1993	ELEMENTARY ART	CENTERVILLE ELEMENTARY	\$ 52,122.30	\$ -	\$ 52,122.30
WORTH	KAREN	8/30/2000	HS MATH	HIGH SCHOOL	\$ 59,718.10	\$ -	\$ 59,718.10
WORTH	MAURICE	9/1/2003	HS MATH	HIGH SCHOOL	\$ 19,292.85	\$ -	\$ 19,292.85
WORTH	PAMELA	3/4/2003	SUBSTITUTE	MAIL ONLY	\$ 1,755.00	\$ -	\$ 1,755.00
WRIGHT	JULIA	1/6/2003	SCHOOL SECRETARY	HIGH SCHOOL	\$ 14,509.24	\$ -	\$ 14,509.24
WRIGHT	WENDY	9/26/2003	SECRETARY SUBSTITUTE	HIGH SCHOOL	\$ 5,673.92	\$ -	\$ 5,673.92
WROE	EMILY	6/28/2002	SUMMER NON CERT	SYSTEM	\$ 1,342.00	\$ -	\$ 1,342.00
WROE	EMILY	7/2/2001	SUMMER MISC CERTIFIED	MAIL ONLY	\$ 1,168.20	\$ -	\$ 1,168.20
YESSIN	ELIZABETH D	8/29/2001	HS SPED	HIGH SCHOOL	\$ 35,221.38	\$ -	\$ 35,221.38
YESSIN	MARK H.	9/5/1989	MS SPED	MIDDLE SCHOOL HYANNIS	\$ 60,753.75	\$ -	\$ 60,753.75
YEZUKEVICZ	CHRISTINE S.	9/8/1987	KINDERGARTEN	MARSTONS MILLS ELEMENTARY	\$ 57,677.66	\$ -	\$ 57,677.66
YISH	GENE	5/21/2001	SUBSTITUTE	MAIL ONLY	\$ 715.00	\$ -	\$ 715.00
YORK	LISA	2/8/2000	SUBSTITUTE	MAIL ONLY	\$ 32.80	\$ -	\$ 32.80
ZAVATSKY	ELLEN	8/28/2002	PREVENTION SPECIALIST	MARSTONS MILLS ELEMENTARY	\$ 18,368.56	\$ -	\$ 18,368.56
ZOLAN	CAROL	11/20/2003	SUBSTITUTE	MAIL ONLY	\$ 65.00	\$ -	\$ 65.00

Town Departments

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Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
ABBEY	DAPHNE	7/14/1989	ELECTION POLL WORKER	TOWN CLERK	\$ 87.75	\$ -	\$ 87.75
ABBOTT	AMY	6/6/2003	SANDY NECK GATE ATTENDANT	NATURAL RESOURCES	\$ 3,072.00	\$ -	\$ 3,072.00
ABLES	KATHRYN	6/30/2003	REC LEISURE PROG COUNSELOR	RECREATION	\$ 2,444.00	\$ -	\$ 2,444.00
ADE	CHRISTINE	4/7/2003	ADMINISTRATIVE ASSISTANT	CONSUMER AFFAIRS	\$ 21,743.30	\$ 271.80	\$ 22,015.10
ADLER	RICHARD	4/13/1987	EQUIPMENT OPERATOR II	DPW - HIGHWAY	\$ 40,469.60	\$ 14,080.16	\$ 54,549.76
ADUKONIS	DANIEL	11/29/2001	RECREATION ASSISTANT	RECREATION	\$ 480.00	\$ -	\$ 480.00
AFANASIW	PETER	5/24/2002	RECREATION LIFEGUARD	RECREATION	\$ 3,329.76	\$ -	\$ 3,329.76
AGOSTINELLI	JOAN	2/14/1997	DEPT/DIV ASSISTANT	HEALTH DIVISION	\$ 29,493.70	\$ -	\$ 29,493.70
AGOSTINELLI	STEPHEN	8/13/1990	INSPECTOR CONSUMER AFFAIRS	CONSUMER AFFAIRS	\$ 50,108.69	\$ 139.53	\$ 50,248.22
AHEARN	ANDREW	6/10/2003	DPW SEASONAL LABORER	DPW - S & G	\$ 2,282.50	\$ -	\$ 2,282.50
AHEARN	STEVEN	6/24/2002	DPW SEASONAL LABORER	DPW - S & G	\$ 4,312.00	\$ 206.25	\$ 4,518.25
AHERN	CAROLYN	11/13/1995	PRINCIPAL DEPT/DIV ASSISTANT	POLICE DEPT	\$ 31,334.87	\$ 3,704.56	\$ 35,039.43
ALEXANDER	JOHN	1/24/1994	PATROL OFFICER ASSOCIATES	POLICE DEPT	\$ 61,555.40	\$ 13,246.70	\$ 74,802.10
ALFIERI	KENNETH	3/13/2002	SANDY NECK PARK MANAGER	NATURAL RESOURCES	\$ 10,840.82	\$ -	\$ 10,840.82
ALGER	ALICE	11/4/1997	ELECTION POLL WORKER	TOWN CLERK	\$ 26.00	\$ -	\$ 26.00
ALLBECKER	KATHRYN	5/25/1995	LEISURE PROGRAM COORD ASSIST	RECREATION	\$ 4,060.90	\$ -	\$ 4,060.90
ALLEN	SHELBY	5/24/2003	RECREATION LIFEGUARD	RECREATION	\$ 3,502.02	\$ -	\$ 3,502.02
ALMONACID	CARLOS	11/17/2000	LABORER CRAFTSPERSON	AIRPORT	\$ 29,121.45	\$ 4,923.50	\$ 34,044.95
AMARA	WILLIAM	12/20/2002	WIRE INSPECTOR	BUILDING DIVISION	\$ 41,674.50	\$ 240.56	\$ 41,915.06
ANDERSON	BENJAMIN	12/21/2000	GIS SPECIALIST	INFORMATIONS SYSTEMS	\$ 40,146.52	\$ 684.88	\$ 40,831.40
ANDERSON	BRYANT	7/24/2000	GOLF CART/RANGE	GOLF	\$ 3,856.00	\$ -	\$ 3,856.00
ANDERSON	DAVID	2/7/1997	CONSTRUCTION PROJ INSPECTOR	DPW - ENGINEERING	\$ 43,705.87	\$ 186.27	\$ 43,892.14
ANDERSON	ELEANOR D	1/27/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 39.00	\$ -	\$ 39.00
ANDRADE	DEREK	6/20/2002	REC LEISURE PROGRAM DIRECTOR	RECREATION	\$ 4,150.50	\$ -	\$ 4,150.50
ANDRES	CORNELIUS	11/12/1999	HIGHWAY DIVISION SUPERVISOR	DPW - HIGHWAY	\$ 72,108.35	\$ -	\$ 72,108.35
ANDRES	MARY	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 87.75	\$ -	\$ 87.75
ANDREWS	MARLON	6/21/2002	SEASONAL GATE ATTENDANT	RECREATION	\$ 308.00	\$ -	\$ 308.00
ANDRYAUSKAS	KAITLIN	6/30/2003	REC LEISURE PROG COUNSELOR	RECREATION	\$ 2,920.00	\$ -	\$ 2,920.00
ANDRYAUSKAS	SARAH	6/14/2002	RECREATION LIFEGUARD	RECREATION	\$ 3,702.64	\$ -	\$ 3,702.64
ANGELONE	GINO	5/29/2002	SEASONAL GATE ATTENDANT	RECREATION	\$ 4,502.25	\$ -	\$ 4,502.25
ANTHONY	DAVID	7/13/1998	CHIEF PROCUREMENT OFFICER	PURCHASING	\$ 59,454.73	\$ -	\$ 59,454.73
ANTONOVITCH	VICKI	4/2/1999	POLICE MATRON	POLICE DEPT	\$ 5,166.00	\$ -	\$ 5,166.00
ARCHAMBEAU	BERNADETTE	7/6/1982	PRINCIPAL DEPT/DIV ASSISTANT	TOWN COLLECTOR	\$ 35,252.45	\$ 353.07	\$ 35,605.52
ARGUELLO	ALFONSO	3/16/2001	WEIGHT & MEASURE INSPECTOR	CONSUMER AFFAIRS	\$ 39,359.38	\$ 356.25	\$ 39,715.63
ARTHUR	NANCY	12/15/1995	CLERICAL POOL	HUMAN RESOURCES	\$ 2,290.00	\$ -	\$ 2,290.00
ATKINS	ROBERT	12/8/2003	RECREATION ASSISTANT	RECREATION	\$ 340.00	\$ -	\$ 340.00
AUDIBERT	ALISON	9/20/1994	ELECTION POLL WORKER	TOWN CLERK	\$ 45.50	\$ -	\$ 45.50
AUDIBERT	DON	11/4/1997	ELECTION POLL WORKER	TOWN CLERK	\$ 110.00	\$ -	\$ 110.00
AUGER	ELIZABETH	10/3/2002	RECREATION ASSISTANT	RECREATION	\$ 504.00	\$ -	\$ 504.00
AVALLONE	LAWRENCE	5/9/1983	ARBORIST	DPW - HIGHWAY	\$ 42,523.64	\$ 9,321.12	\$ 51,844.76
AVELLAR	ERIC	12/13/2002	RECREATION ASSISTANT	RECREATION	\$ 276.00	\$ -	\$ 276.00
BABA	SHANNON	6/13/2003	RECREATION ASSISTANT	RECREATION	\$ 124.00	\$ -	\$ 124.00
BAFARO	JOHN	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 26.00	\$ -	\$ 26.00

Town Departments

Gross Wage Report - 2003

Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
BAIN	ROBERT	3/1/1976	SENIOR MECHANIC	DPW - HIGHWAY	\$ 41,039.94	\$ 8,218.92	\$ 49,258.86
BAKER	JAMES	6/12/2003	REC LEISURE PROG COUNSELOR	RECREATION	\$ 2,808.00	\$ -	\$ 2,808.00
BAKER	JOHN	12/29/1995	EQUIPMENT OPERATOR I	DPW - HIGHWAY	\$ 33,378.18	\$ 7,107.26	\$ 40,485.44
BAKER	ROBYN	6/13/2003	REC LEISURE PROG COUNSELOR	RECREATION	\$ 2,420.00	\$ -	\$ 2,420.00
BAKER	RUTHANNE	9/11/1996	PRINCIPAL ASSISTANT HR	HUMAN RESOURCES	\$ 32,876.41	\$ 341.58	\$ 33,217.99
BALCOM	SEAN	2/6/1989	SERGEANT MASTERS	POLICE DEPT	\$ 70,968.03	\$ 32,703.03	\$ 103,671.06
BALDINI	MICHAEL	9/19/2003	LABORER/CRAFTSPERSON	DPW - S & G	\$ 15,246.80	\$ 1,892.82	\$ 17,139.62
BALDINI	SANDRA S	9/16/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 110.00	\$ -	\$ 110.00
BARBOZA	ANDRE	6/26/2002	REC LEISURE PROG COUNSELOR	RECREATION	\$ 3,872.00	\$ -	\$ 3,872.00
BARRETT	MARK	11/29/2001	RECREATION ASSISTANT	RECREATION	\$ 1,232.00	\$ -	\$ 1,232.00
BARRIE	JAMES	10/30/1997	MAINTENANCE TECHNICIAN	AIRPORT	\$ 34,527.15	\$ 7,493.27	\$ 42,020.42
BARROWS	DEBRA	9/22/1986	ADMINISTRATIVE ASSISTANT	CONSERVATION	\$ 35,345.58	\$ 276.07	\$ 35,621.65
BARRY	LOIS	12/22/1997	HOURLY DEPT/DIV ASSISTANT	BUILDING DIVISION	\$ 18,443.28	\$ -	\$ 18,443.28
BARRY	RICHARD	11/15/1999	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 4,999.92	\$ -	\$ 4,999.92
BARTON	JANICE	11/18/2003	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 597.21	\$ -	\$ 597.21
BASSETT	EVELYN G	9/18/1990	ELECTION POLL WORKER	TOWN CLERK	\$ 110.00	\$ -	\$ 110.00
BAXTER	BENJAMIN	12/21/1986	SERGEANT	POLICE DEPT	\$ 65,879.04	\$ 16,367.81	\$ 82,246.85
BAXTER	PHILLIP	6/13/2003	RECREATION LIFEGUARD	RECREATION	\$ 3,811.89	\$ -	\$ 3,811.89
BEAL	CHRISTOPHER	9/17/1999	PROGRAM COORDINATOR	RECREATION	\$ 11,665.62	\$ 848.37	\$ 12,513.99
BEARSE	DWAYNE	12/9/2003	RECREATION ASSISTANT	RECREATION	\$ 340.00	\$ -	\$ 340.00
BEARSE	ROBERT	9/7/2001	LABORER/CRAFTSPERSON	DPW - S & G	\$ 29,030.38	\$ 1,510.83	\$ 30,541.21
BECKER	BARBARA	9/28/1998	RECREATION BEACH SUPERVISOR	RECREATION	\$ 2,391.63	\$ -	\$ 2,391.63
BECKWITH	KEEGAN	7/9/2003	REC LEISURE PROG COUNSELOR	RECREATION	\$ 2,664.00	\$ -	\$ 2,664.00
BEDNARK	AMELIA	6/7/2002	RECREATION LIFEGUARD	RECREATION	\$ 4,443.89	\$ -	\$ 4,443.89
BEDNARK	JOANNA	6/25/2003	REC LEISURE PROG COUNSELOR	RECREATION	\$ 2,230.00	\$ -	\$ 2,230.00
BEHLMAN	RUTH	1/1/1901	SUB CENSUS CLERK	TOWN CLERK	\$ 3,310.00	\$ -	\$ 3,310.00
BELANGER	ARTHUR	10/17/2003	CARPENTER	DPW - S & G	\$ 5,546.11	\$ 898.09	\$ 6,444.20
BELANGER	DANIELLE	5/30/2003	BEACH AIDE	RECREATION	\$ 1,615.63	\$ -	\$ 1,615.63
BELL	JOSHUA	8/1/2003	OPERATIONS SPECIALIST	AIRPORT	\$ 16,889.35	\$ 1,417.99	\$ 18,307.34
BENNETT	AMANDA	6/25/2003	RECREATION ASSISTANT	RECREATION	\$ 3,224.00	\$ -	\$ 3,224.00
BENNETT	BARBARA	8/29/1983	ADMINISTRATIVE ASSISTANT	INFORMATIONS SYSTEMS	\$ 37,318.22	\$ -	\$ 37,318.22
BENNETT	KEVIN	6/12/2003	REC LEISURE PROG COUNSELOR	RECREATION	\$ 2,930.00	\$ -	\$ 2,930.00
BENNISON	CHARLES	2/8/2002	SURVEYING FIELD TECHNICIAN	DPW - ENGINEERING	\$ 38,587.64	\$ -	\$ 38,587.64
BENOIT	JAMES	10/19/1996	GEOGRAPHIC INFO SYS COORD	INFORMATIONS SYSTEMS	\$ 62,848.79	\$ 631.45	\$ 63,480.24
BENSON	ALBERT	6/25/1999	GOLF STARTER	GOLF	\$ 2,940.75	\$ -	\$ 2,940.75
BENTLEY	JOSEPH	6/22/2001	REC LEISURE PROG COUNSELOR	RECREATION	\$ 3,764.00	\$ -	\$ 3,764.00
BENTLEY	PAUL	5/27/2000	REC LEISURE PROGRAM DIRECTOR	RECREATION	\$ 1,022.00	\$ -	\$ 1,022.00
BENYO	CHRISTOPHER	9/13/2002	DPW SEASONAL LABORER	DPW - S & G	\$ 3,473.25	\$ 99.00	\$ 3,572.25
BETTENCOURT	SUSAN	4/15/2000	SWIM PROGRAM SUPERV	RECREATION	\$ 2,784.00	\$ -	\$ 2,784.00
BIELA	BERNADETTE	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 87.75	\$ -	\$ 87.75
BIELA	HENRY	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 87.75	\$ -	\$ 87.75
BILL	DOUGLAS	1/28/2000	ASSOCIATE PLANNER	PLANNING	\$ 43,458.39	\$ 374.18	\$ 43,832.57
BINDA	EUGENE L	3/23/1992	ELECTION POLL WORKER	TOWN CLERK	\$ 125.00	\$ -	\$ 125.00

Town Departments

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Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
BINDA	LOIS M	3/23/1992	ELECTION POLL WORKER	TOWN CLERK	\$ 110.00	\$ -	\$ 110.00
BINDER	MEGHAN	7/14/2003	RECREATION LIFEGUARD	RECREATION	\$ 2,139.88	\$ -	\$ 2,139.88
BIRD	LESLIE	5/21/1999	ELECTION POLL WORKER	TOWN CLERK	\$ 58.50	\$ -	\$ 58.50
BIRD	THOMAS	1/24/1994	PATROL OFFICER BACHELOR'S	POLICE DEPT	\$ 71,298.40	\$ 14,901.46	\$ 86,199.86
BISHOP	ASHLEY	12/12/2002	RECREATION ASSISTANT	RECREATION	\$ 136.00	\$ -	\$ 136.00
BLACK	MARLENE	6/24/2002	CLERICAL POOL	HUMAN RESOURCES	\$ 6,330.00	\$ -	\$ 6,330.00
BLAKE	MARY	11/9/1987	ACCOUNTING OFFICER	FINANCE	\$ 48,369.05	\$ -	\$ 48,369.05
BLAKE	STEPHEN	7/9/2002	BEACH AIDE	RECREATION	\$ 1,004.50	\$ -	\$ 1,004.50
BLANCHARD	NANCY	9/15/1980	DETECTIVE MASTER'S	POLICE DEPT	\$ 64,655.01	\$ 13,270.32	\$ 77,925.33
BLAZIS	GARY	11/17/1997	PRESIDENT TOWN COUNCIL	TOWN COUNCIL	\$ 6,144.50	\$ -	\$ 6,144.50
BLOOM	SADIE K	6/20/1989	ELECTION POLL WORKER	TOWN CLERK	\$ 45.50	\$ -	\$ 45.50
BLUMBERG	JILLIAN	6/30/2003	RECREATION LIFEGUARD	RECREATION	\$ 2,529.38	\$ -	\$ 2,529.38
BONAPARTE	ADRIANE	6/28/2003	SEASONAL ASSISTANT	HARBORMASTERS	\$ 2,760.00	\$ -	\$ 2,760.00
BONAVITA	RICHARD	8/5/2002	TEMPORARY METER OFFICER	CONSUMER AFFAIRS	\$ 5,163.75	\$ -	\$ 5,163.75
BONAVITA	RICHARD	9/16/2002	CROSSING GUARD	POLICE DEPT	\$ 11,342.33	\$ -	\$ 11,342.33
BOND	JEANETTE	11/17/2003	VIDEO SPECIALIST	INFORMATIONS SYSTEMS	\$ 2,884.29	\$ 102.10	\$ 2,986.39
BOOKBINDER	CLAUDETTE	9/7/2001	LEGAL CLERK	LEGAL	\$ 21,362.96	\$ -	\$ 21,362.96
BORDEN-BRIERLY	CLAUDIA	8/28/2000	REFERRAL ADVOCACY SPECIALIST	SENIOR SERVICES	\$ 25,914.82	\$ -	\$ 25,914.82
BOSWORTH	KIRSTEN	6/14/2002	RECREATION ASSISTANT	RECREATION	\$ 328.00	\$ -	\$ 328.00
BOUCHER	GUY	5/12/2000	PROGRAM COORDINATOR	RECREATION	\$ 40,246.49	\$ 1,255.05	\$ 41,501.54
BOUCHER	JOHANNA	10/25/2002	PURCHASING AGENT	PURCHASING	\$ 37,987.72	\$ -	\$ 37,987.72
BOUVIER	DENNIS	10/29/1999	COMPUTER SUPPORT SPECIALT	INFORMATIONS SYSTEMS	\$ 38,490.10	\$ -	\$ 38,490.10
BOY	RICHARD	4/1/1986	HIGHWAY BRIDGE TENDER	DPW - HIGHWAY	\$ 644.00	\$ -	\$ 644.00
BOY	RICHARD	5/9/2003	TEMPORARY METER OFFICER	CONSUMER AFFAIRS	\$ 6,561.00	\$ -	\$ 6,561.00
BRADLEY FULCO	KATE	6/2/2003	CLERICAL POOL	HUMAN RESOURCES	\$ 40.00	\$ -	\$ 40.00
BRADLEYFULCO	JOSEPH	12/12/2003	TELECOMM.SPEC/JAIL ASSIST	POLICE DEPT	\$ 680.66	\$ -	\$ 680.66
BRAUN	WILLIAM	5/26/2000	ASSIST SECURITY	HARBORMASTERS	\$ 6,485.00	\$ -	\$ 6,485.00
BREA	LEO	8/30/2002	LABORER/CRAFTSPERSON	DPW - HIGHWAY	\$ 27,946.28	\$ 4,785.91	\$ 32,732.19
BREBAN	OVIDIU	4/4/2003	GOLF TURF MAINT./GARDENER	GOLF	\$ 8,547.00	\$ -	\$ 8,547.00
BRENNAN	GARY	8/10/1987	ASSISTANT ASSESSOR	ASSESSING	\$ 47,338.62	\$ -	\$ 47,338.62
BRENNAN	KYLE	5/28/2002	SEASONAL GATE ATTENDANT	RECREATION	\$ 3,930.00	\$ -	\$ 3,930.00
BRESNAHAN	PATRICK	6/23/2003	RECREATION LIFEGUARD	RECREATION	\$ 2,118.13	\$ -	\$ 2,118.13
BREWER	DAVID	4/3/1998	ASST PUMPOUT BOAT OPRT	HARBORMASTERS	\$ 20,874.27	\$ 217.45	\$ 21,091.72
	MARY						
BRITT	FRANCES	5/27/2000	RECREATION LIFEGUARD	RECREATION	\$ 3,757.26	\$ -	\$ 3,757.26
BROADRICK	THOMAS	3/22/2002	DIRECTOR OF PLANNING	PLANNING	\$ 69,056.35	\$ -	\$ 69,056.35
BRONK-ABBOTT	RUTH	9/17/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 45.50	\$ -	\$ 45.50
BROOKS	BARBARA	5/5/1997	PATROL OFFICER	POLICE DEPT	\$ 52,745.14	\$ 10,418.17	\$ 63,163.31
BROSNAN	ROSEMARY	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 39.00	\$ -	\$ 39.00
BROWN	CLINTON	7/3/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 1,316.00	\$ -	\$ 1,316.00
BROWN	CREIGHTON	7/21/1986	LABORER/CRAFTSPERSON	DPW - HIGHWAY	\$ 34,029.03	\$ 5,163.99	\$ 39,193.02
BROWN	DENISE	7/8/2003	RECREATION LIFEGUARD	RECREATION	\$ 3,933.02	\$ -	\$ 3,933.02
BROWN	GARY	11/17/1997	PRESIDENT TOWN COUNCIL	TOWN COUNCIL	\$ 5,189.89	\$ -	\$ 5,189.89

Town Departments

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Name	Date of Hire	Job Description	Department	Gross	Overtime	Total
BROWN IRENE	5/17/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 123.50	\$ -	\$ 123.50
BROWN SUSAN	5/19/2000	REC LEISURE PROG COUNSELOR	RECREATION	\$ 2,688.00	\$ -	\$ 2,688.00
BROWNING STEPHEN	7/15/2002	GOLF TURF MAINT./GARDENER	GOLF	\$ 5,720.00	\$ -	\$ 5,720.00
BRYANTON PETER	7/19/2002	COORDINATOR	COMM./ECONOMIC DEV.	\$ 47,938.73	\$ -	\$ 47,938.73
BURBANK DEBRA	6/3/1988	ASSISTANT TREASURER	TREASURY	\$ 43,865.37	\$ 243.49	\$ 44,108.86
BURCHELL ANN	8/30/1999	ADULT SOCIAL DAY PROGRAM AIDE	SENIOR SERVICES	\$ 8,593.21	\$ -	\$ 8,593.21
BURDICK MICHAEL	6/26/2001	EQUIPMENT OPERATOR I	DPW - HIGHWAY	\$ 29,030.38	\$ 8,336.75	\$ 37,367.13
BURGMANN ROBERT	1/3/1994	TOWN ENGINEER	DPW - ENGINEERING	\$ 82,617.98	\$ -	\$ 82,617.98
BURLINGAME ANN	9/20/1974	CLERICAL POOL	HUMAN RESOURCES	\$ 6,185.25	\$ -	\$ 6,185.25
BURLINGAME TIMOTHY	7/9/2003	RECREATION PROGRAM DIRECTOR	RECREATION	\$ 803.25	\$ -	\$ 803.25
BURNHAM JAMES	3/24/1989	EQUIPMENT OPERATOR II	DPW - HIGHWAY	\$ 39,515.94	\$ 12,095.96	\$ 51,611.90
BURNHAM RICHARD	3/7/1988	GAS & PLUMBING INSPECTOR	BUILDING DIVISION	\$ 50,736.93	\$ -	\$ 50,736.93
BUSHNELL MARK	7/18/2003	SANDY NECK GATE ATTENDANT	NATURAL RESOURCES	\$ 1,616.00	\$ -	\$ 1,616.00
BUSS CASEY	6/15/2001	RECREATION ASSISTANT	RECREATION	\$ 3,058.50	\$ -	\$ 3,058.50
BUTLER DOROTHY	1/4/1982	PARKING ENFORCEMENT INSPECTOR	CONSUMER AFFAIRS	\$ 33,049.52	\$ 929.45	\$ 33,978.97
BUTLER MARK	7/22/2002	PATROL OFFICER BACHELOR'S	POLICE DEPT	\$ 55,454.99	\$ 7,776.39	\$ 63,231.38
CABRAL MARK	7/22/2002	PATROL OFFICER ASSOCIATES	POLICE DEPT	\$ 54,586.60	\$ 11,559.65	\$ 66,146.25
CAHOON RALPH	6/10/1985	PATROL OFFICER BACHELOR'S	POLICE DEPT	\$ 56,503.52	\$ 1,203.78	\$ 57,707.30
CAIADO ARTHUR	9/7/1987	SERGEANT MASTERS	POLICE DEPT	\$ 70,648.25	\$ 24,459.90	\$ 95,108.15
CAIRNS JOSEPH	11/1/1987	PATROL OFFICER BACHELOR'S	POLICE DEPT	\$ 59,235.86	\$ 14,788.38	\$ 74,024.24
CALLAHAN FRANCIS	1/3/1995	SURVEYING FIELD TECHNICIAN	DPW - ENGINEERING	\$ 42,853.74	\$ 124.18	\$ 42,977.92
CAMERON DAVID	1/10/1980	LIEUTENANT MASTERS	POLICE DEPT	\$ 89,112.05	\$ 16,027.38	\$ 105,139.43
CAMERON KATIE	4/21/2000	RECREATION BEACH SUPERVISOR	RECREATION	\$ 818.45	\$ -	\$ 818.45
CAMPBELL JOHN	1/24/1994	PATROL OFFICER BACHELOR'S	POLICE DEPT	\$ 71,904.89	\$ 23,437.70	\$ 95,342.59
CAMPBELL MARC	5/23/2003	TEMPORARY CUSTODIAN	DPW - S & G	\$ 3,800.50	\$ 123.75	\$ 3,924.25
CANAVAN BENJAMIN	8/1/2003	LABORER/GREENSPERSON	GOLF	\$ 10,874.14	\$ 1,185.39	\$ 12,059.53
CANEDY ANN	11/18/2003	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 597.21	\$ -	\$ 597.21
CANNIFF JOYCE	11/6/2003	ELECTION POLL WORKER	TOWN CLERK	\$ 110.00	\$ -	\$ 110.00
CANNON JEFFREY	1/3/2000	TOWN TREASURER	TREASURY	\$ 67,688.99	\$ -	\$ 67,688.99
CAPLICE NICHOLAS	1/4/2001	RECREATION ASSISTANT	RECREATION	\$ 360.00	\$ -	\$ 360.00
CAPOZZI HARRY	4/26/2002	HIGHWAY BRIDGE TENDER	DPW - HIGHWAY	\$ 5,750.00	\$ -	\$ 5,750.00
CAREY ROBERT	5/27/2000	RECREATION INSTRUCTOR	RECREATION	\$ 4,172.20	\$ -	\$ 4,172.20
CARLEVALE EDWARD	4/10/2000	GOLF STARTER	GOLF	\$ 2,533.50	\$ -	\$ 2,533.50
CARREIRO JENNA	12/11/2003	RECREATION ASSISTANT	RECREATION	\$ 48.00	\$ -	\$ 48.00
CARRINGTON IRENE	6/19/1998	CONTRACT COMPLIANCE OFFICER	HUMAN RESOURCES	\$ 19,549.64	\$ -	\$ 19,549.64
CARSTENSEN MATTHEW	6/13/2003	HIGHWAY BRIDGE TENDER	DPW - HIGHWAY	\$ 230.00	\$ -	\$ 230.00
CARTY SCOTT	11/5/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 39.00	\$ -	\$ 39.00
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	\$ 39,575.29	\$ 17,478.33	\$ 57,053.62
CATIGNANI SARAH	6/30/2003	RECREATION LIFEGUARD	RECREATION	\$ 3,141.00	\$ -	\$ 3,141.00
CAUDLE JOHN	1/3/1994	SENIOR ENGINEERING TECHNICIAN	DPW - ENGINEERING	\$ 39,609.41	\$ 4,428.33	\$ 44,037.74
CELIA BRIAN	5/14/1999	PROJECT ENGINEER DRAINAGE	DPW - ENGINEERING	\$ 44,325.56	\$ 6,475.30	\$ 50,800.86
CHALLIES CHRISTOPHER	2/9/1998	PATROL OFFICER	POLICE DEPT	\$ 46,892.77	\$ 10,923.99	\$ 57,816.76

Town Departments

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Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
CHAVES	MARCIA A	4/14/1992	ELECTION POLL WORKER	TOWN CLERK	\$ 32.50	\$ -	\$ 32.50
CHEVALIER	THOMAS	11/1/1987	PATROL OFFICER ASSOCIATES	POLICE DEPT	\$ 70,663.15	\$ 11,427.50	\$ 82,090.65
CHI	MARY	11/6/2003	ELECTION POLL WORKER	TOWN CLERK	\$ 32.50	\$ -	\$ 32.50
CHILDS	BARBARA	9/22/1988	ADMIN ASSISTANT SEWER BILLING	DPW - WPC	\$ 38,517.15	\$ 5,235.25	\$ 43,752.40
CHILDS	EMILY	6/15/2001	RECREATION ASSISTANT	RECREATION	\$ -	\$ -	\$ -
CHILDS	JENNIFER	6/22/2001	REC LEISURE PROGRAM DIRECTOR	RECREATION	\$ 84.00	\$ -	\$ 84.00
CHILDS	ROBERT	5/17/1996	SEASONAL ASSISTANT	HARBORMASTERS	\$ 8,550.00	\$ 120.00	\$ 8,670.00
CHRISMAN	JESSICA	5/24/2003	RECREATION LIFEGUARD	RECREATION	\$ 1,596.76	\$ -	\$ 1,596.76
CIERNA	ZUZANA	6/25/2003	RECREATION LIFEGUARD	RECREATION	\$ 4,315.39	\$ -	\$ 4,315.39
CILIBERTO	VINCENT	1/2/1996	EQUIPMENT OPERATOR I	DPW - HIGHWAY	\$ 32,857.12	\$ 9,841.07	\$ 42,698.19
CLARK	ARNOLD	4/21/2003	GOLF CART/RANGE	GOLF	\$ 5,107.25	\$ -	\$ 5,107.25
CLARK	DAPHNE	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 82.88	\$ -	\$ 82.88
CLARK	ISABELLE	7/10/2002	BEACH AIDE	RECREATION	\$ 1,148.00	\$ -	\$ 1,148.00
CLARK	KRISTINE	6/14/1996	SHELLFISH TECHNICIAN	NATURAL RESOURCES	\$ 26,300.53	\$ 201.10	\$ 26,501.63
CLARK	MICHAEL	10/30/1995	DETECTIVE MASTER'S	POLICE DEPT	\$ 62,139.53	\$ 14,099.74	\$ 76,239.27
CLARK	RICHARD	11/18/1993	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 4,388.84	\$ -	\$ 4,388.84
CLAUSEN	DANIEL	6/9/2000	RECREATION PROGRAM DIRECTOR	RECREATION	\$ 2,802.00	\$ -	\$ 2,802.00
CLIGGOTT	JANICE	11/3/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 86.13	\$ -	\$ 86.13
CLOUTIER	LE LA	6/28/2001	REC LEISURE PROG COUNSELOR	RECREATION	\$ 624.00	\$ -	\$ 624.00
CODY	THORNTON	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 45.50	\$ -	\$ 45.50
COELHO	GERALDO	5/8/2002	TEMPORARY CUSTODIAN	DPW - S & G	\$ 21,015.50	\$ 660.00	\$ 21,675.50
COELHO	SIRLEI	4/18/2003	TEMPORARY CUSTODIAN	DPW - S & G	\$ 12,320.00	\$ -	\$ 12,320.00
COFFEY	JOSIAH	12/26/2002	RECREATION ASSISTANT	RECREATION	\$ 152.00	\$ -	\$ 152.00
COFFEY	JUDITH	6/7/2002	RECREATION LIFEGUARD	RECREATION	\$ 1,990.25	\$ -	\$ 1,990.25
COGGESHALL	ROBERT	4/27/1972	PATROL OFFICER	POLICE DEPT	\$ 47,439.76	\$ 5,890.27	\$ 53,330.03
COLE	WILLIAM	7/14/2000	DIRECTOR OF HUMAN RESOURCES	HUMAN RESOURCES	\$ 67,609.62	\$ -	\$ 67,609.62
COLEMAN	CHARLES	4/2/1993	WORKING FOREMAN	DPW - HIGHWAY	\$ 39,023.49	\$ 12,428.59	\$ 51,452.08
COLEMAN	KRISTA	6/28/2001	SEASONAL GATE ATTENDANT	RECREATION	\$ 2,158.00	\$ -	\$ 2,158.00
COLEMAN	NINA	3/21/2003	SANDY NECK PARK MANAGER	NATURAL RESOURCES	\$ 39,147.42	\$ -	\$ 39,147.42
COLLOPY	CASEY	12/17/1999	RECREATION ASSISTANT	RECREATION	\$ 304.00	\$ -	\$ 304.00
CONDON	PATRICIA	11/6/2003	ELECTION POLL WORKER	TOWN CLERK	\$ 58.50	\$ -	\$ 58.50
CONLEY	SHIRLEY	4/25/1997	CLERICAL POOL	HUMAN RESOURCES	\$ 3,740.00	\$ -	\$ 3,740.00
CONLON	KATHLEEN	6/26/2002	RECREATION LIFEGUARD	RECREATION	\$ 3,215.76	\$ -	\$ 3,215.76
CONNOLLY	KEVIN	2/9/1998	PATROL OFFICER BACHELOR'S	POLICE DEPT	\$ 58,000.54	\$ 15,094.43	\$ 73,094.97
CONNOR	PATRICIA	11/5/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 81.25	\$ -	\$ 81.25
CONNORS	KIM	8/1/2003	GRANT ITEM PRICE/ITEM VERIFICT	CONSUMER AFFAIRS	\$ 28,457.26	\$ -	\$ 28,457.26
CONNORS	RITA	7/5/1988	CLERICAL POOL	HUMAN RESOURCES	\$ 5,312.50	\$ -	\$ 5,312.50
CONNORS	THOMAS	6/12/1995	SEASONAL ASSISTANT	HARBORMASTERS	\$ 750.00	\$ -	\$ 750.00
CONSIDINE	NICHOLE	1/21/2003	TELECOMM.SPEC/JAIL ASSISTANT	POLICE DEPT	\$ 28,628.67	\$ 1,403.87	\$ 30,032.54
CONTRE	JANET	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 32.50	\$ -	\$ 32.50
CONWAY	BROCK	5/4/2001	HOURLY AIRPORT CUSTODIAN	AIRPORT	\$ 23,861.56	\$ 981.56	\$ 24,843.12
CORBETT	JOHN	9/1/1971	PATROL OFFICER	POLICE DEPT	\$ 61,230.48	\$ 9,709.13	\$ 70,939.61
CORBETT	WILLIAM	11/6/2003	ELECTION POLL WORKER	TOWN CLERK	\$ 26.00	\$ -	\$ 26.00

Town Departments

Gross Wage Report - 2003

Name	Date of Hire	Job Description	Department	Gross	Overtime	Total
CORMIER ANDREW	3/30/2001	EQUIPMENT OPERATOR II	DPW - SOLID WASTE	\$ 33,844.33	\$ 5,893.08	\$ 39,737.41
CORREIA ABEL	4/27/2001	SEASONAL GATE ATTENDANT	RECREATION	\$ 8,420.00	\$ -	\$ 8,420.00
COSTA ERIN	6/3/2002	LABRATORY ASSISTANT	DPW - WPC	\$ 35,729.14	\$ 760.00	\$ 36,489.14
COTTON JOYCE	9/1/2000	SOCIAL DAY PROG. AIDE	SENIOR SERVICES	\$ 11,692.71	\$ -	\$ 11,692.71
COXON WILLIAM	5/11/2001	SEASONAL GATE ATTENDANT	RECREATION	\$ 2,189.56	\$ -	\$ 2,189.56
COYNER MICHAEL	8/29/2003	DPW SEASONAL LABORER	DPW - S & G	\$ 6,594.50	\$ -	\$ 6,594.50
CREIGHTON THOMAS	4/5/2002	GOLF STARTER	GOLF	\$ 5,715.00	\$ -	\$ 5,715.00
CROCKER JAMES	11/18/2003	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ -	\$ -	\$ -
CROCKER SHIRLEY	5/1/1978	DEPUTY TAX COLLECTOR	TOWN COLLECTOR	\$ 34,247.37	\$ 205.89	\$ 34,453.26
CROSBY THEODORE	9/20/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 87.75	\$ -	\$ 87.75
CROSS DUSTIN	5/24/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 3,146.00	\$ -	\$ 3,146.00
CROSS JOSHUA	6/9/2000	RECREATION BEACH SUPERVISOR	RECREATION	\$ 4,821.57	\$ -	\$ 4,821.57
CROSS JUDITH	1/16/1995	ELECTION POLL WORKER	TOWN CLERK	\$ 39.00	\$ -	\$ 39.00
CROWELL MARYROSE	5/20/2000	EVENING GATEHOUSE ATD	RECREATION	\$ 1,991.28	\$ -	\$ 1,991.28
CROWLEY KATHERINE	6/16/2000	RECREATION HEAD LIFEGUARD	RECREATION	\$ 5,151.39	\$ -	\$ 5,151.39
CROWLEY MICHAEL	10/9/2003	RECREATION ASSISTANT	RECREATION	\$ 298.00	\$ -	\$ 298.00
CROWLEY PAUL	6/13/2003	SEASONAL ASSISTANT	HARBORMASTERS	\$ 8,315.00	\$ 360.00	\$ 8,675.00
CUNNINGHAM ERIKA	6/26/2002	RECREATION ASSISTANT	RECREATION	\$ 332.00	\$ -	\$ 332.00
CUNNINGHAM TAMMY	11/18/2002	BENEFITS ADMINSTRATOR	HUMAN RESOURCES	\$ 38,729.24	\$ 383.06	\$ 39,112.30
CURCIO PATRICIA	7/1/2001	DIRECTOR GUYER BARN	HUMAN RESOURCES	\$ 5,199.99	\$ -	\$ 5,199.99
CURLEY DAVID	10/30/1978	DIRECTOR OF RECREATION	RECREATION	\$ 81,591.78	\$ -	\$ 81,591.78
CURRIER THOMAS	10/3/2003	PROJECT ENGINEER ROADS	DPW - ENGINEERING	\$ 11,026.07	\$ 112.77	\$ 11,138.84
CURTIS LEAH	11/18/2003	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 597.21	\$ -	\$ 597.21
DA LOMBA CHRISTINA	6/19/2003	REC LEISURE PROG COUNSELOR	RECREATION	\$ 3,004.00	\$ -	\$ 3,004.00
DABKOWSKI JASON	6/10/2003	TEMPORARY CUSTODIAN	DPW - S & G	\$ 1,144.00	\$ 33.00	\$ 1,177.00
DACE KARYN	7/1/1992	TOBACCO ENFORCMT/GRNT	HEALTH DIVISION	\$ 10,178.37	\$ -	\$ 10,178.37
DAENER THOMAS	10/20/1992	COURIER/MAINTENANCE PERSON	DPW - HIGHWAY	\$ 22,726.10	\$ 67.27	\$ 22,793.37
D'AGOSTINO DIANE	1/4/2002	PRINCIPAL DEPT/DIV ASSISTANT	TOWN CLERK	\$ 28,717.54	\$ 178.56	\$ 28,896.10
DAHLSTROM ELIN	6/16/2000	RECREATION ASSISTANT	RECREATION	\$ 304.00	\$ -	\$ 304.00
DALEY JAMES	5/10/1999	SEPTIC SYSTEM INFO COOR	HEALTH DIVISION	\$ 10,058.09	\$ -	\$ 10,058.09
DALEY JOELLEN	9/15/2000	ASSISTANT TOWN MANAGER	TOWN MANAGER	\$ 107,531.06	\$ -	\$ 107,531.06
DALTON CHRISTOPHER	12/28/2001	GENERAL FOREMAN	DPW - HIGHWAY	\$ 41,708.91	\$ -	\$ 41,708.91
DAMERY MICHAEL	5/5/1986	SERGEANT MASTERS	POLICE DEPT	\$ 74,263.51	\$ 15,948.11	\$ 90,211.62
DANIELS TROY	12/5/2002	LABORER/CRAFTSPERSON	DPW - HIGHWAY	\$ 28,363.13	\$ 8,360.52	\$ 36,723.65
DARROW ANDREW	5/1/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 1,294.00	\$ -	\$ 1,294.00
DAVIES MICHELLE	10/6/2000	PROGRAM COORDINATOR	RECREATION	\$ 40,516.50	\$ 1,570.55	\$ 42,087.05
DAVIS BARBARA	9/18/1990	ELECTION POLL WORKER	TOWN CLERK	\$ 107.26	\$ -	\$ 107.26
DAVIS WHITNEY	6/15/2001	RECREATION ASSISTANT	RECREATION	\$ 2,074.00	\$ -	\$ 2,074.00
DAWSON ROBERT	12/18/2002	RECREATION INSTRUCTOR	RECREATION	\$ 2,750.00	\$ -	\$ 2,750.00
DECOLLIBUS KEVIN	1/26/2001	WEB/INTRANET DEVELOPER	INFORMATIONS SYSTEMS	\$ 54,749.59	\$ -	\$ 54,749.59
DECRISTOFARO JAMES	6/12/1989	EQUIPMENT OPERATOR II	DPW - S & G	\$ 39,204.89	\$ 5,313.94	\$ 44,518.83
DELANEY ELIZA	5/27/2000	RECREATION SWIM INSTR W/WCI	RECREATION	\$ 4,462.00	\$ -	\$ 4,462.00
DELANEY MARK	6/14/1980	DETECTIVES ASSOCIATE'S	POLICE DEPT	\$ 56,463.52	\$ 16,573.76	\$ 73,037.28

Town Departments

Gross Wage Report - 2003

Name	Date of Hire	Job Description	Department	Gross	Overtime	Total
DELELLIS JOHN	4/26/2003	GOLF TURF MAINT./GARDENER	GOLF	\$ 71.50	\$ -	\$ 71.50
D'ENTREMONT RICHARD	5/17/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 84.50	\$ -	\$ 84.50
DESMARAI DONALD	3/21/2003	HEALTH INSPECTOR	HEALTH DIVISION	\$ 30,962.87	\$ 640.11	\$ 31,602.98
DESMARAI GRANT	6/9/2000	RECREATION SWIM INSTR W/WCI	RECREATION	\$ 2,847.50	\$ -	\$ 2,847.50
DESMOND CHRISTOPHER	10/9/2001	EQUIPMENT OPERATOR I	DPW - HIGHWAY	\$ 23,521.98	\$ 3,910.18	\$ 27,432.16
DEVERE MATTHEW	6/20/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 2,842.00	\$ -	\$ 2,842.00
DEVIN FRANCIS	6/17/2000	RAMP ATTENDANT	HARBORMASTERS	\$ 3,703.00	\$ 2,383.50	\$ 6,086.50
DEVLIN DENISE	10/31/1994	ADMIN ASSISTANT TO DPW DIR	DPW - ADMINISTRATION	\$ 35,798.62	\$ 4,222.40	\$ 40,021.02
DIEFENBACH NILDE	8/5/2002	CROSSING GUARD	POLICE DEPT	\$ 20,928.61	\$ -	\$ 20,928.61
DIGREGORIO ROSE	3/21/1997	SENIOR SERVICES DIRECTOR	SENIOR SERVICES	\$ 44,956.19	\$ 114.72	\$ 45,070.91
DOHERTY ARTHUR	8/19/1996	PART-TIME WIRE INSPECTOR	BUILDING DIVISION	\$ 355.10	\$ -	\$ 355.10
DOHERTY ASHLEY	6/9/2003	RECREATION LIFEGUARD	RECREATION	\$ 2,412.51	\$ -	\$ 2,412.51
DOIRON ANNA	9/29/1978	ADMINISTRATIVE ASSISTANT	DPW - HIGHWAY	\$ 37,039.03	\$ -	\$ 37,039.03
DOLAN KELLY	6/17/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 1,520.00	\$ -	\$ 1,520.00
DOLBY THOMAS	1/31/2003	W & M INSPECTOR PT	CONSUMER AFFAIRS	\$ 5,678.74	\$ -	\$ 5,678.74
DONNELLY PAMELA	5/9/2003	GRANT ITEM PRICE/ITEM VERIFICT	CONSUMER AFFAIRS	\$ 12,376.54	\$ -	\$ 12,376.54
DONNELLY PAMELA	1/6/2003	CROSSING GUARD	POLICE DEPT	\$ 3,925.85	\$ -	\$ 3,925.85
DONOVAN CHRISTOPHER	10/27/2000	RECREATION ASSISTANT	RECREATION	\$ 198.00	\$ -	\$ 198.00
DONOVAN KEVIN	9/11/1988	PATROL OFFICER ASSOCIATES	POLICE DEPT	\$ 66,198.36	\$ 10,682.52	\$ 76,880.88
DOONEY MARTIN	4/26/2002	HIGHWAY BRIDGE TENDER	DPW - HIGHWAY	\$ 3,539.13	\$ -	\$ 3,539.13
DOW JENNIFER	7/11/2002	REC LEISURE PROG COUNSELOR	RECREATION	\$ 2,686.00	\$ -	\$ 2,686.00
DOWMAN ALICE	9/19/1995	ELECTION POLL WORKER	TOWN CLERK	\$ 45.50	\$ -	\$ 45.50
DOYLE IAN	6/10/2003	DPW SEASONAL LABORER	DPW - S & G	\$ 4,952.75	\$ 552.75	\$ 5,505.50
DOYLE PETER	1/29/1979	DIV SUPERVISOR	DPW - WPC	\$ 73,980.13	\$ -	\$ 73,980.13
DREW CONSTANCE	9/19/1978	ELECTION WARDEN	TOWN CLERK	\$ 125.00	\$ -	\$ 125.00
DRIFMEYER ERIC	1/24/1994	PATROL OFFICER ASSOCIATES	POLICE DEPT	\$ 61,814.75	\$ 14,481.29	\$ 76,296.04
DRIFMEYER GRETCHEN	1/24/2000	PATROL OFFICER BACHELOR'S	POLICE DEPT	\$ 54,544.76	\$ 12,547.65	\$ 67,092.41
DRYZ ADAM	5/30/2003	SEASONAL AIRPORT WORKER	AIRPORT	\$ 6,222.00	\$ -	\$ 6,222.00
DUBIEL WILLIAM	6/16/2000	RECREATION LIFEGUARD	RECREATION	\$ 137.75	\$ -	\$ 137.75
DUNN JAMES	1/10/1980	PATROL OFFICER BACHELOR'S	POLICE DEPT	\$ 64,896.06	\$ 11,933.97	\$ 76,830.03
DUNN KAITLYN	5/30/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 1,180.00	\$ -	\$ 1,180.00
DUNN KELLY	5/27/2000	SKATING PRO	RECREATION	\$ 550.00	\$ -	\$ 550.00
DUNNE PAUL	5/25/1990	EQUIPMENT PARTS INVENTORY	DPW - HIGHWAY	\$ 39,212.98	\$ 6,031.57	\$ 45,244.55
DUPUIS CAROL	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 89.38	\$ -	\$ 89.38
DUPUIS NATALIE	5/12/2000	DOMESTIC VIOLENCE SPECIALIST	POLICE DEPT	\$ 37,272.66	\$ 3,954.69	\$ 41,227.35
DUPUIS SCOTT	9/21/1981	SECTION FOREMAN	DPW - HIGHWAY	\$ 43,303.71	\$ 11,896.95	\$ 55,200.66
DWYER BREANNA	6/2/2000	REC LEISURE PROGRAM DIRECTOR	RECREATION	\$ 4,095.00	\$ -	\$ 4,095.00
DWYER TAYA	6/28/2001	REC LEISURE PROG COUNSELOR	RECREATION	\$ 2,870.00	\$ -	\$ 2,870.00
EAGAN ELIZABETH	5/25/2001	RECREATION LIFEGUARD	RECREATION	\$ 2,617.27	\$ -	\$ 2,617.27
EAGER WHITNEY	6/16/2000	RECREATION LIFEGUARD	RECREATION	\$ 3,488.89	\$ -	\$ 3,488.89
EGAN KELTIE	5/24/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 1,392.00	\$ -	\$ 1,392.00
EKROSS RICHARD	8/17/1987	CHIEF PLANT OPERATOR	DPW - WPC	\$ 55,421.60	\$ 13,298.28	\$ 68,719.88
ELDRIDGE HEATHER	6/23/2000	RINK SUPERVISOR	RECREATION	\$ 2,334.02	\$ -	\$ 2,334.02

Town Departments

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Name	Date of Hire	Job Description	Department	Gross	Overtime	Total	
ELKINS	CHRISTOPHER	9/27/2002	GIS TEMP	INFORMATIONS SYSTEMS	\$ 7,405.00	\$ -	\$ 7,405.00
ELLIOTT	JAMIE	7/11/2003	DEPT/DIV ASSISTANT	GOLF	\$ 12,427.60	\$ 466.04	\$ 12,893.64
ELLIOTT	JAY	7/22/2002	VIDEOGRAPHER	INFORMATIONS SYSTEMS	\$ 241.89	\$ -	\$ 241.89
ELLIS	JAMES	4/12/1985	PATROL OFFICER ASSOCIATES	POLICE DEPT	\$ 59,376.24	\$ 10,163.01	\$ 69,539.25
ELLIS	WAYNE	7/17/2000	PATROL OFFICER ASSOCIATES	POLICE DEPT	\$ 49,020.99	\$ 11,798.90	\$ 60,819.89
ELLS	CHRISTINA	11/5/1999	EXTENDED TEMP SENIOR CLERK	BUILDING DIVISION	\$ 3,325.42	\$ -	\$ 3,325.42
ELLS	MARK	10/23/1989	DIRECTOR DEPT OF PUBLIC WORKS	DPW - ADMINISTRATION	\$ 92,392.75	\$ -	\$ 92,392.75
ELRICK	RICHARD	11/17/1997	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 4,388.84	\$ -	\$ 4,388.84
ELWORTHY	KATHERINE	5/24/2003	BEACH SUPERVISOR	RECREATION	\$ 4,837.52	\$ -	\$ 4,837.52
ENDS	BARBARA	11/6/2003	ELECTION POLL WORKER	TOWN CLERK	\$ 42.25	\$ -	\$ 42.25
ENGDAHL	CAROL	9/14/1983	ASSISTANT TAX COLLECTOR	TOWN COLLECTOR	\$ 35,602.44	\$ 389.42	\$ 35,991.86
ENGELSEN	EDWARD	3/3/1980	SEWER PLANT OPERATOR	DPW - WPC	\$ 50,355.84	\$ 20,690.09	\$ 71,045.93
ENGELSEN	MICHAEL	5/14/2002	DPW SEASONAL LABORER	DPW - WPC	\$ 13,502.50	\$ 709.50	\$ 14,212.00
ENZ	BRITTANY	9/27/2000	RECREATION ASSISTANT	RECREATION	\$ 372.00	\$ -	\$ 372.00
ENZ	HILARY	6/2/2003	RECREATION ASSISTANT	RECREATION	\$ 516.00	\$ -	\$ 516.00
ERNST	MARY	8/9/2002	GRANT PROG	SENIOR SERVICES	\$ 7,873.14	\$ -	\$ 7,873.14
ESTEY	STEPHEN	2/6/1989	PATROL OFFICER WITH CREDITS	POLICE DEPT	\$ 68,067.00	\$ 11,667.47	\$ 79,734.47
ESTRELLA	BRANDON	5/27/2000	RECREATION SWIM INSTR W/WCI	RECREATION	\$ 4,017.50	\$ -	\$ 4,017.50
ESTRELLA	ELYSE	6/18/1999	RECREATION ASSISTANT	RECREATION	\$ 4,146.88	\$ -	\$ 4,146.88
ETHIER	MARYSE	9/17/2003	ELECTION POLL WORKER	TOWN CLERK	\$ 68.26	\$ -	\$ 68.26
ETSTEN	JACQUELINE	9/22/1986	PRINCIPAL PLANNER	PLANNING	\$ 57,406.59	\$ 2,135.25	\$ 59,541.84
EVANS	BRENDA	9/23/1994	ADMINISTRATIVE ASSISTANT	DPW - S & G	\$ 33,821.67	\$ 1,049.60	\$ 34,871.27
EVANS	JEAN	1/7/2002	PATROL OFFICER MASTER'S	POLICE DEPT	\$ 53,382.12	\$ 7,759.91	\$ 61,142.03
EVERETT	BRIAN	12/9/2002	PT ANIMAL CONTROL OFFICER	NATURAL RESOURCES	\$ 18,016.70	\$ 339.70	\$ 18,356.40
EVERETT	STEVEN	2/9/1998	PATROL OFFICER BACHELOR'S	POLICE DEPT	\$ 54,208.04	\$ 10,537.17	\$ 64,745.21
EVERSON	BERTINA M	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 58.50	\$ -	\$ 58.50
EVERSON	GREGORY	10/18/2002	PROGRAM DIRECTOR	RECREATION	\$ 1,054.00	\$ -	\$ 1,054.00
EVERSON	PAUL	9/13/1979	DETECTIVE MASTER'S	POLICE DEPT	\$ 71,432.04	\$ 22,766.78	\$ 94,198.82
FALLON	PATRICK	5/5/1997	PATROL OFFICER	POLICE DEPT	\$ 56,243.57	\$ 9,906.36	\$ 66,149.93
FARNHAM	HENRY	12/2/2002	VICE PRESIDENT TOWN COUNCIL	TOWN COUNCIL	\$ 2,908.34	\$ -	\$ 2,908.34
FARROW	COLLEEN	6/17/2003	LEISURE ASSISTANT DIRECTOR	RECREATION	\$ 3,579.75	\$ -	\$ 3,579.75
FEDERICI	BARBARA	4/7/2003	GOLF ASSISTANT	GOLF	\$ 1,669.64	\$ -	\$ 1,669.64
FEENEY	MICHAEL	5/17/2002	DPW SEASONAL LABORER	DPW - S & G	\$ 14,795.00	\$ 903.38	\$ 15,698.38
FENTON	ROBERT	6/22/2000	GATEHOUSE ATD	NATURAL RESOURCES	\$ 3,978.00	\$ -	\$ 3,978.00
FERNANDES	JUSTIN	5/27/2000	REC LEISURE PROG COUNSELOR	RECREATION	\$ 3,342.00	\$ -	\$ 3,342.00
FERREIRA	ROBERT	8/14/2001	RECREATION HEAD INSTRUCTOR	RECREATION	\$ 420.00	\$ -	\$ 420.00
FIELD	MICHAEL	5/23/1997	LABORER/CRAFTSPERSON	DPW - S & G	\$ 31,665.11	\$ 1,364.67	\$ 33,029.78
FIGMIC	ROBERT	7/1/1985	CUSTODIAN	DPW - S & G	\$ 19,965.76	\$ -	\$ 19,965.76
FILIAULT	JENNIFER	4/17/2001	SEASONAL GATE ATTENDANT	RECREATION	\$ 1,012.00	\$ -	\$ 1,012.00
FINDLAY	AMELIE	9/19/1978	ELECTION WARDEN	TOWN CLERK	\$ 125.00	\$ -	\$ 125.00
FINDLAY	HUGH C	9/15/1978	ELECTION POLL WORKER	TOWN CLERK	\$ 110.00	\$ -	\$ 110.00
FINNEGAN	JOHN	5/1/1998	CHIEF OF POLICE	POLICE DEPT	\$ 141,967.20	\$ -	\$ 141,967.20
FISH	CHRISTOPHER	10/15/1992	COURIER/MAINTENANCE PERSON	DPW - HIGHWAY	\$ 18,357.65	\$ -	\$ 18,357.65

Town Departments

Gross Wage Report - 2003

Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
FISH	DAVID	11/4/1997	ELECTION POLL WORKER	TOWN CLERK	\$ 125.00	\$ -	\$ 125.00
FITZGERALD	JOHN	7/26/2002	LOCAL INSPECTOR	BUILDING DIVISION	\$ 41,674.50	\$ -	\$ 41,674.50
FLAHERTY	CATHERINE	5/24/2003	RECREATION LIFEGUARD	RECREATION	\$ 1,830.13	\$ -	\$ 1,830.13
FLAHERTY	SARAH	5/15/2002	SEASONAL GATE ATTENDANT	RECREATION	\$ 2,914.00	\$ -	\$ 2,914.00
FLANAGAN	WILLIAM	7/1/1970	PENSION	PENSIONS	\$ 17,901.24	\$ -	\$ 17,901.24
FLYNN	EDMUND	9/20/1994	ELECTION POLL WORKER	TOWN CLERK	\$ 91.00	\$ -	\$ 91.00
FLYNN	IRIS E	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 40.63	\$ -	\$ 40.63
FLYNN	MARTIN	12/13/1996	FIELD INSPECTOR	ASSESSING	\$ 28,468.09	\$ -	\$ 28,468.09
FLYNN	MARTIN	12/4/1985	SEASONAL ASSISTANT	HARBORMASTERS	\$ 9,560.00	\$ 30.00	\$ 9,590.00
FOSSIANO	JACQUELINE	9/19/1978	ELECTION WARDEN	TOWN CLERK	\$ 125.00	\$ -	\$ 125.00
FOSTER	KEVIN	7/1/2001	VIDEO SPECIALIST	INFORMATIONS SYSTEMS	\$ 36,444.76	\$ 3,001.09	\$ 39,445.85
FOSTER	LOREN	9/17/1999	MECHANIC	DPW - HIGHWAY	\$ 33,834.69	\$ 5,514.72	\$ 39,349.41
FOX	CAROLINE	7/13/2001	SEASONAL GATE ATTENDANT	RECREATION	\$ 3,578.00	\$ -	\$ 3,578.00
FRANCIS	MARY	4/3/2003	GOLF ASSISTANT	GOLF	\$ 1,194.64	\$ -	\$ 1,194.64
FRANEY	DOROTHY	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 48.75	\$ -	\$ 48.75
FRANKIO	DENNIS	9/11/1989	PATROL OFFICER BACHELOR'S	POLICE DEPT	\$ 77,728.20	\$ 6,550.31	\$ 84,278.51
FRANKIO	HOLLY	5/22/2002	SANDY NECK GATE ATTENDANT	NATURAL RESOURCES	\$ 5,442.18	\$ -	\$ 5,442.18
FRATUS	FRANCIS	9/15/1986	CUSTODIAN	DPW - S & G	\$ 33,483.23	\$ 134.52	\$ 33,617.75
FREDETTE	TODD	1/28/1986	SEWER PLANT OPERATOR	DPW - WPC	\$ 48,904.44	\$ -	\$ 48,904.44
FREEMAN	BARBARA	11/4/1997	ELECTION POLL WORKER	TOWN CLERK	\$ 91.00	\$ -	\$ 91.00
FRENCH	RICHARD	11/3/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 42.25	\$ -	\$ 42.25
FRENCH	SUSAN	11/5/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 56.88	\$ -	\$ 56.88
FRIEL	KEVIN	6/16/2000	REC LEISURE SPEC NEEDS COUNSEL	RECREATION	\$ 3,665.00	\$ -	\$ 3,665.00
FULCO	LUCIA	6/1/1994	ASSISTANT TOWN CLERK	TOWN CLERK	\$ 44,431.46	\$ -	\$ 44,431.46
FULHAM	ELIZABETH	12/7/2001	RECREATION LIFEGUARD	RECREATION	\$ 1,762.00	\$ -	\$ 1,762.00
FULLAM	KEVIN	6/14/2002	RECREATION ASSISTANT	RECREATION	\$ 3,826.00	\$ -	\$ 3,826.00
FULLAM	SARAH	5/27/2000	RECREATION LIFEGUARD	RECREATION	\$ 4,274.01	\$ -	\$ 4,274.01
GAGNE	JUSTIN	5/23/2003	GOLF TURF MAINT./GARDENER	GOLF	\$ 3,531.00	\$ -	\$ 3,531.00
GANNON	RICHARD	10/2/2000	MICROCOMPUTER SPECIALIST	INFORMATIONS SYSTEMS	\$ 14,990.60	\$ -	\$ 14,990.60
GARBACIK	MICHAEL	2/13/2003	RECREATION ASSISTANT	RECREATION	\$ 466.00	\$ -	\$ 466.00
GARLAND	LYNN	8/1/2003	PRINCIPAL DEPT/DIV ASSIST	POLICE DEPT	\$ 21,167.08	\$ -	\$ 21,167.08
GATEWOOD	ROBERT	7/28/1986	ADMINISTRATOR	CONSERVATION	\$ 64,029.35	\$ -	\$ 64,029.35
GEARIN	NEIL	7/24/1988	PATROL OFFICER BACHELOR'S	POLICE DEPT	\$ 69,398.72	\$ 11,837.40	\$ 81,236.12
GEILER	SHEILA	5/17/1976	CLERICAL POOL	HUMAN RESOURCES	\$ 3,817.50	\$ -	\$ 3,817.50
GEILER	THOMAS	12/16/1974	DIRECTOR REG. SERVICES	CONSUMER AFFAIRS	\$ 86,651.22	\$ -	\$ 86,651.22
GENATOSSIO	CHARLES	9/21/1981	FORESTRY FOREMAN	DPW - HIGHWAY	\$ 47,262.20	\$ 12,972.14	\$ 60,234.34
GENTILE	CINDY	3/16/1998	ACTIVITY COORDINATOR	SENIOR SERVICES	\$ 22,298.04	\$ 562.66	\$ 22,860.70
DABKOWSKI							
GESIN	MARILYN F	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 87.75	\$ -	\$ 87.75
GHETTI	RONALD	12/2/1996	SPECIALIST APPLS DEVL P	INFORMATIONS SYSTEMS	\$ 46,267.35	\$ 1,603.44	\$ 47,870.79
GIANGREGORIO	ROBIN	4/22/1991	CLERK -ZB/SPR	PLANNING	\$ 38,512.83	\$ 329.08	\$ 38,841.91
GIBBS	JOSEPH	11/14/2003	ASST HRBRMST MOORING OFFICER	HARBORMASTERS	\$ 3,528.53	\$ -	\$ 3,528.53
GIBBS	PETER	3/1/1996	EQUIPMENT OPERATOR I	DPW - HIGHWAY	\$ 32,857.13	\$ 13,467.80	\$ 46,324.93

Town Departments

Gross Wage Report - 2003

Name	Date of Hire	Job Description	Department	Gross	Overtime	Total
GIDDINGS MICHELLE M	6/29/2000	RECREATION ASSISTANT	RECREATION	\$ 204.00	\$ -	\$ 204.00
GILCHRIST JAMES	1/1/1989	RECYCLING LABORER	DPW - SOLID WASTE	\$ 27,237.28	\$ 1,295.56	\$ 28,532.84
GILLESPIE BRANDON	12/4/2002	RECREATION ASSISTANT	RECREATION	\$ 578.00	\$ -	\$ 578.00
GILMORE DANIEL	4/14/2000	RECREATION INSTRUCTOR	RECREATION	\$ 4,307.00	\$ -	\$ 4,307.00
GILMORE ERIN	6/22/2001	RECREATION LIFEGUARD	RECREATION	\$ 4,293.76	\$ -	\$ 4,293.76
GILMORE MARGARET	11/8/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 86.13	\$ -	\$ 86.13
GINTHER DANIEL	5/8/2002	GOLF STARTER	GOLF	\$ 3,739.50	\$ -	\$ 3,739.50
GIORDANO MARK	9/29/2000	SENIOR PROJECT MANAGER	DPW - ENGINEERING	\$ 66,534.51	\$ 12,890.51	\$ 79,425.02
GIOVANNONE MIA	9/18/2003	RECREATION ASSISTANT	RECREATION	\$ 96.00	\$ -	\$ 96.00
GLEASON JOHN	10/17/2003	PROGRAM COORDINATOR	RECREATION	\$ 12,255.99	\$ -	\$ 12,255.99
GLENN ALEXANDER	11/24/2003	RECREATION ASSISTANT	RECREATION	\$ 160.00	\$ -	\$ 160.00
GLESMANN BRENDAN	5/4/2001	RECREATION SWIM INSTR W/WCI	RECREATION	\$ 4,900.00	\$ -	\$ 4,900.00
GLISTA COURTNEY	5/25/1995	RECREATION BEACH SUPERVISOR	RECREATION	\$ 9,031.28	\$ -	\$ 9,031.28
GLOVER DELIA	6/14/2002	RECREATION ASSISTANT	RECREATION	\$ 540.00	\$ -	\$ 540.00
GODFREY CANDACE	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 87.75	\$ -	\$ 87.75
GOFF WILLIAM	5/13/1991	ASSIST GOLF COURSE SUPERVR	GOLF	\$ 54,311.82	\$ 4,640.07	\$ 58,951.89
GOLAS ADAM	6/9/2000	RECREATION INSTRUCTOR	RECREATION	\$ 3,510.00	\$ -	\$ 3,510.00
GOLAS PETER	5/24/2003	RECREATION SWIM INSTR W/WCI	RECREATION	\$ 4,954.00	\$ -	\$ 4,954.00
GOLDEN ROBERT	4/18/2003	TOWN SURVEYOR	DPW - ENGINEERING	\$ 36,418.19	\$ -	\$ 36,418.19
GOODEARL THERESE	5/5/1997	PATROL OFFICER MASTER'S	POLICE DEPT	\$ 49,406.81	\$ 8,852.62	\$ 58,259.43
GOODHUE IRENE	2/23/1998	PRINCIPAL DEPT/DIV ASSISTANT	POLICE DEPT	\$ 30,127.83	\$ 497.47	\$ 30,625.30
GORDON PAMELA	8/25/2003	CLERICAL POOL	HUMAN RESOURCES	\$ 975.00	\$ -	\$ 975.00
GORELL CHRISTEEN	9/26/2003	PT PRINCIPAL DEPT ASSISTANT	POLICE DEPT	\$ 3,288.00	\$ -	\$ 3,288.00
GORHAM NICHOLAS	5/27/2000	RECREATION BEACH SUPERVISOR	RECREATION	\$ 7,379.36	\$ -	\$ 7,379.36
GORNEY MARIJO	7/21/2003	CLERICAL POOL	HUMAN RESOURCES	\$ 375.00	\$ -	\$ 375.00
GOULD BRITTANY	6/28/2001	REC LEISURE SPEC NEEDS COUNSEL	RECREATION	\$ 4,368.50	\$ -	\$ 4,368.50
GRACE MEGHAN	10/18/2002	RECREATION ASSISTANT	RECREATION	\$ 1,084.00	\$ -	\$ 1,084.00
GRACE TIMOTHY	10/12/2001	RECREATION ASSISTANT	RECREATION	\$ 942.75	\$ -	\$ 942.75
GRANDE JACQUELYNE	9/26/2003	DIVISION ASSISTANT	DPW - HIGHWAY	\$ 6,051.71	\$ -	\$ 6,051.71
GREENE JOHN	3/9/1987	SENIOR ASSISTANT ASSESSOR	ASSESSING	\$ 54,189.29	\$ -	\$ 54,189.29
GREENLEAF JOHN	10/27/1995	PRINCIPAL DEPT/DIV ASSISTANT	FINANCE	\$ 31,659.71	\$ 24.16	\$ 31,683.87
GREENWOOD JEFFREY	1/29/2001	PATROL OFFICER ASSOCIATES	POLICE DEPT	\$ 51,683.60	\$ -	\$ 51,683.60
GRIFFEN CLAIRE	12/17/1979	LEGAL ASSISTANT	LEGAL	\$ 43,428.23	\$ -	\$ 43,428.23
GRIFFIN MARK	6/21/2002	SEASONAL GATE ATTENDANT	RECREATION	\$ 4,716.00	\$ -	\$ 4,716.00
GRIFFIN SUSAN	9/3/2002	CITIZEN ASSISTANT/RECEPTIONIST	TOWN MANAGER	\$ 26,077.70	\$ 163.72	\$ 26,241.42
GRISSOM DONALD	8/28/2000	ADMIN ASST TOWN COUNCIL	TOWN COUNCIL	\$ 46,090.30	\$ -	\$ 46,090.30
GRZYWOC DONNA	8/22/2003	PROPERTY TRANSFER ASSISTANT	ASSESSING	\$ 9,300.36	\$ -	\$ 9,300.36
GUAY ARNOLD	11/27/1978	EQUIPMENT OPERATOR II	DPW - HIGHWAY	\$ 39,867.83	\$ 13,197.48	\$ 53,065.31
GUINEY BRIAN	6/10/1985	DETECTIVE	POLICE DEPT	\$ 51,540.44	\$ 17,190.40	\$ 68,730.84
HABERL MICHAEL	2/7/1992	ASSISTANT PRO MANAGER	GOLF	\$ 22,690.57	\$ -	\$ 22,690.57
HADLEY ELINUS	11/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 39.00	\$ -	\$ 39.00
HADLEY LAURIE	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 110.00	\$ -	\$ 110.00
HADLEY MARY	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 39.00	\$ -	\$ 39.00

Town Departments

Gross Wage Report - 2003

Name	Date of Hire	Job Description	Department	Gross	Overtime	Total	
HAHNER	TIMOTHY	12/17/2001	TEMP. PLANT OPERATOR	DPW - WPC	\$ 36,811.08	\$ 15,352.44	\$ 52,163.52
HALL	REID	8/31/1975	DETECTIVES ASSOCIATE'S	POLICE DEPT	\$ 59,144.61	\$ 14,543.35	\$ 73,687.96
HALL	WILLIAM	12/23/1994	OPERATIONS SPECIALIST	AIRPORT	\$ 40,394.73	\$ 5,614.02	\$ 46,008.75
HALLETT	VIRGINIA	9/17/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 84.50	\$ -	\$ 84.50
HAMMOND	DOROTHY	11/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 39.00	\$ -	\$ 39.00
HAMNQUIST	JARED	4/11/2003	DPW SEASONAL LABORER	DPW - S & G	\$ 772.75	\$ -	\$ 772.75
HARARY	CHERYL	10/18/2002	RECREATION ASSISTANT	RECREATION	\$ 248.00	\$ -	\$ 248.00
HARMON	AMANDA	5/8/2003	RECREATION ASSISTANT	RECREATION	\$ 304.00	\$ -	\$ 304.00
HARMON	THOMAS	1/7/2002	PATROL OFFICER ASSOCIATES	POLICE DEPT	\$ 55,927.47	\$ 8,678.51	\$ 64,605.98
HARRINGTON	CATHERINE	5/27/2000	RECREATION BEACH SUPERVISOR	RECREATION	\$ 5,254.46	\$ -	\$ 5,254.46
HARTMAN	CATHERINE	6/25/2003	RECREATION LIFEGUARD	RECREATION	\$ 3,351.38	\$ -	\$ 3,351.38
HARVEY	BERNARD	4/13/1982	ELECTION POLL WORKER	TOWN CLERK	\$ 220.00	\$ -	\$ 220.00
HARVIE	KARIN	6/10/2002	TELECOMM.SPEC/JAIL ASSISTANT	POLICE DEPT	\$ 18,105.56	\$ 842.32	\$ 18,947.88
HASSETT	BARBARA	10/23/1981	PENSION	PENSIONS	\$ 4,805.40	\$ -	\$ 4,805.40
HEFFERNAN	MARGUERITE	11/9/1999	ELECTION POLL WORKER	TOWN CLERK	\$ 39.00	\$ -	\$ 39.00
HEGARTY	DAVID	7/17/2000	PATROL OFFICER	POLICE DEPT	\$ 47,617.23	\$ 7,513.86	\$ 55,131.09
HEMEON	ERIN	6/10/2002	TELECOMM.SPEC/JAIL ASSISTANT	POLICE DEPT	\$ 35,729.13	\$ 2,352.87	\$ 38,082.00
HEMILA	VALERIE	10/8/1991	DETECTIVE MASTER'S	POLICE DEPT	\$ 69,611.11	\$ 14,874.52	\$ 84,485.63
HENDERSON	PAUL	8/4/2000	CUSTODIAN	AIRPORT	\$ 27,887.41	\$ 9,696.95	\$ 37,584.36
HENNESSEY	BETH	3/25/2000	GOLF ASSISTANT	GOLF	\$ 2,978.30	\$ -	\$ 2,978.30
HICKMAN	CHRISTINE	5/24/2003	RECREATION LIFEGUARD	RECREATION	\$ 2,473.51	\$ -	\$ 2,473.51
HIGGINS	ANN	9/16/1985	PRINCIPAL DEPT/DIV ASSISTANT	DPW - ENGINEERING	\$ 18,551.09	\$ -	\$ 18,551.09
HILL	CARL	10/30/1995	PATROL OFFICER	POLICE DEPT	\$ 59,882.83	\$ 10,273.53	\$ 70,156.36
HINCKLEY	ELLEN	1/1/1901	PENSION	PENSIONS	\$ 12,212.04	\$ -	\$ 12,212.04
HINCKLEY	KATHLEEN	12/25/1990	RECORDS/PROPERTY SUPERVISOR	POLICE DEPT	\$ 47,136.48	\$ 6,118.63	\$ 53,255.11
HIRSCH	REE	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 110.00	\$ -	\$ 110.00
HOAG	DIANE	11/20/1998	ASSISTANT TAX COLLECTOR	TOWN COLLECTOR	\$ 28,443.38	\$ 275.66	\$ 28,719.04
HOLDER-HALL	NORMA	1/13/1992	HUMAN SERVICES COORDINATOR	COMM./ECONOMIC DEV.	\$ 57,459.04	\$ -	\$ 57,459.04
HOLLAND	EDWARD	6/17/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 2,524.00	\$ -	\$ 2,524.00
HOLWAY	MERRY	7/26/1996	ASSISTANT PRO MANAGER	GOLF	\$ 37,542.20	\$ 941.28	\$ 38,483.48
HOLZMAN	ROBERT	7/7/1989	OPERATIONS SUPERVISOR	AIRPORT	\$ 45,160.67	\$ 6,595.24	\$ 51,755.91
HORN	DANIEL	9/9/1985	DIRECTOR MARINE & ENV AFFAIRS	HARBORMASTERS	\$ 70,821.90	\$ -	\$ 70,821.90
HORNICK	TERRY	12/16/2002	DPW SEASONAL LABORER	DPW - S & G	\$ 2,794.00	\$ -	\$ 2,794.00
HOTETZ	CHARLES	7/18/2002	GOLF CART/RANGE	GOLF	\$ 3,970.00	\$ -	\$ 3,970.00
HOUGHTON	DAVID	10/22/1999	ASSISTANT TOWN ATTORNEY	LEGAL	\$ 70,615.42	\$ -	\$ 70,615.42
HOYT	CAROLINE M	5/21/1999	ELECTION POLL WORKER	TOWN CLERK	\$ 32.50	\$ -	\$ 32.50
HUBBARD	REBECCA	9/24/2003	RECREATION ASSISTANT	RECREATION	\$ 454.00	\$ -	\$ 454.00
HUBBARD	RICHARD	7/19/2001	RECREATION ASSISTANT	RECREATION	\$ 696.00	\$ -	\$ 696.00
HUDOCK	JUSTIN	6/9/2000	RECREATION INSTRUCTOR	RECREATION	\$ 3,050.00	\$ -	\$ 3,050.00
HUDSON	EDWARD	11/4/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 110.00	\$ -	\$ 110.00
HUDSON	ELSIE	5/28/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 86.13	\$ -	\$ 86.13
HUGHES	JOHN	4/30/2003	GOLF ASSISTANT	GOLF	\$ 7,524.04	\$ -	\$ 7,524.04
HUNTER	JOHN	10/13/1989	SUPERVISORY PROJECT ENGINEER	DPW - ENGINEERING	\$ 62,502.08	\$ -	\$ 62,502.08

Town Departments

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Name	Date of Hire	Job Description	Department	Gross	Overtime	Total
HUTCHENRIDER LINDA	6/3/1987	TOWN CLERK	TOWN CLERK	\$ 65,578.76	\$ -	\$ 65,578.76
HUTCHINSON ASHLEY	6/14/2002	RECREATION SWIM INSTR W/WCI	RECREATION	\$ 4,256.00	\$ -	\$ 4,256.00
INGRAHAM ABIGAIL	6/12/2003	BEACH AIDE	RECREATION	\$ 1,190.00	\$ -	\$ 1,190.00
JACKSON ALEXANDER	6/21/2002	RECREATION LIFEGUARD	RECREATION	\$ 4,009.01	\$ -	\$ 4,009.01
JACKSON JEFFREY	2/9/1998	PATROL OFFICER ASSOCIATES	POLICE DEPT	\$ 51,612.84	\$ 8,436.40	\$ 60,049.24
JACOBSON JOHN	3/30/2001	SPL PROJECT MANG. EMBAYMENT	DPW - ENGINEERING	\$ 52,616.23	\$ -	\$ 52,616.23
JALBERT ANDREA	12/16/2002	CLERICAL POOL	HUMAN RESOURCES	\$ 3,602.50	\$ 52.50	\$ 3,655.00
JAMES MATTHEW	6/9/2000	SEASONAL NR OFFICER	NATURAL RESOURCES	\$ 3,032.40	\$ 12.60	\$ 3,045.00
JASON JO ELLEN	8/31/1981	LIEUTENANT MASTERS	POLICE DEPT	\$ 79,845.30	\$ 18,978.27	\$ 98,823.57
JENKINS EDWARD	4/1/1975	GAS & PLUMBING INSPECTOR	BUILDING DIVISION	\$ 50,886.93	\$ -	\$ 50,886.93
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	\$ 34,593.23	\$ -	\$ 34,593.23
JOHNSON ERICA	6/2/2003	RECREATION ASSISTANT	RECREATION	\$ 304.00	\$ -	\$ 304.00
JOHNSON JOSHUA	7/18/2003	ASST PUMPOUT OP	HARBORMASTERS	\$ 8,236.00	\$ 65.26	\$ 8,301.26
JOHNSON KAITLYN	6/25/2003	REC LEISURE PROG COUNSELOR	RECREATION	\$ 2,950.00	\$ -	\$ 2,950.00
JONES BRIAN	6/10/2002	DPW SEASONAL LABORER	DPW - S & G	\$ 6,391.00	\$ -	\$ 6,391.00
JONES DAVID	5/12/2001	HIGHWAY BRIDGE TENDER	DPW - HIGHWAY	\$ 3,680.00	\$ -	\$ 3,680.00
JONES RALPH	6/13/1994	ON CALL INSPECTOR	BUILDING DIVISION	\$ 14,399.25	\$ -	\$ 14,399.25
JONES ROBERT	11/15/1999	VICE PRESIDENT TOWN COUNCIL	TOWN COUNCIL	\$ 5,298.97	\$ -	\$ 5,298.97
JONES SHEILA	5/24/1993	PRINCIPAL DIV ASSISTANT	DPW - HIGHWAY	\$ 31,534.99	\$ -	\$ 31,534.99
JOSEPH LOUNEL	12/12/2002	RECREATION ASSISTANT	RECREATION	\$ 3,742.00	\$ -	\$ 3,742.00
JUST JENNIFER	5/17/1996	GOLF ASSISTANT	GOLF	\$ 384.76	\$ -	\$ 384.76
KACHAJIAN DAVID	4/5/1999	PATROL OFFICER MASTER'S	POLICE DEPT	\$ 54,292.18	\$ 10,454.44	\$ 64,746.62
KADUNC WILHELM	9/14/1985	SECTION FOREMAN	DPW - HIGHWAY	\$ 42,791.75	\$ 10,108.47	\$ 52,900.22
KALETA MARY C	9/16/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 81.25	\$ -	\$ 81.25
KALWEIT CHRISTEL	6/28/2002	SANDY NECK GATE ATTENDANT	NATURAL RESOURCES	\$ 4,654.00	\$ -	\$ 4,654.00
KALWEIT DOUGLAS	2/5/1973	SUPERVISOR	NATURAL RESOURCES	\$ 63,359.58	\$ -	\$ 63,359.58
KALWEIT JARRED	6/9/2000	RECREATION HEAD INSTRUCTOR	RECREATION	\$ 5,201.53	\$ -	\$ 5,201.53
KANE BRIANA	8/11/2000	PRINCIPAL DEPT/DIV ASSISTANT	TREASURY	\$ 32,225.99	\$ 11.16	\$ 32,237.15
KARCZEWSKI ROBERT	10/30/2003	RECREATION ASSISTANT	RECREATION	\$ 136.00	\$ -	\$ 136.00
KARLE DARCY	2/16/1988	CONSERVATION AGENT	CONSERVATION	\$ 49,278.48	\$ 1,925.01	\$ 51,203.49
KARLE JASON	5/20/2003	DPW SEASONAL LABORER	DPW - HIGHWAY	\$ 7,496.50	\$ -	\$ 7,496.50
KARNATSEVICH ALIAKSEI	8/22/2003	DPW SEASONAL LABORER	DPW - S & G	\$ 2,200.00	\$ 255.75	\$ 2,455.75
KARUKAS GREGORY	12/2/2003	RECREATION ASSISTANT	RECREATION	\$ 340.00	\$ -	\$ 340.00
KAVALCHUK SIARHEI	8/22/2003	DPW SEASONAL LABORER	DPW - S & G	\$ 2,046.00	\$ 255.75	\$ 2,301.75
KEENAN AUDREY	9/21/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 84.50	\$ -	\$ 84.50
KEIJSER HENRICUS	10/19/2001	GENERAL FOREMAN	DPW - S & G	\$ 53,865.36	\$ -	\$ 53,865.36
KELLEHER MAUREEN	7/5/1990	PUBLIC HEALTH NURSE	HEALTH DIVISION	\$ 50,127.30	\$ 219.59	\$ 50,346.89
KELLEHER MAUREEN	9/18/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 71.50	\$ -	\$ 71.50
KELLEY ARIANE	6/28/2001	REC LEISURE PROG COUNSELOR	RECREATION	\$ 3,258.00	\$ -	\$ 3,258.00
KELLEY COLIN	1/24/2000	PATROL OFFICER	POLICE DEPT	\$ 49,333.73	\$ 5,822.80	\$ 55,156.53
KELLEY COURTNEY	5/27/2000	RECREATION HEAD INSTRUCTOR	RECREATION	\$ 2,640.75	\$ -	\$ 2,640.75
KELLEY DENNIS	3/10/1975	MECHANIC	DPW - S & G	\$ 40,519.60	\$ 353.06	\$ 40,872.66

Town Departments

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Name	Date of Hire	Job Description	Department	Gross	Overtime	Total
KELLEY JAMES	5/24/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 3,881.95	\$ -	\$ 3,881.95
KELLEY NATHAN	5/9/2003	PROGRAM COORDINATOR	RECREATION	\$ 23,523.53	\$ 2,060.60	\$ 25,584.13
KELLIHER PATRICK	12/7/2001	LABORER/CRAFTSPERSON	DPW - HIGHWAY	\$ 28,930.37	\$ 5,596.64	\$ 34,527.01
KELLY ANDREW	6/21/2002	RECREATION ASSISTANT	RECREATION	\$ 332.00	\$ -	\$ 332.00
KELLY WILLIAM	10/3/2003	LOCAL INSPECTOR	BUILDING DIVISION	\$ 8,733.12	\$ -	\$ 8,733.12
KELSEY CHARLES	8/29/1975	MAINTANCE SUPERVISOR	AIRPORT	\$ 50,405.79	\$ 8,361.08	\$ 58,766.87
KELSEY CHRISTOPHER	2/9/1998	PATROL OFFICER	POLICE DEPT	\$ 43,602.75	\$ 3,915.50	\$ 47,518.25
KEMPTON JONATHAN	11/21/2002	RECREATION ASSISTANT	RECREATION	\$ 174.00	\$ -	\$ 174.00
KENNEDY MICHAEL	10/12/2001	RECREATION ASSISTANT	RECREATION	\$ 726.00	\$ -	\$ 726.00
KENNEDY REGINA	11/5/1991	ELECTION POLL WORKER	TOWN CLERK	\$ 35.75	\$ -	\$ 35.75
KENNEDY SUZANNE	9/14/1992	ADMIN ASSISTANT AIRPORT MNGR	AIRPORT	\$ 39,047.63	\$ 5,037.54	\$ 44,085.17
KEYES RUSSELL	7/22/1994	NATURAL RESOURCE OFFICER	NATURAL RESOURCES	\$ 42,036.32	\$ 6,768.14	\$ 48,804.46
KIESLING AGNIESZKA	7/8/2002	GOLF TURF MAINT./GARDENER	GOLF	\$ 6,057.50	\$ -	\$ 6,057.50
KILLION LUKE	7/1/2003	RECREATION LIFEGUARD	RECREATION	\$ 4,070.75	\$ -	\$ 4,070.75
KILMURRAY MEG	6/12/2003	RECREATION AIDE	RECREATION	\$ 228.00	\$ -	\$ 228.00
KING CHRISTIAN	8/17/2001	PROGRAM DEVELOPMENT SPECIALIST	SENIOR SERVICES	\$ 29,654.15	\$ 393.44	\$ 30,047.59
KIRWAN HEIDI	6/22/2001	RECREATION SPECIAL NEEDS COUNS	RECREATION	\$ 1,579.00	\$ -	\$ 1,579.00
KIRWAN JEANNETTE	9/5/1979	DEPT/DIV ASSISTANT	ASSESSING	\$ 32,080.28	\$ -	\$ 32,080.28
KLIM KATE	5/27/2000	RECREATION HEAD LIFEGUARD	RECREATION	\$ 4,557.01	\$ -	\$ 4,557.01
KLIMM JOHN	12/1/1999	TOWN MANAGER	TOWN MANAGER	\$ 108,401.89	\$ -	\$ 108,401.89
KLUN VICTORIA	7/26/2002	PROJECT ENGINEER ROADS	DPW - ENGINEERING	\$ 23,978.13	\$ -	\$ 23,978.13
KNIGHT GREGORY	4/20/2002	LABORER/CRAFTSPERSON	GOLF	\$ 15,676.39	\$ 1,529.85	\$ 17,206.24
KOHL GLENNA	6/15/2001	RECREATION HEAD INSTRUCTOR	RECREATION	\$ 4,445.39	\$ -	\$ 4,445.39
KONDRACKI MICHAEL	7/6/2001	OPERATIONS SPECIALIST	AIRPORT	\$ 36,500.99	\$ 2,897.03	\$ 39,398.02
KOSMAN MAXWELL	4/12/2003	GOLF CART/RANGE	GOLF	\$ 2,324.00	\$ -	\$ 2,324.00
KOSTURKOV LACHEZAR	6/11/2003	GOLF TURF MAINT./GARDENER	GOLF	\$ 2,722.50	\$ -	\$ 2,722.50
KOZMA MARK	5/27/2000	RECREATION SWIM INSTR W/WCI	RECREATION	\$ 3,067.50	\$ -	\$ 3,067.50
KRAU ROBERT	6/16/2003	DPW SEASONAL LABORER	DPW - S & G	\$ 4,686.00	\$ 606.38	\$ 5,292.38
KREMER DANIEL	5/24/2002	RECREATION LIFEGUARD	RECREATION	\$ 3,262.88	\$ -	\$ 3,262.88
KREMER LACEY	6/28/2002	RECREATION ASSISTANT	RECREATION	\$ 148.00	\$ -	\$ 148.00
KUIMJIAN NAZLY	9/17/2003	ELECTION POLL WORKER	TOWN CLERK	\$ 91.00	\$ -	\$ 91.00
KUJAWSKI TIMOTHY	6/21/2002	RECREATION LIFEGUARD	RECREATION	\$ 1,869.14	\$ -	\$ 1,869.14
KULIGA HAZEL	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 58.50	\$ -	\$ 58.50
KYNOCH SCOTT	6/11/1989	PATROL OFFICER	POLICE DEPT	\$ 62,326.95	\$ 11,062.90	\$ 73,389.85
LABER JASON	4/5/1999	DETECTIVE BACHELOR'S	POLICE DEPT	\$ 62,360.34	\$ 15,088.17	\$ 77,448.51
LAMBERT JEMMA	3/7/1997	COMMUNITY SERVICES DIRECTOR	TOWN MANAGER	\$ 65,052.29	\$ -	\$ 65,052.29
LANDINO JENNA	6/26/2002	SEASONAL GATE ATTENDANT	RECREATION	\$ 420.00	\$ -	\$ 420.00
LANNON ELIZABETH	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 55.25	\$ -	\$ 55.25
LAPINE JOSHUA	4/26/2002	RECREATION ASSISTANT	RECREATION	\$ 4,540.00	\$ -	\$ 4,540.00
LARIVIERE KURT	1/24/1994	PATROL OFFICER	POLICE DEPT	\$ 68,027.66	\$ 12,747.30	\$ 80,774.96
LARNED NANCY	4/2/2001	DEPT/DIV ASSISTANT	BUILDING DIVISION	\$ 27,122.00	\$ -	\$ 27,122.00
LAUZON JEFFREY	6/20/2003	LOCAL INSPECTOR	BUILDING DIVISION	\$ 20,641.92	\$ -	\$ 20,641.92

Town Departments

Gross Wage Report - 2003

Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
LAVOIE	DEBBRA	11/3/1995	ADMINISTRATIVE ASSISTANT 7	NATURAL RESOURCES	\$ 35,186.25	\$ 1,103.37	\$ 36,289.62
LAVOIE	PAUL	1/1/1975	PATROL OFFICER ASSOCIATES	POLICE DEPT	\$ 52,136.60	\$ 4,167.24	\$ 56,303.84
LAVOIE	VANESSA	2/17/1998	CLERICAL POOL	HUMAN RESOURCES	\$ 222.50	\$ -	\$ 222.50
LAWSON	JEAN	11/6/2003	ELECTION POLL WORKER RECREATION SWIM PROGRAM SUPERV	TOWN CLERK	\$ 125.00	\$ -	\$ 125.00
LE GEYT	MICHELLE	5/27/2000	RECREATION	RECREATION	\$ 8,295.22	\$ -	\$ 8,295.22
LEBLANC	LORETTA	4/7/1989	DEPT/DIV ASSISTANT	CONSUMER AFFAIRS	\$ 31,830.27	\$ 217.94	\$ 32,048.21
LEBLANC	MICHAEL	9/7/2000	ON CALL INSPECTOR	BUILDING DIVISION	\$ 839.50	\$ -	\$ 839.50
LEDUC	SAMANTHA	1/22/2001	PRINCIPAL DEPT/DIV ASSISTANT	RECREATION	\$ 28,721.67	\$ 5,009.93	\$ 33,731.60
LEDUC	THOMAS	7/24/1988	PATROL OFFICER	POLICE DEPT	\$ 53,104.36	\$ 4,685.49	\$ 57,789.85
LEE	LINDA	9/5/1975	CROSSING GUARD	POLICE DEPT	\$ 12,616.20	\$ -	\$ 12,616.20
LEGER	SCOTT	1/24/2000	PATROL OFFICER ASSOCIATES	POLICE DEPT	\$ 55,701.02	\$ 9,570.16	\$ 65,271.18
LEHANE	TINA	6/10/2002	TELECOMM.SPEC/JAIL ASSISTANT	POLICE DEPT	\$ 37,223.13	\$ 1,606.00	\$ 38,829.13
LEIGHTON	DONALD	3/31/2003	GOLF ASSISTANT	GOLF	\$ 7,198.67	\$ -	\$ 7,198.67
LEITE	BRUCE	8/5/2002	LABORER/CRAFTSPERSON	DPW - HIGHWAY	\$ 22,593.83	\$ 1,696.99	\$ 24,290.82
LEITE	JOHN	6/10/1968	SOLID WASTE FOREMAN	DPW - SOLID WASTE	\$ 56,212.92	\$ 11,440.69	\$ 67,653.61
LEMAY	DAVID	12/7/2001	LABORER/CRAFTSPERSON	DPW - HIGHWAY	\$ 28,572.60	\$ 6,859.82	\$ 35,432.42
LEMIEUX	JEFFERY	5/24/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 3,170.00	\$ -	\$ 3,170.00
LENNON	CAROLYN	11/17/1999	POLICE MATRON	POLICE DEPT	\$ 10,712.00	\$ -	\$ 10,712.00
LENNON	KATHRYN	10/9/2003	RECREATION ASSISTANT	RECREATION	\$ 1,018.00	\$ -	\$ 1,018.00
LEONARD	AVE	11/6/2003	ELECTION POLL WORKER	TOWN CLERK	\$ 110.00	\$ -	\$ 110.00
LEROUX	HEATHER	5/30/2003	RECREATION LIFEGUARD	RECREATION	\$ 2,165.89	\$ -	\$ 2,165.89
LEVESQUE	SAMANTHA	12/19/2001	RECREATION ASSISTANT	RECREATION	\$ 938.00	\$ -	\$ 938.00
LEWIS	CHARLES	3/27/1984	SENIOR ANIMAL CONTROL OFFICER	NATURAL RESOURCES	\$ 44,785.58	\$ 6,081.68	\$ 50,867.26
L'HEUREUX	KATIE	4/15/2001	SEASONAL NR OFFICER	NATURAL RESOURCES	\$ 4,067.70	\$ 472.50	\$ 4,540.20
LIMA	DANIEL	5/20/2000	DPW SEASONAL LABORER	DPW - SOLID WASTE	\$ 7,711.00	\$ -	\$ 7,711.00
LIMA	JILLIAN	6/9/2000	RECREATION HEAD LIFEGUARD	RECREATION	\$ 31.50	\$ -	\$ 31.50
LIMA	MICHAEL	7/6/2002	DPW SEASONAL LABORER	DPW - SOLID WASTE	\$ 12,597.75	\$ 115.50	\$ 12,713.25
LINNEHAN	KATLYN	6/30/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 2,162.00	\$ -	\$ 2,162.00
LINNELL	JOSEPH	10/1/1996	GOLF LABORER	GOLF	\$ 27,904.54	\$ 2,583.77	\$ 30,488.31
LLOYD	ROSS	6/10/2002	TELECOMM.SPEC/JAIL ASSISTANT	POLICE DEPT	\$ 37,689.13	\$ 6,436.28	\$ 44,125.41
LOMBA	LOIS	1/5/1987	ADMINISTRATIVE ASSISTANT	CONSUMER AFFAIRS	\$ 37,399.24	\$ 1,304.62	\$ 38,703.86
LOMBA	REGINALD	9/13/1979	PATROL OFFICER	POLICE DEPT	\$ 29,231.76	\$ -	\$ 29,231.76
LOMBARDI	KEVIN	5/24/2003	RECREATION LIFEGUARD	RECREATION	\$ 2,661.01	\$ -	\$ 2,661.01
LONERGAN	ELIZABETH	5/30/2003	RECREATION ASSISTANT	RECREATION	\$ 304.00	\$ -	\$ 304.00
LOONEY	JAMES	2/28/2003	CUSTODIAN	AIRPORT	\$ 11,813.80	\$ 857.24	\$ 12,671.04
LOPES	CODY	7/11/2003	REC LEISURE PROG COUNSELOR	RECREATION	\$ 2,396.00	\$ -	\$ 2,396.00
LORRETT	LAURIE	9/15/2000	SKATING PRO	RECREATION	\$ 5,100.00	\$ -	\$ 5,100.00
LOUGHNANE	AUDREY	4/14/1987	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 4,388.84	\$ -	\$ 4,388.84
LOUMIOTIS	PETER	5/30/2003	BEACH AIDE	RECREATION	\$ 1,635.00	\$ -	\$ 1,635.00
LOUMIOTIS	SOPHIA	6/16/2000	REC LEISURE PROG COUNSELOR	RECREATION	\$ 3,410.00	\$ -	\$ 3,410.00
LOUNSBURY	MATTHEW	2/9/1998	DETECTIVE	POLICE DEPT	\$ 51,876.95	\$ 14,382.37	\$ 66,259.32
LOVELL	JOHN	9/4/1985	CUSTODIAN	DPW - S & G	\$ 32,139.23	\$ 5,392.41	\$ 37,531.64

Town Departments

Gross Wage Report - 2003

Name	Date of Hire	Job Description	Department	Gross	Overtime	Total	
LOVELL	ROBERT	11/1/1983	GENERAL FOREMAN	DPW - HIGHWAY	\$ 54,445.21	\$ 6,292.44	\$ 60,737.65
LOVELY	AMANDA	10/10/2002	SKATING PRO	RECREATION	\$ 356.25	\$ -	\$ 356.25
LYMAN	SOPHIA	4/20/2001	DIVISION ASSISTANT 37.5	DPW - HIGHWAY	\$ 14,953.00	\$ 1,539.71	\$ 16,492.71
LYNCH	BRIAN	4/22/1999	GOLF ASSISTANT	GOLF	\$ 698.25	\$ -	\$ 698.25
LYNCH	JOSEPH	10/1/2003	RECREATION ASSISTANT	RECREATION	\$ 350.00	\$ -	\$ 350.00
LYON	AMY	12/26/2002	RECREATION ASSISTANT	RECREATION	\$ 190.00	\$ -	\$ 190.00
MACALLISTER	JANICE	11/6/2003	ELECTION POLL WORKER	TOWN CLERK	\$ 19.50	\$ -	\$ 19.50
MACDONALD	PATRICIA	10/26/2001	PROGRAM COORDINATOR	RECREATION	\$ 22,784.76	\$ 777.75	\$ 23,562.51
MACDONALD	PAUL	8/31/1981	LIEUTENANT WITH CREDITS	POLICE DEPT	\$ 71,938.53	\$ 29,402.71	\$ 101,341.24
MACHADO	ANDREW	3/3/1987	ASSISTANT ASSESSOR	ASSESSING	\$ 49,278.50	\$ -	\$ 49,278.50
MACHADO	PATRICIA	11/5/1984	ASSISTANT DIRECTOR	RECREATION	\$ 59,639.59	\$ 7,573.91	\$ 67,213.50
MACKEY	PATRICIA	10/3/1988	ADMINISTRATIVE ASSISTANT	PLANNING	\$ 37,168.24	\$ 2,146.62	\$ 39,314.86
MACLEOD	WILLIAM	9/24/1999	NOISE ABATEMENT OFFICER	AIRPORT	\$ 23,596.53	\$ -	\$ 23,596.53
MACQUEEN	DOUGLAS	6/9/2003	SUMMER PATROL OFFICER	POLICE DEPT	\$ 5,304.00	\$ 58.50	\$ 5,362.50
MADDOX	STANLEY	11/5/1993	EQUIPMENT OPERATOR I	DPW - HIGHWAY	\$ 34,300.00	\$ 8,122.92	\$ 42,422.92
MADERIOS	STEVEN	1/24/1972	SECTION FOREMAN	DPW - S & G	\$ 47,262.24	\$ 10,040.05	\$ 57,302.29
MAENPAA	JENNY	6/2/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 2,122.00	\$ -	\$ 2,122.00
MAFFEI	SUSAN	4/25/1994	PRINCIPAL DEPT/DIV ASSISTANT	TOWN CLERK	\$ 31,956.83	\$ 197.16	\$ 32,153.99
MAHER	STEVEN	1/24/1994	PATROL OFFICER MASTER'S	POLICE DEPT	\$ 64,226.87	\$ 12,689.49	\$ 76,916.36
MALONE	MOLLY	5/24/2003	RECREATION LIFEGUARD	RECREATION	\$ 2,783.26	\$ -	\$ 2,783.26
MALONEY	SARAH	7/6/2001	REC LEISURE PROG COUNSELOR	RECREATION	\$ 3,068.00	\$ -	\$ 3,068.00
MANNI	STEVEN	10/1/1977	MECHANIC	POLICE DEPT	\$ 39,766.40	\$ 7,259.00	\$ 47,025.40
MANNING	KIMBERLY	5/24/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 2,794.00	\$ -	\$ 2,794.00
MAPLES	NICHOLAS	11/12/1999	WEIGHT & MEASURE INSPECTOR	CONSUMER AFFAIRS	\$ 40,246.50	\$ -	\$ 40,246.50
MARCOTTE	ASHLEY	12/15/2000	REC LEISURE PROG COUNSELOR	RECREATION	\$ 3,312.00	\$ -	\$ 3,312.00
MARCOTTE	EMILY	6/13/2003	REC LEISURE PROG COUNSELOR	RECREATION	\$ 3,036.00	\$ -	\$ 3,036.00
MARCOTTI	THOMAS	8/5/1994	SHELLFISH BIOL/CONST	NATURAL RESOURCES	\$ 42,856.46	\$ 2,315.87	\$ 45,172.33
MARK	JENNIFER	5/27/2000	RECREATION HEAD LIFEGUARD	RECREATION	\$ 3,543.78	\$ -	\$ 3,543.78
MARKWELL	GARETH	3/10/2003	PAYROLL ASSISTANT	TREASURY	\$ 21,664.46	\$ 21.07	\$ 21,685.53
MARNIK	CATHERINE	5/19/2003	SANDY NECK GATE ATTENDANT	NATURAL RESOURCES	\$ 3,366.00	\$ -	\$ 3,366.00
MARSHALL	KATHERINE	6/16/2000	REC LEISURE SPEC NEEDS COUNSEL	RECREATION	\$ 4,014.75	\$ -	\$ 4,014.75
MARTIN	MICHAEL	9/13/1979	DEPUTY CHIEF MASTERS	POLICE DEPT	\$ 94,251.24	\$ 23,116.79	\$ 117,368.03
MASTRO	LAUREN	5/30/2003	SEASONAL NR OFFICER	NATURAL RESOURCES	\$ 7,593.86	\$ 541.80	\$ 8,135.66
MASTROIANNI	ANN	8/12/1991	LABRATORY TECH/CHEMIST	DPW - WPC	\$ 45,519.87	\$ 3,755.34	\$ 49,275.21
MATEO	DILCIA	6/25/2003	BEACH AIDE	RECREATION	\$ 1,569.00	\$ -	\$ 1,569.00
MATHESON	PAUL	7/15/2002	TOWN ASSESSOR	ASSESSING	\$ 65,219.76	\$ -	\$ 65,219.76
MATTOON	KENNETH	10/29/2001	EQUIPMENT OPERATOR I	DPW - HIGHWAY	\$ 30,166.77	\$ 5,956.35	\$ 36,123.12
MATTOS	DAVID	9/16/2002	LOCAL INSPECTOR	BUILDING DIVISION	\$ 41,674.49	\$ -	\$ 41,674.49
MCABEE	AMY	4/18/2003	SEASONAL NR OFFICER	NATURAL RESOURCES	\$ 8,328.92	\$ 182.70	\$ 8,511.62
MCABEE	JEFFERY	4/18/2003	SEASONAL NR OFFICER	NATURAL RESOURCES	\$ 3,271.80	\$ -	\$ 3,271.80
MCBRIDE	JAMES	6/13/2003	DPW SEASONAL LABORER	DPW - SOLID WASTE	\$ 6,429.50	\$ 16.50	\$ 6,446.00
MCBRIEN	JACQUELINE	5/24/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 2,304.00	\$ -	\$ 2,304.00
MCCARRON	JORDAN	6/2/2000	RECREATION LIFEGUARD	RECREATION	\$ 760.00	\$ -	\$ 760.00

Town Departments

Gross Wage Report - 2003

Name	Date of Hire	Job Description	Department	Gross	Overtime	Total
MCCARTHY CAROL	11/6/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 45.50	\$ -	\$ 45.50
MCCARTHY JENNIFER	9/30/1974	CLERICAL POOL	HUMAN RESOURCES	\$ 1,925.00	\$ -	\$ 1,925.00
MCCARTHY NANCY	11/6/1985	PRINCIPAL CLERK	DPW - WPC	\$ 33,400.85	\$ 712.66	\$ 34,113.51
MCCARTHY SCOTT	10/26/2001	RECREATION ASSISTANT	RECREATION	\$ 1,531.50	\$ -	\$ 1,531.50
MCCARTHY STEVEN	8/10/1981	CUSTODIAN	DPW - S & G	\$ 32,289.24	\$ 19,417.24	\$ 51,706.48
MCCONNELL MARION	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 68.25	\$ -	\$ 68.25
MCDONALD KATHRYN	10/17/2002	SKATING PRO	RECREATION	\$ 1,916.00	\$ -	\$ 1,916.00
MCDONALD SALLY	11/6/2003	ELECTION POLL WORKER	TOWN CLERK	\$ 26.00	\$ -	\$ 26.00
MCDONALD WILLIAM	4/26/2002	HIGHWAY BRIDGE TENDER	DPW - HIGHWAY	\$ 3,254.50	\$ -	\$ 3,254.50
MCDONNELL MARY	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 26.00	\$ -	\$ 26.00
MCGONIGLE JOHN	9/18/2003	RECREATION ASSISTANT	RECREATION	\$ 358.00	\$ -	\$ 358.00
MCGOVERN RYAN	6/21/2002	SEASONAL GATE ATTENDANT	RECREATION	\$ 1,084.00	\$ -	\$ 1,084.00
MCGUIRE STEPHEN	4/7/1983	SERGEANT MASTERS	POLICE DEPT	\$ 80,542.99	\$ 34,961.79	\$ 115,504.78
MCINTYRE BRUCE	6/14/1993	GOLF COURSE SUPERINTENDENT	GOLF	\$ 67,720.16	\$ -	\$ 67,720.16
MCKEAN THOMAS	9/17/1984	PUBLIC HEALTH DIRECTOR	HEALTH DIVISION	\$ 73,830.14	\$ -	\$ 73,830.14
MCKEARNEY DAVID	10/21/2002	HEALTH INSPECTOR	HEALTH DIVISION	\$ 158.78	\$ -	\$ 158.78
MCKENNA ANDREW	2/22/1993	SERGEANT MASTERS	POLICE DEPT	\$ 75,922.10	\$ 25,340.28	\$ 101,262.38
MCKENNA DEBORAH	2/1/2002	RECEPTIONIST	SENIOR SERVICES	\$ 24,620.82	\$ -	\$ 24,620.82
MCKENNA FRANCIS	5/22/1998	SEASONAL ASSIST	HARBORMASTERS	\$ 5,480.00	\$ -	\$ 5,480.00
MCKEON AUDREY	11/1/1978	ELECTION POLL WORKER	TOWN CLERK	\$ 110.00	\$ -	\$ 110.00
MCLAUGHLIN CASH	5/30/2003	SEASONAL AIRPORT WORKER	AIRPORT	\$ 5,088.00	\$ -	\$ 5,088.00
MCLAUGHLIN MARK	5/27/2000	SEASONAL GATE ATTENDANT	RECREATION	\$ 3,460.00	\$ -	\$ 3,460.00
MCMAHON SCOT	10/30/1995	SERGEANT MASTERS	POLICE DEPT	\$ 69,632.19	\$ 27,083.65	\$ 96,715.84
MCMAMARA CAITILIN	6/15/2001	RECREATION INSTRUCTOR	RECREATION	\$ -	\$ -	\$ -
MCMAMARA KIMBERLEY	6/16/2000	REC LEISURE PROGRAM DIRECTOR	RECREATION	\$ 4,127.50	\$ -	\$ 4,127.50
MCPECK TIMOTHY	4/18/2000	PATROL OFFICER	POLICE DEPT	\$ 46,050.60	\$ 8,711.77	\$ 54,762.37
MCPHEE MAUREEN	9/20/1982	TOWN COLLECTOR	TOWN COLLECTOR	\$ 60,338.05	\$ -	\$ 60,338.05
MCWILLIAMS MARK	7/17/2000	PATROL OFFICER	POLICE DEPT	\$ 42,183.84	\$ 7,110.60	\$ 49,294.44
MEDEIROS JANE	6/16/2000	SEASONAL GATE ATTENDANT	RECREATION	\$ 1,206.00	\$ -	\$ 1,206.00
MELANSON STEPHANIE	12/26/2001	RECREATION PROGRAM DIRECTOR	RECREATION	\$ 1,757.50	\$ -	\$ 1,757.50
MELIA JAMES	1/1/1997	PATROL OFFICER	POLICE DEPT	\$ 68,779.03	\$ 12,756.52	\$ 81,535.55
MELLYN MARK	10/30/1995	SERGEANT MASTERS	POLICE DEPT	\$ 59,777.57	\$ 13,091.03	\$ 72,868.60
MERCER KENNETH	1/27/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 91.00	\$ -	\$ 91.00
MERCER MARJORIE	11/6/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 35.75	\$ -	\$ 35.75
MICHAELSON LINDA	11/3/2000	DEPUTY TAX COLLECTOR	TOWN COLLECTOR	\$ 29,977.82	\$ 262.96	\$ 30,240.78
MICHELOVE JACQUELINE	11/3/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 110.00	\$ -	\$ 110.00
MICHELOVE LEON	11/3/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 89.38	\$ -	\$ 89.38
MILLER MALCOLM	6/6/2003	RECREATION RINK SUPERVISOR	RECREATION	\$ 4,106.46	\$ -	\$ 4,106.46
MILLER MARY	9/18/2003	RECREATION ASSISTANT	RECREATION	\$ 360.00	\$ -	\$ 360.00
MILLER VERONICA	8/28/1999	PRINCIPAL CLERK	DPW - WPC	\$ 34,619.15	\$ 2,650.91	\$ 37,270.06
MILNE J. GREGORY	11/15/1999	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 4,999.92	\$ -	\$ 4,999.92
MILNE MARK	12/8/1997	DIRECTOR OF FINANCE	FINANCE	\$ 96,309.91	\$ -	\$ 96,309.91
MIORANDI DONNA	9/28/1987	HAZARD MATERIALS INSPEC.	HEALTH DIVISION	\$ 49,278.50	\$ 648.12	\$ 49,926.62

Town Departments

Gross Wage Report - 2003

Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
MIRANDA	LORRAINE	4/23/1999	FINANCIAL COORDINATOR POLICE	POLICE DEPT	\$ 37,423.99	\$ 8,199.16	\$ 45,623.15
MOLINARI	HEATHER	6/16/2000	LEISURE ASSISTANT DIRECTOR	RECREATION	\$ 2,911.50	\$ -	\$ 2,911.50
MONAHAN	RICHARD	7/14/1986	WORKING FOREMAN	DPW - S & G	\$ 41,592.92	\$ 4,864.76	\$ 46,457.68
MONROE	KATHRYN	11/6/2003	ELECTION POLL WORKER	TOWN CLERK	\$ 13.00	\$ -	\$ 13.00
MOORE	ANSON	4/5/1999	PATROL OFFICER	POLICE DEPT	\$ 60,333.90	\$ 11,266.77	\$ 71,600.67
MOORE	BARBARA	11/8/1994	ELECTION POLL WORKER	TOWN CLERK	\$ 39.00	\$ -	\$ 39.00
MOORE	GENEVIEVE	10/3/2002	RECREATION ASSISTANT	RECREATION	\$ 556.00	\$ -	\$ 556.00
MOORE	JAMES	9/25/1998	SURVEYING FIELD TECHNICIAN	DPW - ENGINEERING	\$ 41,199.50	\$ 119.36	\$ 41,318.86
MOORE	RUSSELL	7/1/1995	EQUIPMENT OPERATOR I	DPW - S & G	\$ 34,170.21	\$ 5,987.85	\$ 40,158.06
MORANO	KENNETH	7/1/2002	HIGHWAY VACUUM OPERATOR	DPW - HIGHWAY	\$ 6,874.89	\$ -	\$ 6,874.89
MOREAU	ALISON	2/22/2000	REC LEISURE PROG COUNSELOR	RECREATION	\$ 2,016.00	\$ -	\$ 2,016.00
MOREAU	LAUREN	6/7/2002	RECREATION LIFEGUARD	RECREATION	\$ 4,912.15	\$ -	\$ 4,912.15
MORECRAFT	BRIAN	4/10/2000	LABORER/CRAFTSPERSON	DPW - S & G	\$ 29,708.84	\$ 4,081.27	\$ 33,790.11
MORGAN	MICHAEL	8/20/1999	LABORER/CRAFTSPERSON	DPW - SOLID WASTE	\$ 30,532.89	\$ 1,407.56	\$ 31,940.45
MORGAN	WILLIAM	7/1/2003	DPW SEASONAL LABORER	DPW - HIGHWAY	\$ 1,969.00	\$ -	\$ 1,969.00
MORIN	JOHN	6/25/1990	ASSISTANT MECHANIC	DPW - WPC	\$ 48,627.22	\$ 20,559.47	\$ 69,186.69
MORIN	KATELYN	6/20/2003	RECREATION ASSISTANT	RECREATION	\$ 304.00	\$ -	\$ 304.00
MORRISON	BRIAN	5/5/1997	PATROL OFFICER ASSOCIATES	POLICE DEPT	\$ 57,599.80	\$ 7,702.41	\$ 65,302.21
MORRISON	MANDY	5/27/2000	RECREATION LIFEGUARD	RECREATION	\$ 1,368.00	\$ -	\$ 1,368.00
MORRISSEY	MARIANNE	10/25/2002	DEPT/DIV ASSISTANT	RECREATION	\$ 26,590.83	\$ 2,571.31	\$ 29,162.14
MORSE	RICHARD	1/15/1983	DETECTIVE BACHELOR'S	POLICE DEPT	\$ 68,955.48	\$ 18,990.77	\$ 87,946.25
MOSBY	QUINCY	6/25/2001	AIRPORT MANANGER	AIRPORT	\$ 80,357.99	\$ -	\$ 80,357.99
MOYNIHAN	TIMOTHY	6/14/2002	RECREATION INSTRUCTOR	RECREATION	\$ 3,470.00	\$ -	\$ 3,470.00
MULCAHY	MICHAEL	11/17/2003	LABORER/CRAFTSPERSON	DPW - S & G	\$ 4,308.66	\$ -	\$ 4,308.66
MUMFORD	LESLEY	6/22/2001	RECREATION ASSISTANT	RECREATION	\$ 304.00	\$ -	\$ 304.00
MUNAFO	JAMES	11/18/2003	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 597.21	\$ -	\$ 597.21
MURPHY	JAMES	5/11/2001	VAN DRIVER SENIOR SERVICES	SENIOR SERVICES	\$ 19,857.54	\$ -	\$ 19,857.54
MURPHY	JOHN	3/11/2002	PATROL OFFICER BACHELOR'S	POLICE DEPT	\$ 68,821.40	\$ 17,118.09	\$ 85,939.49
MURPHY	MARY	3/20/2002	CLERICAL POOL	HUMAN RESOURCES	\$ 1,102.50	\$ -	\$ 1,102.50
MURPHY	ROBERT	1/10/1980	LIEUTENANT BACHELOR'S	POLICE DEPT	\$ 20,436.07	\$ -	\$ 20,436.07
MURRAY	BRIAN	4/6/1980	PATROL OFFICER BACHELOR'S	POLICE DEPT	\$ 62,642.86	\$ 11,208.89	\$ 73,851.75
MURRAY	THOMAS	7/26/2002	NATURAL RESOURCE OFFICER	NATURAL RESOURCES	\$ 38,605.59	\$ 3,396.63	\$ 42,002.22
MYETT	DAVID	9/11/1989	SERGEANT MASTERS	POLICE DEPT	\$ 74,242.54	\$ 22,737.02	\$ 96,979.56
NAFFAH	DAVID	5/5/2003	GOLF TURF MAINT./GARDENER	GOLF	\$ 27.50	\$ -	\$ 27.50
NEARY	SAMANTHA	9/18/2003	RECREATION ASSISTANT	RECREATION	\$ 588.00	\$ -	\$ 588.00
NEEDHAM	OWEN	7/22/1984	PATROL OFFICER ASSOCIATES	POLICE DEPT	\$ 70,018.08	\$ 12,337.27	\$ 82,355.35
NELSON	ANDREW	5/30/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 2,338.00	\$ -	\$ 2,338.00
NELSON	CAROLYN	11/5/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 220.00	\$ -	\$ 220.00
NELSON	GORDON	9/17/2003	ELECTION POLL WORKER	TOWN CLERK	\$ 68.26	\$ -	\$ 68.26
NESBIT	CAITLIN	6/9/2000	RECREATION HEAD INSTRUCTOR	RECREATION	\$ 4,634.64	\$ -	\$ 4,634.64
NEWTON	CARLY	6/12/2003	RECREATION ASSISTANT	RECREATION	\$ 304.00	\$ -	\$ 304.00
NEWTON	JOAN	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 91.00	\$ -	\$ 91.00
NICKERSON	DAVID	11/25/1988	EQUIPMENT OPERATOR II	DPW - HIGHWAY	\$ 38,504.74	\$ 7,866.27	\$ 46,371.01

Town Departments

Gross Wage Report - 2003

Name	Date of Hire	Job Description	Department	Gross	Overtime	Total
NICKERSON ROBERT	8/28/1995	RECYCLING LABORER	DPW - SOLID WASTE	\$ 27,137.28	\$ 3,420.04	\$ 30,557.32
NIDOSITKO ALEXANDRA	6/10/2002	TELECOMM.SPEC/JAIL ASSISTANT	POLICE DEPT	\$ 17,570.37	\$ 1,046.52	\$ 18,616.89
NIEMI MAUREEN	8/20/2001	PRINCIPAL DEPT/DIV ASSISTANT	TOWN COLLECTOR	\$ 28,535.19	\$ 494.99	\$ 29,030.18
NOFERI-HOFF LISA	1/4/2002	DEPARTMENT ASSISTANT	AIRPORT	\$ 29,864.93	\$ 790.86	\$ 30,655.79
NOLAN MICHELLE	5/27/2000	RECREATION SWIM INSTR W/WCI	RECREATION	\$ 1,352.50	\$ -	\$ 1,352.50
NOLAN RACHAEL	5/27/2000	RECREATION LIFEGUARD	RECREATION	\$ 3,354.63	\$ -	\$ 3,354.63
NORKUS RICHARD	10/13/1987	AVIATION FUEL COORDINATOR	AIRPORT	\$ 45,876.68	\$ 16,258.34	\$ 62,135.02
NORMAN ASHLEY	11/29/2001	REC LEISURE SPEC NEEDS COUNSEL	RECREATION	\$ 3,252.00	\$ -	\$ 3,252.00
NUCCI JOHN	5/24/2003	RECREATION LIFEGUARD	RECREATION	\$ 3,268.00	\$ -	\$ 3,268.00
NUNES BOBBY	2/22/2002	RECREATION ASSISTANT	RECREATION	\$ 2,200.00	\$ -	\$ 2,200.00
OAKLEY FRANKLIN	7/14/1986	WORKING FOREMAN	DPW - S & G	\$ 38,366.11	\$ 5,429.90	\$ 43,796.01
OAKLEY SHIRLEE	8/21/2000	CONFIDENTIAL ASSISTANT	TOWN MANAGER	\$ 33,967.98	\$ -	\$ 33,967.98
O'BRIEN ROBERT	2/7/2000	ACTING ASSIST TOWN MANAGER	TOWN MANAGER	\$ 16,880.85	\$ -	\$ 16,880.85
O'BRIEN ROBERT	5/21/1999	ELECTION POLL WORKER	TOWN CLERK	\$ 68.25	\$ -	\$ 68.25
O'BRIEN STEPHEN	6/14/1982	PATROL OFFICER	POLICE DEPT	\$ 60,777.24	\$ 11,351.10	\$ 72,128.34
O'CONNOR JOHN	11/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 125.00	\$ -	\$ 125.00
O'HARA KATELYN	5/27/2000	RECREATION INSTRUCTOR	RECREATION	\$ 3,882.00	\$ -	\$ 3,882.00
O'HARE JOHN	9/11/1988	PATROL OFFICER BACHELOR'S	POLICE DEPT	\$ 72,313.24	\$ 12,537.11	\$ 84,850.35
O'KEEFE ASHLEY	5/8/2003	RECREATION ASSISTANT	RECREATION	\$ 304.00	\$ -	\$ 304.00
O'KEEFE CHRISTINE	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 87.75	\$ -	\$ 87.75
OKUROWSKI SUSAN	10/18/2002	RECREATION RINK SUPERVISOR	RECREATION	\$ 2,888.52	\$ -	\$ 2,888.52
OLEARY JULIE	6/21/2002	RECREATION SWIM INSTR W/WCI	RECREATION	\$ 3,593.00	\$ -	\$ 3,593.00
O'LEARY PATRICK	7/9/2001	OPERATIONS SPECIALIST	AIRPORT	\$ 36,676.04	\$ 10,241.58	\$ 46,917.62
ORLANDO LORETTE	1/1/1901	GOLF ASSISTANT	GOLF	\$ 3,890.29	\$ -	\$ 3,890.29
OSIMO CARA	5/24/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 2,392.00	\$ -	\$ 2,392.00
OSTRANDER CHERYL	6/15/2001	RECREATION LIFEGUARD	RECREATION	\$ 2,650.01	\$ -	\$ 2,650.01
OSTROWSKI ALEXANDER	5/18/2001	RECREATION LIFEGUARD	RECREATION	\$ 3,011.00	\$ -	\$ 3,011.00
OSTROWSKI BENJAMIN	5/18/2001	RECREATION INSTRUCTOR	RECREATION	\$ 4,374.69	\$ -	\$ 4,374.69
OSTROWSKI ZACHARY	7/28/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 512.00	\$ -	\$ 512.00
OTTO PATRICIA	7/2/1999	FINANCIAL COORDINATOR	RECREATION	\$ 37,283.96	\$ 5,079.36	\$ 42,363.32
OTTON EUGENE	5/4/2001	DPW SEASONAL LABORER	DPW - S & G	\$ 11,937.75	\$ 181.50	\$ 12,119.25
OUELLETTE COLBY	6/22/2001	RECREATION ASSISTANT	RECREATION	\$ 11,213.10	\$ -	\$ 11,213.10
PACHECO STEPHEN	6/22/1992	COMPUTER OPERATOR	INFORMATIONS SYSTEMS	\$ 37,068.23	\$ 7,301.28	\$ 44,369.51
PACINO ANN	11/15/2001	SEASONAL BOOKKEEPER	HARBORMASTERS	\$ 20,487.90	\$ 185.63	\$ 20,673.53
PACINO EMILY	12/19/2002	BEACH AIDE	RECREATION	\$ 1,066.00	\$ -	\$ 1,066.00
PACKER WILLIAM	4/10/1973	LIEUTENANT	POLICE DEPT	\$ 72,946.02	\$ 12,517.70	\$ 85,463.72
PADGETT LAURA	10/19/2000	SEASONAL GATE ATTENDANT	RECREATION	\$ 1,296.00	\$ -	\$ 1,296.00
PAGNOTTA ANTONETTA	11/7/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 52.00	\$ -	\$ 52.00
PALMER DOUGLAS	7/22/2002	PATROL OFFICER	POLICE DEPT	\$ 49,556.19	\$ 6,960.55	\$ 56,516.74
PALMER MARK	12/21/1986	PATROL OFFICER	POLICE DEPT	\$ 68,582.26	\$ 8,758.86	\$ 77,341.12
PARAFINCZUK REBECCA	7/1/2003	RECREATION INSTRUCTOR	RECREATION	\$ 2,692.50	\$ -	\$ 2,692.50
PARIS ROSEMARY	9/20/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 39.00	\$ -	\$ 39.00
PARKAS JENNIFER	2/9/1998	PATROL OFFICER MASTER'S	POLICE DEPT	\$ 55,877.27	\$ 11,453.44	\$ 67,330.71

Town Departments

Gross Wage Report - 2003

Name	Date of Hire	Job Description	Department	Gross	Overtime	Total
PARKKA DANIEL	9/7/1987	PATROL OFFICER WITH CREDITS	POLICE DEPT	\$ 59,071.30	\$ 18,563.57	\$ 77,634.87
PARRELLA LAUREN	5/24/2002	SEASONAL GATE ATTENDANT	RECREATION	\$ 126.00	\$ -	\$ 126.00
PARROTT MILTON	9/16/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 39.00	\$ -	\$ 39.00
PARVIN DIANE	5/17/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 250.00	\$ -	\$ 250.00
PASS JONATHAN	2/9/1998	PATROL OFFICER BACHELOR'S	POLICE DEPT	\$ 51,969.98	\$ 10,115.57	\$ 62,085.55
PASSIOS DANIEL	7/7/2003	GOLF TURF MAINT./GARDENER	GOLF	\$ 2,975.50	\$ -	\$ 2,975.50
PEACOCK STACEY	7/13/2001	PT PRINCIPAL DEPT ASSISTANT	POLICE DEPT	\$ 11,607.58	\$ -	\$ 11,607.58
PECK THOMAS	5/13/1985	WORKING FOREMAN	DPW - S & G	\$ 42,373.62	\$ 2,535.30	\$ 44,908.92
PEIRSON ELIZABETH	4/9/1990	ASST MANAGER	INFORMATIONS SYSTEMS	\$ 61,721.48	\$ 894.41	\$ 62,615.89
PENKALA JOWITA	11/18/2003	CLERICAL POOL	HUMAN RESOURCES	\$ 300.00	\$ -	\$ 300.00
PENKALA JOWITA	6/29/2002	GOLF ASSISTANT	GOLF	\$ 9,791.16	\$ -	\$ 9,791.16
PEREIRA ADAM	6/17/2002	SUMMER PATROL OFFICER	POLICE DEPT	\$ 5,512.00	\$ 117.00	\$ 5,629.00
PERRY CHRISTOPHER	4/12/1985	PATROL OFFICER	POLICE DEPT	\$ 375.00	\$ -	\$ 375.00
PERRY DENISE	5/2/2003	DEPT/DIV ASSISTANT	HEALTH DIVISION	\$ 10,248.15	\$ -	\$ 10,248.15
PERRY DORIS	9/20/1994	ELECTION POLL WORKER	TOWN CLERK	\$ 45.50	\$ -	\$ 45.50
PERRY JEANNE	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 42.25	\$ -	\$ 42.25
PERRY KAREN	6/19/2000	PRINCIPAL DEPT/DIV ASSISTANT	ASSESSING	\$ 29,392.10	\$ -	\$ 29,392.10
PERRY KATHLEEN	5/18/1987	DEPT/DIV ASSISTANT	ASSESSING	\$ 31,930.27	\$ -	\$ 31,930.27
PERRY KRISTINE	1/23/2003	TEMPORARY STICKER SALES SW	DPW - SOLID WASTE	\$ 7,660.00	\$ -	\$ 7,660.00
PERRY MICHAEL	4/3/1989	WORKING FOREMAN	DPW - HIGHWAY	\$ 40,962.06	\$ 18,178.09	\$ 59,140.15
PERRY THOMAS	10/3/1988	LABORER/CRAFTSPERSON	DPW - S & G	\$ 34,029.04	\$ 1,798.01	\$ 35,827.05
PERRY THOMAS	11/15/1996	BUILDING COMMISSIONER	BUILDING DIVISION	\$ 65,469.75	\$ -	\$ 65,469.75
PERRY TROY	1/24/2000	PATROL OFFICER BACHELOR'S	POLICE DEPT	\$ 51,828.88	\$ 8,278.33	\$ 60,107.21
PERSONETTE ROBERT	4/4/2003	SANDY NECK GATE ATTENDANT	NATURAL RESOURCES	\$ 4,238.00	\$ -	\$ 4,238.00
PERSUITTE GIOIA	5/24/2002	SEASONAL GATE ATTENDANT	RECREATION	\$ 2,288.00	\$ -	\$ 2,288.00
PERSUITTE ROBERT	6/2/1989	MAINTENANCE TECHNICIAN	AIRPORT	\$ 40,021.86	\$ 4,391.93	\$ 44,413.79
PETERSON DONALD	7/20/2001	GOLF COURSE FACILITY TECH	GOLF	\$ 39,463.34	\$ 3,965.45	\$ 43,428.79
PETERSON KERRY	6/22/2001	RECREATION INSTRUCTOR	RECREATION	\$ 3,062.50	\$ -	\$ 3,062.50
PETERSON LISA	11/12/1991	FINANCIAL COORDINATOR	GOLF	\$ 40,691.55	\$ 2,070.33	\$ 42,761.88
PETERSON SETH	12/12/2003	TELECOMM.SPEC/JAIL ASSISTANT	POLICE DEPT	\$ 680.66	\$ -	\$ 680.66
PETROCCHI ELEANOR	5/18/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 91.00	\$ -	\$ 91.00
PHELAN KEITH	11/11/2002	SENIOR PROGRAMMER/ANALYST	INFORMATIONS SYSTEMS	\$ 39,762.94	\$ -	\$ 39,762.94
PHILBRICK GARY	10/18/1991	PRO MANAGER	GOLF	\$ 80,681.39	\$ -	\$ 80,681.39
PHILLIPS CHERYL	5/6/2002	SECRETARY TO TOWN COUNCIL	TOWN COUNCIL	\$ 27,865.48	\$ -	\$ 27,865.48
PHILLIPS GWENDOLYN	11/2/1999	ELECTION POLL WORKER	TOWN CLERK	\$ 125.00	\$ -	\$ 125.00
PICCIRILLI JOSEPH	5/17/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 110.00	\$ -	\$ 110.00
PICCIRILLI MARYANN	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 125.00	\$ -	\$ 125.00
PIRES SALVADOR	3/15/1999	GOLF STARTER	GOLF	\$ 7,668.00	\$ -	\$ 7,668.00
PITA MARISSA	11/12/2003	RECREATION ASSISTANT	RECREATION	\$ 336.00	\$ -	\$ 336.00
PITERA RICHARD	8/2/1996	EQUIPMENT OPERATOR II	DPW - HIGHWAY	\$ 33,432.68	\$ 5,307.89	\$ 38,740.57
PLANERT SUSAN	5/24/2003	RECREATION LIFEGUARD	RECREATION	\$ 2,244.00	\$ -	\$ 2,244.00
PLASKUS MARYBETH	6/16/2000	RECREATION ASSISTANT	RECREATION	\$ 266.00	\$ -	\$ 266.00
PLATT JONATHAN	6/20/2003	OPERATIONS SPECIALIST 32 HOUR	AIRPORT	\$ 14,545.36	\$ 590.82	\$ 15,136.18

Town Departments

Gross Wage Report - 2003

Name	Date of Hire	Job Description	Department	Gross	Overtime	Total
POOLE RICHARD	4/17/2001	HVACR TECHNICIAN	DPW - S & G	\$ 41,049.50	\$ 853.05	\$ 41,902.55
POON LISA	7/28/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 1,038.00	\$ -	\$ 1,038.00
POTASH BENJAMIN	9/5/2003	DPW SEASONAL LABORER	DPW - HIGHWAY	\$ 440.00	\$ -	\$ 440.00
POTTER RYAN	5/18/2003	GOLF ASSISTANT	GOLF	\$ 2,073.39	\$ -	\$ 2,073.39
POWERS BENJAMIN	1/25/2002	RECREATION ASSISTANT	RECREATION	\$ 580.00	\$ -	\$ 580.00
POWERS CRYSTAL	6/28/2002	REC LEISURE PROGRAM DIRECTOR	RECREATION	\$ 4,286.38	\$ -	\$ 4,286.38
POWERS HEATHER	6/25/2003	REC LEISURE PROG COUNSELOR	RECREATION	\$ 3,004.00	\$ -	\$ 3,004.00
POWERS JENNIFER	6/28/2001	REC LEISURE PROG COUNSELOR	RECREATION	\$ 3,180.00	\$ -	\$ 3,180.00
POWER-SPIRLET KELSI	5/24/2002	RECREATION ASSISTANT	RECREATION	\$ 2,489.50	\$ -	\$ 2,489.50
POYANT AMANDA	10/3/2002	RECREATION ASSISTANT	RECREATION	\$ 616.00	\$ -	\$ 616.00
POYANT DIANE	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 250.00	\$ -	\$ 250.00
POYANT LUCIEN	7/17/2001	REGISTRAR/ELECTIONS	TOWN CLERK	\$ 300.00	\$ -	\$ 300.00
PRATT DAVID	4/16/1976	MAINTENANCE TECHNICIAN	AIRPORT	\$ 40,393.81	\$ 9,009.86	\$ 49,403.67
PRATT MARIELEN	10/16/1998	SECRETARY TO DETECTIVE DIVISION	POLICE DEPT	\$ 30,385.06	\$ 1,479.33	\$ 31,864.39
PRETE CHRISTOPHER	6/14/2002	SANDY NECK GATE SUPERVISOR	NATURAL RESOURCES	\$ 7,669.72	\$ -	\$ 7,669.72
PRICHARD JARED	5/27/2000	RECREATION SWIM INSTR W/WCI	RECREATION	\$ 5,206.57	\$ -	\$ 5,206.57
PROVOST KARLI	6/17/2003	RECREATION LIFE GUARD	RECREATION	\$ 3,189.63	\$ -	\$ 3,189.63
QUIRK ROBERT	6/17/2002	SUMMER PATROL OFFICER	POLICE DEPT	\$ 5,512.00	\$ 117.00	\$ 5,629.00
RACKLIFFE GEORGE	7/8/1985	SECTION FOREMAN	DPW - S & G	\$ 45,661.56	\$ 2,255.11	\$ 47,916.67
RASCH DARYN	6/19/2003	RECREATION ASSISTANT	RECREATION	\$ 160.00	\$ -	\$ 160.00
RAWDING JACQUELYN	6/21/2002	REC LEISURE PROG COUNSELOR	RECREATION	\$ 2,876.00	\$ -	\$ 2,876.00
READY AMY	6/21/2002	LEISURE ASSISTANT DIRECTOR	RECREATION	\$ 3,512.25	\$ -	\$ 3,512.25
RECKER JACQUELINE	6/15/2001	RECREATION INSTRUCTOR	RECREATION	\$ 3,335.00	\$ -	\$ 3,335.00
REDD JUDY	4/30/1999	REFERRAL ADVOCACY SPECIALIST	SENIOR SERVICES	\$ 27,301.26	\$ 296.18	\$ 27,597.44
REDDINGTON ALAN	5/3/1996	EQUIPMENT OPERATOR I	DPW - HIGHWAY	\$ 34,073.67	\$ 5,112.85	\$ 39,186.52
REEVES DONALD	5/9/2003	TEMPORARY METER OFFICER	CONSUMER AFFAIRS	\$ 4,455.00	\$ -	\$ 4,455.00
REGAZIO TRACY	5/23/2000	EQUIPMENT OPERATOR II	DPW - SOLID WASTE	\$ 34,827.08	\$ 6,630.27	\$ 41,457.35
REGHITTO LINDSEY	6/21/2002	RECREATION ASSISTANT	RECREATION	\$ 992.00	\$ -	\$ 992.00
REID BRIAN	8/20/1993	MECHANIC WELDER	AIRPORT	\$ 20,405.32	\$ -	\$ 20,405.32
REILLY CHRISTOPHER	6/19/2003	RECREATION INSTRUCTOR	RECREATION	\$ 4,280.38	\$ -	\$ 4,280.38
REMMERS JEANNE	6/16/2000	REC LEISURE PROGRAM NURSE	RECREATION	\$ 2,112.00	\$ -	\$ 2,112.00
RHYND JOHN	4/12/2002	TEMP PART TIME LOCAL INSPECTOR	BUILDING DIVISION	\$ 2,618.00	\$ -	\$ 2,618.00
RICCI ROY	6/12/1989	PATROL OFFICER	POLICE DEPT	\$ 47,662.96	\$ 705.13	\$ 48,368.09
RICCI SHARON	10/3/2002	SKATING PRO	RECREATION	\$ 1,925.00	\$ -	\$ 1,925.00
RICHARDS KIMBERLY	5/24/2003	RECREATION LIFE GUARD	RECREATION	\$ 2,149.76	\$ -	\$ 2,149.76
RICHARDSON ALEXIS	10/15/2002	RECREATION ASSISTANT	RECREATION	\$ 572.00	\$ -	\$ 572.00
RICHARDSON JACQUELINE	6/2/2003	RECREATION BEACH SUPERVISOR	RECREATION	\$ 1,836.58	\$ -	\$ 1,836.58
RICHARDSON KYLE	12/26/2002	RECREATION ASSISTANT	RECREATION	\$ 312.00	\$ -	\$ 312.00
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	\$ 4,388.84	\$ -	\$ 4,388.84
RILEY MICHAEL	10/30/1995	PATROL OFFICER	POLICE DEPT	\$ 54,834.49	\$ 16,243.93	\$ 71,078.42
RING ERNESTINE	5/18/2001	EXTENDED TEMP SENIOR CLERK	BUILDING DIVISION	\$ 7,131.75	\$ -	\$ 7,131.75
RIOS HILDEGARDIS	8/11/2000	AIRCRAFT RESCUE FIRE FIGHTER	AIRPORT	\$ 42,956.88	\$ 5,161.40	\$ 48,118.28

Town Departments

Gross Wage Report - 2003

Name	Date of Hire	Job Description	Department	Gross	Overtime	Total
RITCHIE ALLISON	7/7/2000	ADULT SOCIAL DAY CARE	SENIOR SERVICES	\$ 32,409.48	\$ 61.47	\$ 32,470.95
RITCHIE CAROL ANN	9/17/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 65.00	\$ -	\$ 65.00
RITCHIE CAROL ANN	11/8/1993	CLERICAL POOL	HUMAN RESOURCES	\$ 340.00	\$ -	\$ 340.00
RITTER DEVIN	6/21/2003	GOLF CART/RANGE	GOLF	\$ 2,914.00	\$ -	\$ 2,914.00
RIVERA DAVID	5/5/1997	PATROL OFFICER	POLICE DEPT	\$ 60,448.45	\$ 14,909.07	\$ 75,357.52
ROBBINS GENEVIEVE	8/22/1961	CLERICAL POOL	HUMAN RESOURCES	\$ 6,240.00	\$ -	\$ 6,240.00
ROBBINS ROXANE	6/14/1987	PATROL OFFICER MASTER'S	POLICE DEPT	\$ 65,145.00	\$ 12,725.90	\$ 77,870.90
ROBBINS SCOT	6/7/2002	LABORER/CRAFTSPERSON	DPW - SOLID WASTE	\$ 28,363.10	\$ 4,302.06	\$ 32,665.16
ROBELLO MARION	9/15/1978	ELECTION POLL WORKER	TOWN CLERK	\$ 58.50	\$ -	\$ 58.50
ROBERTS FLORENCE	11/4/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 134.88	\$ -	\$ 134.88
ROBERTS GARY	3/30/2001	GOLF TURF MAINT./GARDENER	GOLF	\$ 10,557.25	\$ -	\$ 10,557.25
ROBERTS MARY	9/10/2002	CLERICAL POOL	HUMAN RESOURCES	\$ 17,805.00	\$ 90.00	\$ 17,895.00
ROCKWOOD DEBRA	5/8/1998	HOURLY DEPT/DIV ASSISTANT	FINANCE	\$ 23,430.89	\$ -	\$ 23,430.89
ROLLINS ELLA	11/6/2003	ELECTION POLL WORKER	TOWN CLERK	\$ 39.00	\$ -	\$ 39.00
ROOT PATRICIA	11/6/2003	ELECTION POLL WORKER	TOWN CLERK	\$ 89.38	\$ -	\$ 89.38
ROSE CURTIS	9/18/2003	RECREATION ASSISTANT	RECREATION	\$ 896.00	\$ -	\$ 896.00
ROSENGREN JOANNE	4/14/1987	ELECTION POLL WORKER	TOWN CLERK	\$ 152.25	\$ -	\$ 152.25
ROSS BONNY	5/20/1996	ADMINISTRATIVE ASSISTANT	DPW - ADMINISTRATION	\$ 35,457.56	\$ 18.81	\$ 35,476.37
ROSSETTI ROBERT	4/26/2002	HIGHWAY BRIDGE TENDER	DPW - HIGHWAY	\$ 5,577.50	\$ -	\$ 5,577.50
ROTHMAN MARGARET	8/23/2002	ADMINISTRATIVE ASSISTANT	PLANNING	\$ 29,902.35	\$ 1,218.82	\$ 31,121.17
ROYCROFT SEAN	6/13/1988	PATROL OFFICER	POLICE DEPT	\$ 52,014.17	\$ 9,442.65	\$ 61,456.82
RUANE JOHN	5/24/1996	GOLF STARTER	GOLF	\$ 5,805.00	\$ -	\$ 5,805.00
RUBNER TIFFANY	6/15/2001	RECREATION SWIM INSTR W/WCI	RECREATION	\$ 3,360.00	\$ -	\$ 3,360.00
RUGO THOMAS	11/18/2003	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 597.21	\$ -	\$ 597.21
RUHR JAY	9/6/2002	OPERATIONS SPECIALIST	AIRPORT	\$ 34,732.80	\$ 8,628.01	\$ 43,360.81
RUPINSKI JACEK	9/1/2000	DPW SEASONAL LABORER	DPW - S & G	\$ 10,628.75	\$ 214.50	\$ 10,843.25
RUSHER RUTH	1/17/1979	ELECTION POLL WORKER	TOWN CLERK	\$ 110.00	\$ -	\$ 110.00
RYDER ADAM	11/6/2001	ELECTION POLL WORKER	TOWN CLERK	\$ 97.50	\$ -	\$ 97.50
RYLANDER BRETT	8/29/1997	ADMINISTRATIVE ASSISTANT	DPW - ENGINEERING	\$ 32,517.99	\$ 1,815.87	\$ 34,333.86
SAAD DALE	7/1/1986	COASTAL HEALTH RESOURCE COOR.	HEALTH DIVISION	\$ 58,488.31	\$ 536.26	\$ 59,024.57
SANCHEZ FRANCISCO	3/18/1994	ASSISTANT AIRPORT MANAGER	AIRPORT	\$ 60,133.97	\$ -	\$ 60,133.97
SANFORD WILLIAM	12/6/1993	EQUIPMENT OPERATOR II	DPW - HIGHWAY	\$ 34,719.96	\$ 5,573.44	\$ 40,293.40
SANTOS LOUIS	8/16/1996	SOLID WASTE SUPERVISOR	DPW - SOLID WASTE	\$ 58,293.94	\$ -	\$ 58,293.94
SARAFIN ANNE	9/20/2003	RECREATION ASSISTANT	RECREATION	\$ 240.00	\$ -	\$ 240.00
SATTELMAIR DELIA	4/18/2000	PATROL OFFICER MASTER'S	POLICE DEPT	\$ 55,116.73	\$ 11,580.37	\$ 66,697.10
SAUNDERS CHARLOTTE	11/6/2003	ELECTION POLL WORKER	TOWN CLERK	\$ 42.25	\$ -	\$ 42.25
SCANLON ERIC	6/1/2001	SEAS INTERN ENGINEERING	DPW - ENGINEERING	\$ 8,035.74	\$ 819.72	\$ 8,855.46
SCARPATO MICHAEL	5/24/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 2,774.00	\$ -	\$ 2,774.00
SCHAFFER SUSAN	7/25/1994	ADMINISTRATIVE ASSISTANT	FINANCE	\$ 32,517.99	\$ -	\$ 32,517.99
SCHECHTMAN CORY	5/11/2001	RECREATION ASSISTANT	RECREATION	\$ 1,904.00	\$ -	\$ 1,904.00
SCHEPPLER GEORGE-PAUL	5/24/2002	RECREATION LIFEGUARD	RECREATION	\$ 4,344.76	\$ -	\$ 4,344.76
SCHIAVO KATHLEEN	2/2/1987	ADMINISTRATIVE ASSISTANT	POLICE DEPT	\$ 34,694.27	\$ 6,688.74	\$ 41,383.01
SCHIFFMANN ELIZABETH	6/15/2001	RECREATION HEAD INSTRUCTOR	RECREATION	\$ 4,802.39	\$ -	\$ 4,802.39

Town Departments

Gross Wage Report - 2003

Name	Date of Hire	Job Description	Department	Gross	Overtime	Total	
SCHLEGEL	FRANK	10/10/1984	RECORDS MGR E-911 DATA	DPW - ENGINEERING	\$ 47,356.23	\$ 1,265.52	\$ 48,621.75
SCHMEGNER	LORRAINE	4/7/2003	CLERICAL POOL	HUMAN RESOURCES	\$ 7,070.00	\$ -	\$ 7,070.00
SCIPIONE	EDMUND	5/5/1997	PATROL OFFICER BACHELOR'S	POLICE DEPT	\$ 59,178.45	\$ 12,373.58	\$ 71,552.03
SCOTT	KEVIN	4/12/1985	PATROL OFFICER	POLICE DEPT	\$ 53,971.24	\$ 8,741.40	\$ 62,712.64
SCROGGINS	LAURA	11/13/2000	PRINCIPAL ASSISTANT HR	HUMAN RESOURCES	\$ 31,459.32	\$ 421.84	\$ 31,881.16
SELFRIDGE	AARON	11/21/2002	RECREATION ASSISTANT	RECREATION	\$ 240.00	\$ -	\$ 240.00
SEMPRINI	EDGAR	10/11/2002	DPW SEASONAL LABORER	DPW - S & G	\$ 11,387.75	\$ 66.00	\$ 11,453.75
SEMPRINI	JANICE	9/26/1994	OFFICE MANAGER	ASSESSING	\$ 13,603.16	\$ 355.30	\$ 13,958.46
SEYMOUR	STEPHEN	11/15/1982	SUPERVISORY PROJECT ENGINEER	DPW - ENGINEERING	\$ 63,947.25	\$ 7,709.19	\$ 71,656.44
SHAKIN	MATTHEW	5/27/2000	RECREATION HEAD LIFEGUARD	RECREATION	\$ 4,064.26	\$ -	\$ 4,064.26
SHEA	KEVIN	7/31/2000	DIRECTOR COMM & ECON DEV	COMM./ECONOMIC DEV.	\$ 62,984.35	\$ -	\$ 62,984.35
SHEAFFER	STEVEN	3/30/2001	RECREATION RINK SUPERVISOR	RECREATION	\$ 6,199.50	\$ -	\$ 6,199.50
SHEEHAN	JOHN	7/16/1979	REGISTRAR/ELECTIONS	TOWN CLERK	\$ 300.00	\$ -	\$ 300.00
SHERBERTES	PAUL	9/25/2002	SKATING PRO	RECREATION	\$ 250.00	\$ -	\$ 250.00
SHERET	DAVID	3/29/2003	GOLF ASSISTANT	GOLF	\$ 6,581.17	\$ -	\$ 6,581.17
SHUFELT	ERIC	8/12/1994	MARINA MGR/ASST.	HARBORMASTERS	\$ 45,574.21	\$ 4,304.63	\$ 49,878.84
SIEGEL	WILLIAM	5/27/2000	RECREATION BEACH SUPERVISOR	RECREATION	\$ 2,514.38	\$ -	\$ 2,514.38
SILVA	DAVID	7/18/2003	MECHANIC	DPW - HIGHWAY	\$ 13,865.28	\$ 2,546.58	\$ 16,411.86
SILVA	DONNA	9/3/2003	HOURLY PRINCIPAL DEPT/DIV ASST	TOWN CLERK	\$ 15,114.76	\$ 104.51	\$ 15,219.27
SILVA	JASON	2/14/2003	LOCAL INSPECTOR	BUILDING DIVISION	\$ 18,418.94	\$ 521.01	\$ 18,939.95
SILVA	KENNETH	11/3/2000	LABORER/CRAFTSPERSON	DPW - SOLID WASTE	\$ 29,709.88	\$ 9,028.36	\$ 38,738.24
SILVERYDER	WILLIAM	1/27/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 125.00	\$ -	\$ 125.00
SILVESTRI	DOROTHY	11/8/1994	ELECTION POLL WORKER	TOWN CLERK	\$ 42.25	\$ -	\$ 42.25
SIMPSON	JANA	5/17/2002	RECREATION HEAD LIFEGUARD	RECREATION	\$ 4,084.76	\$ -	\$ 4,084.76
SIRCH	JUDITH	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 125.00	\$ -	\$ 125.00
SLOMINSKI	JOSEPH	11/5/1999	S & G DIV SUPERVISER	DPW - S & G	\$ 65,319.77	\$ -	\$ 65,319.77
SMALLIDGE	DONALD	9/22/1989	CUSTODIAN	DPW - S & G	\$ 31,441.32	\$ 9,181.63	\$ 40,622.95
SMEDBERG	ASHLEY	5/27/2000	SEASONAL GATE ATTENDANT	RECREATION	\$ -	\$ -	\$ -
SMITH	ASHLEY	6/14/2002	RECREATION ASSISTANT	RECREATION	\$ 360.00	\$ -	\$ 360.00
SMITH	FLORENCE	4/6/2001	PRINCIPAL DEPT/DIV ASSISTANT	SENIOR SERVICES	\$ 28,717.51	\$ 442.90	\$ 29,160.41
SMITH	LAURA	10/20/2000	RECREATION RINK SUPERVISOR	RECREATION	\$ 25,023.92	\$ -	\$ 25,023.92
SMITH	PRICILLA	9/20/1994	ELECTION POLL WORKER	TOWN CLERK	\$ 87.75	\$ -	\$ 87.75
SMITH	ROBERT	4/17/1979	TOWN ATTORNEY	LEGAL	\$ 110,300.80	\$ -	\$ 110,300.80
SMITH	ROBERT	7/1/1987	WORKING FOREMAN	DPW - HIGHWAY	\$ 35,776.29	\$ 7,484.73	\$ 43,261.02
SMITH	WILLIAM	9/16/1998	ELECTION POLL WORKER	TOWN CLERK	\$ 87.75	\$ -	\$ 87.75
SMYTH-HAMMOND	PETER	4/19/2000	REC LEISURE PROGRAM DIRECTOR	RECREATION	\$ 4,080.25	\$ -	\$ 4,080.25
SOLBO	STEVEN	6/6/2003	SEASONAL SHELLFISH ASST	NATURAL RESOURCES	\$ 2,769.90	\$ 37.80	\$ 2,807.70
SOLDATOV	KATARINA	9/19/1997	ADMINISTRATIVE ASSISTANT	COMM./ECONOMIC DEV.	\$ 33,453.82	\$ -	\$ 33,453.82
SOLDATOV	LEONID	8/6/1999	OPERATIONS SPECIALIST	AIRPORT	\$ 36,304.17	\$ 4,777.72	\$ 41,081.89
SONGER	KATELAN	6/16/2003	REC LEISURE PROG COUNSELOR	RECREATION	\$ 2,926.00	\$ -	\$ 2,926.00
SONNABEND	AARON	6/10/2002	TELECOMM.SPEC/JAIL ASSISTANT	POLICE DEPT	\$ 37,229.13	\$ 3,340.18	\$ 40,569.31
SONNABEND	JENNIFER	2/9/1998	PATROL OFFICER	POLICE DEPT	\$ 43,091.35	\$ 6,641.58	\$ 49,732.93
SONNABEND	MATTHEW	10/26/1997	SERGEANT	POLICE DEPT	\$ 50,638.28	\$ 15,155.52	\$ 65,793.80

Town Departments

Gross Wage Report - 2003

Name	Date of Hire	Job Description	Department	Gross	Overtime	Total	
SORENSEN	AGNES	4/14/1992	REGISTRAR/ELECTIONS	TOWN CLERK	\$ 300.00	\$ -	\$ 300.00
SOUVE	NELSON	1/24/2000	PATROL OFFICER	POLICE DEPT	\$ 52,199.86	\$ 6,700.20	\$ 58,900.06
SOUZA	BARRY	1/10/1980	SERGEANT	POLICE DEPT	\$ 60,734.76	\$ 5,827.13	\$ 66,561.89
SPECA	TIMOTHY	6/14/2002	RECREATION PROGRAM DIRECTOR	RECREATION	\$ 1,759.50	\$ -	\$ 1,759.50
SPILLANE	ANNE	3/2/1998	DIRECTOR OF SUPPORT SERVICES	POLICE DEPT	\$ 58,331.45	\$ -	\$ 58,331.45
ST. PETER	DANIELLE	11/15/2002	PRINCIPAL DEPT/DIV ASSISTANT	PLANNING	\$ 28,722.76	\$ 4,854.76	\$ 33,577.52
ST. PETER	JANIS	10/28/2003	PRINCIPAL DEPT/DIV ASSISTANT	DPW - S & G	\$ 4,296.40	\$ -	\$ 4,296.40
ST. PIERRE	DANIEL	4/1/1994	GIS SPECIALIST	INFORMATIONS SYSTEMS	\$ 42,621.74	\$ 4,377.48	\$ 46,999.22
STAMARIS	JESSICA ANN	8/16/1991	ADMINISTRATIVE ASSISTANT	HARBORMASTERS	\$ 33,921.73	\$ -	\$ 33,921.73
STANTON	DAVID	10/19/2001	HEALTH INSPECTOR	HEALTH DIVISION	\$ 42,508.12	\$ 2,351.07	\$ 44,859.19
STARR	DALE	5/27/2000	RECREATION LIFEGUARD	RECREATION	\$ 2,721.76	\$ -	\$ 2,721.76
STEERS	M. LESLIE	2/5/2002	PRINCIPAL DEPT/DIV ASSISTANT	TOWN CLERK	\$ 28,717.54	\$ 178.56	\$ 28,896.10
STEPANIS	FREDERICK	10/9/1998	CONSERVATION ASSISTANT	CONSERVATION	\$ 38,166.11	\$ 108.35	\$ 38,274.46
STEPANISHEN	KRISTINE	7/5/2002	PRINCIPAL DEPT/DIV ASSISTANT	DPW - S & G	\$ 19,231.02	\$ 394.76	\$ 19,625.78
STEPHENSON	ELIZABETH	5/30/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 1,754.63	\$ -	\$ 1,754.63
STEPHENSON	FREDERICK	10/20/2000	SKATING PRO	RECREATION	\$ 2,375.00	\$ -	\$ 2,375.00
STEPHENSON	JULIE	6/9/2000	RECREATION HEAD INSTRUCTOR	RECREATION	\$ 5,646.75	\$ -	\$ 5,646.75
STEWART	GAVIN	11/24/2003	RECREATION ASSISTANT	RECREATION	\$ 312.00	\$ -	\$ 312.00
STEWART	GRACE	5/16/2003	SANDY NECK GATE ATTENDANT	NATURAL RESOURCES	\$ 1,102.00	\$ -	\$ 1,102.00
STEWART	JAMES	12/12/1994	BUILDING DESIGN ARCHITECT	DPW - ENGINEERING	\$ 53,918.39	\$ -	\$ 53,918.39
STONE	JEAN	3/9/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 110.00	\$ -	\$ 110.00
STRANGE	LILLIAN	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 87.75	\$ -	\$ 87.75
STREEBEL	JASON	4/30/1999	OFFICE MANAGER	ASSESSING	\$ 33,314.03	\$ 916.30	\$ 34,230.33
STRETCH	HELEN	11/6/2003	ELECTION POLL WORKER	TOWN CLERK	\$ 110.00	\$ -	\$ 110.00
STULSKY	SUSAN	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 110.00	\$ -	\$ 110.00
STURGIS	JASON	7/17/2000	PATROL OFFICER	POLICE DEPT	\$ 57,330.69	\$ 6,231.12	\$ 63,561.81
STURRUP	SUSANNE	9/9/1996	HOURLY DEPT/DIV ASSISTANT	TOWN COLLECTOR	\$ 8,898.48	\$ -	\$ 8,898.48
SULLIVAN	BARBARA	8/2/1985	ADMINISTRATIVE ASSISTANT	CONSUMER AFFAIRS	\$ 6,681.98	\$ -	\$ 6,681.98
SULLIVAN	CHRISTINA	10/10/2003	NOISE ABATEMENT OFFICER	AIRPORT	\$ 26,476.49	\$ 342.53	\$ 26,819.02
SULLIVAN	ELISHA	7/28/2003	REC LEISURE PROGRAM DIRECTOR	RECREATION	\$ 1,940.00	\$ -	\$ 1,940.00
SULLIVAN	JESSICA	6/22/2001	RECREATION ASSISTANT	RECREATION	\$ 3,222.00	\$ -	\$ 3,222.00
SULLIVAN JONES	KYLE	6/14/2002	REC LEISURE PROG COUNSELOR	RECREATION	\$ 2,550.00	\$ -	\$ 2,550.00
SULLIVAN	KRISTIN	6/16/2000	LEISURE ASSISTANT DIRECTOR	RECREATION	\$ 3,584.25	\$ -	\$ 3,584.25
SULLIVAN	MARJORIE	8/13/2002	CUSTODIAN	DPW - S & G	\$ 26,263.43	\$ 2,983.48	\$ 29,246.91
SUMPTER	SADDI	5/24/2002	SEASONAL GATE ATTENDANT	RECREATION	\$ 10,029.28	\$ -	\$ 10,029.28
SUNDELIN	CHERYL	9/15/1980	ADMIN ASSISTANT AIRPORT MNGR	AIRPORT	\$ 19,090.32	\$ -	\$ 19,090.32
SUNDELIN	STEPHEN	9/21/1981	CEMETERIES FOREMAN	DPW - S & G	\$ 54,339.32	\$ 5,095.71	\$ 59,435.03
SUTHERLAND	DONALD HUGH	11/28/1988	EQUIPMENT OPERATOR II	DPW - HIGHWAY	\$ 39,997.83	\$ 11,050.20	\$ 51,048.03
SWEENEY	DIANE	9/5/2003	ADMINISTRATIVE ASSISTANT	AIRPORT	\$ 13,673.95	\$ -	\$ 13,673.95
SWEENEY	JOHN	10/10/1982	SERGEANT BACHELOR'S	POLICE DEPT	\$ 71,335.00	\$ 22,332.36	\$ 93,667.36
SWEENEY	MAURA	6/9/2000	RECREATION HEAD LIFEGUARD	RECREATION	\$ 2,800.89	\$ -	\$ 2,800.89
SWIDER	STEPHANIE	11/19/2003	RECREATION ASSISTANT	RECREATION	\$ 314.00	\$ -	\$ 314.00
SWIMM	BARBARA	11/8/1994	ELECTION POLL WORKER	TOWN CLERK	\$ 84.50	\$ -	\$ 84.50

Town Departments

Gross Wage Report - 2003

Name	Date of Hire	Job Description	Department	Gross	Overtime	Total
SYRJALA MARY ELLEN	11/6/2003	ELECTION POLL WORKER	TOWN CLERK	\$ 45.50	\$ -	\$ 45.50
SZCZESNIAK MARIUSZ	7/8/2002	GOLF TURF MAINT./GARDENER	GOLF	\$ 6,967.75	\$ -	\$ 6,967.75
SZCZESNIAK RAFAL	7/1/2001	GOLF TURF MAINT./GARDENER	GOLF	\$ 6,729.75	\$ -	\$ 6,729.75
TALBOT PAUL	10/15/1999	LISTER	ASSESSING	\$ 28,318.09	\$ -	\$ 28,318.09
TAMASH CRAIG	6/1/1975	DEPUTY CHIEF MASTERS	POLICE DEPT	\$ 99,075.59	\$ 11,044.22	\$ 110,119.81
TASSINARI JOHN	1/31/2003	SENIOR MECHANIC	DPW - HIGHWAY	\$ 31,174.23	\$ 6,145.09	\$ 37,319.32
TAVERNA MICHAEL	4/10/2002	RECREATION LIFEGUARD	RECREATION	\$ 3,515.26	\$ -	\$ 3,515.26
TAYLOR CAROLE	3/6/1980	ELECTION POLL WORKER	TOWN CLERK	\$ 197.75	\$ -	\$ 197.75
TAYLOR JESSE	5/8/2003	RECREATION REFEREES	RECREATION	\$ 360.00	\$ -	\$ 360.00
TAYLOR MADELINE	9/9/2002	CLERICAL ASSISTANT	TOWN MANAGER	\$ 29,036.40	\$ 82.97	\$ 29,119.37
TAYLOR SUSAN	10/20/2000	RECREATION SPECIAL NEEDS	RECREATION	\$ 3,691.01	\$ -	\$ 3,691.01
TEIXEIRA JOSEPH	6/20/2003	MAINTENANCE TECHNICIAN	DPW - S & G	\$ 12,098.88	\$ 873.57	\$ 12,972.45
THERESA PAULETTE	1/19/2001	SPECIAL PROJECT COORDINATOR	COMM./ECONOMIC DEV.	\$ 52,314.08	\$ -	\$ 52,314.08
THEROUX SHERI	12/18/2002	DEPT/DIV ASSISTANT	BUILDING DIVISION	\$ 26,858.99	\$ 702.70	\$ 27,561.69
THOMPSON DEREK	6/22/2001	RECREATION PROGRAM DIRECTOR	RECREATION	\$ 2,924.00	\$ -	\$ 2,924.00
THOMPSON SCOTT	8/31/1981	PATROL OFFICER BACHELOR'S	POLICE DEPT	\$ 72,427.06	\$ 13,416.92	\$ 85,843.98
TILLMAN JOAN	11/4/1997	ELECTION POLL WORKER	TOWN CLERK	\$ 65.00	\$ -	\$ 65.00
TILLMAN WILLIAM	11/16/2000	ELECTION POLL WORKER	TOWN CLERK	\$ 19.50	\$ -	\$ 19.50
TIVEY BENJAMIN	5/30/2003	SEASONAL AIRPORT WORKER	AIRPORT	\$ 5,664.00	\$ -	\$ 5,664.00
TOBEY HAROLD	11/18/2003	MEMBER TOWN COUNCIL	TOWN COUNCIL	\$ 597.21	\$ -	\$ 597.21
TOCCI ELIZABETH	6/28/2001	RECREATION HEAD LIFEGUARD	RECREATION	\$ 4,210.50	\$ -	\$ 4,210.50
TORBAY RYAN	5/25/2001	RECREATION LIFEGUARD	RECREATION	\$ 4,325.14	\$ -	\$ 4,325.14
TRACY THOMAS	3/22/2002	CUSTODIAN	SENIOR SERVICES	\$ 25,308.42	\$ 581.61	\$ 25,890.03
TRACZYK ARTHUR	8/29/1988	PRINCIPAL PLANNER	PLANNING	\$ 57,406.59	\$ 6,255.25	\$ 63,661.84
TRIMBLE MIRIAM	9/10/1988	ELECTION POLL WORKER	TOWN CLERK	\$ 84.50	\$ -	\$ 84.50
TROIANO ANTHONY	6/5/1989	PROPERTY MGMT COORD	PURCHASING	\$ 63,929.33	\$ -	\$ 63,929.33
TROMBLEY PETER	9/16/1996	GOLF CARETAKER	GOLF	\$ 22,675.97	\$ 94.89	\$ 22,770.86
TROTT MITCHELL	8/27/1984	CARPENTER	DPW - S & G	\$ 39,925.82	\$ 13,621.70	\$ 53,547.52
TUFTS SHARON	6/26/2003	CLERICAL POOL	HUMAN RESOURCES	\$ 4,620.00	\$ -	\$ 4,620.00
TULLIS KELLYANNE	12/8/2003	RECREATION ASSISTANT	RECREATION	\$ 328.00	\$ -	\$ 328.00
TURCO JUSTIN	6/15/2001	RECREATION INSTRUCTOR	RECREATION	\$ 3,051.75	\$ -	\$ 3,051.75
TURNER DANIEL	7/17/2000	PATROL OFFICER	POLICE DEPT	\$ 53,143.45	\$ 7,269.45	\$ 60,412.90
TUTTLE CHRISTIAN	6/28/2001	REC LEISURE PROG COUNSELOR	RECREATION	\$ 2,894.00	\$ -	\$ 2,894.00
TUTTLE HUNTER	6/12/2003	RECREATION ASSISTANT	RECREATION	\$ 64.00	\$ -	\$ 64.00
TWOMEY THOMAS	2/1/1993	SERGEANT BACHELOR'S	POLICE DEPT	\$ 75,801.77	\$ 31,496.84	\$ 107,298.61
TYNAN KEVIN	4/12/1985	SERGEANT ASSOCIATE'S	POLICE DEPT	\$ 77,687.05	\$ 25,080.21	\$ 102,767.26
USOWICZ STEVEN	9/23/2003	CUSTODIAN	AIRPORT	\$ 13,934.38	\$ 1,163.18	\$ 15,097.56
VALLIERE EUGENE	2/4/1980	CHIEF MAINTENANCE MECHANIC	DPW - WPC	\$ 53,989.23	\$ 13,628.96	\$ 67,618.19
VAN KLEECK MELANIE	5/24/2002	CLERICAL POOL	HUMAN RESOURCES	\$ 3,220.00	\$ -	\$ 3,220.00
VAZQUEZ DAWN	12/5/2003	RECREATION ASSISTANT	RECREATION	\$ 144.00	\$ -	\$ 144.00
VENDOLA ANNMARIE	9/18/2003	RECREATION ASSISTANT	RECREATION	\$ 356.00	\$ -	\$ 356.00
VENDOLA VICTORIA	12/2/2002	RECREATION ASSISTANT	RECREATION	\$ 144.00	\$ -	\$ 144.00
VERNEY ALICE	1/16/1996	ELECTION POLL WORKER	TOWN CLERK	\$ 110.00	\$ -	\$ 110.00

Town Departments

Gross Wage Report - 2003

Name	Date of Hire	Job Description	Department	Gross	Overtime	Total	
VILIESIS	HELMI	11/2/1993	ELECTION POLL WORKER	TOWN CLERK	\$ 27.63	\$ -	\$ 27.63
VOLLMER	MOLLY	4/13/2001	SEASONAL SHELLFISH ASST	NATURAL RESOURCES	\$ 4,179.00	\$ 25.20	\$ 4,204.20
WALKER	JOHN	5/5/1986	SERGEANT MASTERS	POLICE DEPT	\$ 71,512.35	\$ 16,526.55	\$ 88,038.90
WALKUS	BRANDON	1/7/2002	PATROL OFFICER ASSOCIATES	POLICE DEPT	\$ 34,607.88	\$ 5,919.13	\$ 40,527.01
WALSH	ELIZABETH	6/14/2002	RECREATION LIFEGUARD	RECREATION	\$ 4,412.77	\$ -	\$ 4,412.77
WALSH	KATHERINE	7/18/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 1,616.00	\$ -	\$ 1,616.00
WALTERS	REBECCA	5/25/2001	RECREATION LIFEGUARD	RECREATION	\$ 1,283.14	\$ -	\$ 1,283.14
WARD	SARAH	6/30/2003	RECREATION LIFEGUARD	RECREATION	\$ 2,061.51	\$ -	\$ 2,061.51
WATERMAN	DAVID	8/24/1973	OPERATIONS SPECIALIST	AIRPORT	\$ 15,631.48	\$ 2,365.42	\$ 17,996.90
WATSON	MARJORIE	4/19/2002	CONFIDENTIAL ASST TO CHIEF/POL	POLICE DEPT	\$ 33,203.79	\$ 241.01	\$ 33,444.80
WEBER	ERIC	7/28/2000	RECREATION BEACH SUPERVISOR	RECREATION	\$ 4,089.40	\$ -	\$ 4,089.40
WEIL	RUTH	7/1/1988	ASSISTANT TOWN ATTORNEY	LEGAL	\$ 80,877.82	\$ -	\$ 80,877.82
WELCH	MICHAEL	6/15/2001	ON CALL INSPECTOR	BUILDING DIVISION	\$ 6,962.40	\$ -	\$ 6,962.40
WELLINGTON	PETER	10/9/2003	RECREATION ASSISTANT	RECREATION	\$ 384.00	\$ -	\$ 384.00
WELLS	CYRIL	7/1/1996	SEASONAL GATE ATTENDANT	RECREATION	\$ 1,206.00	\$ -	\$ 1,206.00
WENGER	KRISTEN	6/30/2003	REC LEISURE PROG COUNSELOR	RECREATION	\$ 2,930.00	\$ -	\$ 2,930.00
WERNER	CHRISTINE	11/8/2002	ELECTION POLL WORKER	TOWN CLERK	\$ 86.13	\$ -	\$ 86.13
WHELDEN	LINDA	1/3/2000	TOWN MANAGER'S ASSISTANT	TOWN MANAGER	\$ 48,741.31	\$ -	\$ 48,741.31
WHELAN	ANGELA	5/24/1999	ADMINISTRATIVE ASSISTANT	BUILDING DIVISION	\$ 34,266.05	\$ 106.22	\$ 34,372.27
WHELAN	CORY	9/12/2003	RECREATION ASSISTANT	RECREATION	\$ 352.00	\$ -	\$ 352.00
WHELDEN	FREDERICK	5/7/2001	GOLF STARTER	GOLF	\$ 126.00	\$ -	\$ 126.00
WHITE	CHRISTOPHER	9/8/1992	WORKING FOREMAN IRRIGATION TCH	GOLF	\$ 39,455.73	\$ 3,812.51	\$ 43,268.24
WHITE	DANIEL	9/12/2003	RECREATION ASSISTANT	RECREATION	\$ 588.00	\$ -	\$ 588.00
WHITE	ELIZABETH	6/16/2000	RECREATION ASSISTANT	RECREATION	\$ 182.00	\$ -	\$ 182.00
WHITE	LAUREN	6/10/2002	TELECOMM.SPEC/JAIL ASSISTANT	POLICE DEPT	\$ 35,729.13	\$ 2,047.08	\$ 37,776.21
WHITE	SAMUEL	9/4/2001	HEALTH INSPECTOR	HEALTH DIVISION	\$ 40,348.43	\$ 583.83	\$ 40,932.26
WHITESIDE	JOHN	4/25/2003	LABORER/CRAFTSPERSON	DPW - S & G	\$ 11,997.64	\$ 2,669.66	\$ 14,667.30
WHITESIDE	RICHARD	7/18/2002	CARPENTER	DPW - S & G	\$ 22,620.31	\$ 2,868.93	\$ 25,489.24
WIINIKAINEN	RICHARD	11/29/1993	CEMETERY SERVICES COORDINATOR	DPW - S & G	\$ 38,697.99	\$ 8,471.10	\$ 47,169.09
WILBUR	JOHN	8/30/2002	SENIOR MAIN ELECTRONICS TECH	DPW - S & G	\$ 42,664.27	\$ 8,223.69	\$ 50,887.96
WILEY	ERIK	11/9/1999	ZAMBONI OPERATOR	DPW - S & G	\$ 19,249.55	\$ 270.00	\$ 19,519.55
WILLIAMS	AIMEE	5/27/2000	RECREATION HEAD INSTRUCTOR	RECREATION	\$ 466.63	\$ -	\$ 466.63
WILLIAMS	KEITH	4/26/2000	NATURAL RESOURCE OFFICER	NATURAL RESOURCES	\$ 40,338.30	\$ 9,410.32	\$ 49,748.62
WINKFIELD	LORNE	7/1/2002	VIDEOGRAPHER	INFORMATIONS SYSTEMS	\$ 492.22	\$ -	\$ 492.22
WIRTANEN	ANDREA	6/16/2003	SEASONAL GATE ATTENDANT	RECREATION	\$ 2,836.00	\$ -	\$ 2,836.00
WITT	RALPH	6/15/1975	SENIOR MECHANIC	POLICE DEPT	\$ 42,898.01	\$ 6,863.57	\$ 49,761.58
WITTENMEYER	DANIEL	7/14/1995	CRAFTSPERSON/SM ENGINE	DPW - S & G	\$ 33,407.03	\$ 2,823.76	\$ 36,230.79
WITTER	DENISE	10/6/2003	DEPT/DIV ASSISTANT	HEALTH DIVISION	\$ 5,470.85	\$ -	\$ 5,470.85
WITTER	JESSICA	12/13/2002	RECREATION ASSISTANT	RECREATION	\$ 494.00	\$ -	\$ 494.00
WOOD	DANIEL	9/9/1985	INFO. SYSTEMS DEPT MANAGER	INFORMATIONS SYSTEMS	\$ 85,715.79	\$ -	\$ 85,715.79
WRIGHT	SCOTT	7/22/2002	PATROL OFFICER BACHELOR'S	POLICE DEPT	\$ 55,747.47	\$ 10,141.14	\$ 65,888.61
YORK	JOHN	11/1/1987	PATROL OFFICER	POLICE DEPT	\$ 54,522.66	\$ 18,351.16	\$ 72,873.82
YORK	LISA	1/9/2001	CROSSING GUARD	POLICE DEPT	\$ 7,575.05	\$ -	\$ 7,575.05

Town Departments

Gross Wage Report - 2003

Name		Date of Hire	Job Description	Department	Gross	Overtime	Total
YOUNG	THOMAS	5/12/1986	LABORER/CRAFTSPERSON	DPW - S & G	\$ 34,129.05	\$ -	\$ 34,129.05
ZIBUTIS	FRANK	8/24/1990	MAINTENANCE TECHNICIAN	DPW - S & G	\$ 39,124.40	\$ 4,422.84	\$ 43,547.24
ZIBUTIS	MELISSA	6/22/2001	RECREATION HEAD LIFEGUARD	RECREATION	\$ 4,741.95	\$ -	\$ 4,741.95
ZULKIEWICZ	JANE	7/22/1986	WORKING FOREMAN	DPW - HIGHWAY	\$ 39,616.43	\$ 10,132.94	\$ 49,749.37

TOWN OF BARNSTABLE

STATE OF THE TOWN ADDRESS

JOHN C. KLIMM, MPA
TOWN MANAGER

April 8, 2004

Barnstable: We Are Making History Every Day

President Brown, Town Councilors, School Committee and Housing Authority members, distinguished members of our Legislative Delegation, Madam Town Clerk, Madam Town Collector, Union leadership and fellow Town employees, Barnstable County officials, Fire District and Library officials, Civic Association and Chamber of Commerce officials, Ladies and Gentlemen:

It is an honor to present to you this evening my third annual State of the Town address. We are a community with enormous natural resources, beauty and charm and a people of reason and hope. We are blessed with the privilege of calling Barnstable our home. With that privilege comes a responsibility to protect and preserve what makes this place special and to enhance the quality of the lives of current and future residents.

We are a town that is making history every day. We are teachers who spend extra time with students to ensure their success. We are police officers and firefighters who risk their lives so that we may be safe. We are conservation managers working to preserve valuable open space for future generations to enjoy. We are public works employees working through the night to keep our roads passable in storms. Our employees are working every day to make a difference in this community.

We are faced with many challenges as a community; challenges of historic proportions, including the consequences of years of unprecedented growth including infrastructure needs and traffic congestion. We are challenged with effectively educating our youth; keeping our community safe and addressing our affordable housing need. All of this with ever shrinking dollars. These kinds of historic times call for creative, determined management, excellent communication, and a partnership with our community...For only working together can we meet these challenges. Together we can make history in Barnstable.

Barnstable is a town made up of residents who understand the word citizenship. Citizenship, as the ancient Greeks noted, is much more than casting a vote on Election Day. It is the act of getting involved in the community. We have citizens who care for each other and give back to our community for the sole purpose of making Barnstable a better place to live. People like Ruth Rusher, who has given a lifetime of service to this community. Ruth has served on our Council on Aging since 1976. She is a former Town Meeting member from Hyannis and still lives today in the house she was born in right here on Hyannis Harbor. Just after graduating from High school, Ruth was THE Red Cross swimming instructor for all of Cape Cod.

Ruth is highly educated receiving a bachelor's degree from Boston University and a Masters Degree in Personnel Management from Columbia University.

Ruth headed up the Welfare Department for the five towns of Barnstable, Yarmouth, Dennis, Brewster and Sandwich until she retired in 1974.

Since then Ruth has worked diligently to improve services available for elders on Cape Cod, and is renowned as a tour guide extraordinaire.

Ruth Rusher has chosen to make a difference in Barnstable. Ladies and Gentlemen: please join me in recognizing and thanking Ruth Rusher for a lifetime commitment to the town of Barnstable.

I also want to thank the hundreds of Barnstable citizens who volunteer on our Boards, Committees and Commissions. They are the best and the most knowledgeable at what they do. Barnstable could not function without these wonderful citizens and I ask you to join me in thanking every board, committee and commission volunteer for their outstanding community service.

TOWN EMPLOYEES SECOND TO NONE

Ladies and Gentlemen: No State of the Town Address would be of value or have meaning without recognizing and thanking the men and women who we call our employees. The Town of Barnstable has workers who not only possess the highest level of knowledge and expertise but who are truly committed to public service and the betterment of our community. They live and breathe their work and come to work every day with a level of enthusiasm and pride that is truly unique. With budget and staff cuts over the past three years, they continue to take on more responsibility to get the job done. It is because of our employees that Barnstable is recognized for innovative ideas and programs that put Barnstable on the map and, in so doing, help other communities solve problems using Barnstable's solutions. Our employees work hard, play by the rules, and commit themselves to excellence in public service.

Our staff is often asked to sit on professional panels at conferences to share their expertise, but they rarely get the recognition they deserve from the community they serve. The credit and recognition for their public service all too often comes from elsewhere. It comes in the form of a call from another town like Falmouth, or Medford or Hartford, or even from others areas of this country asking us for more information about the initiatives started by our own employees. Our employees are making history every day.

I will never forget the comments made by our Councilors who attended the Massachusetts Municipal Association's annual conference for local officials in January. They concluded that many of the recommendations made at the conference were things we have been doing for years. As your Town Manager for the past four years, I know that our employees are truly remarkable and I am deeply appreciative of who they are and what they do.

Take a look and I think you'll see what I mean.

As you can see, our employees are part of a dedicated and committed team of professionals. Each take enormous pride in what they do and each is a story of dedication and commitment to all of us.

People like Johnny Leite, a terrific employee and an exceptional person. John's dedication and loyalty to our organization spans more than three decades as an employee. John grew up in Hyannis and graduated from our public schools. He served his country in Viet Nam as an equipment operator and began work here in 1968 at our Highway Division. John transferred to the Landfill in 1983 and was promoted to foreman in 1986. He has run the operations of that facility for almost two decades. John's leadership, technical knowledge, and focus on customer service has allowed that division of Public Works to successfully survive major changes in staff, service and function. John is one of the DPW's and the Town's greatest resources and we are proud to say that John Leite is a member of our organization. As an employee and a person, they don't come any better than John Leite. Ladies and Gentlemen: please join me in recognizing John Leite.

And Police Sergeant Sean E. Balcom who has been a police officer with the Barnstable Police Department for 15 years. He is assigned to the Detective Division since 1998 and is currently working as a task force officer with the United States Drug Enforcement Administration at the field office in Hyannis.

Over the past 18 months, Sergeant Balcom, along with other officers of the Drug Enforcement Task Force, has been investigating the operation of a large drug trafficking network affecting Cape Cod and southeastern Massachusetts.

As the case officer in this investigation, Sergeant Balcom dedicated hundreds of hours researching the background of the operation of this network. This resulted in the design of a plan to penetrate the inner-ring of their activities and the issuance of a federal wire-tap warrant.

After weeks of exhaustive surveillance and evidence gathering activities, Sergeant Balcom and other law enforcement officers carried out an operational plan that resulted in the arrests of six of the principal participants in this conspiracy on cocaine distribution charge. Sergeant Balcom's professionalism and tenacity is making Cape Cod a safer place to live. Ladies and Gentlemen: Sergeant Sean Balcom.

And Susan Maffei, who works in the Office of our Town Clerk for ten years. She meets and greets customers who are licensing their dogs, opening new businesses, and the many other services provided by the busiest office in Town Hall. She is always available to answer a myriad of questions about everything under the sun and is a passport agent helping many with their travel needs. We regularly hear about Sue's professionalism and citizen friendly approach, that one day included helping a woman who fell in Town Hall. The resident was so grateful at how Sue personally took an interest in her well-being, that she still brings in baked goodies for Sue on occasion just to say thanks again. Sue is a dedicated worker and a wonderful example of a staff person with top-notch citizen service skills. Ladies and Gentlemen: Sue Maffei.

And Bill Pasko, a teacher at the Barnstable Middle School having worked for the Town for 30 years. Throughout those years, Bill established himself as a leader in the classroom and the science department. Bill is truly a "Mr. Wizard" in the classroom, continually inspiring his students to understand the natural world around them.

Bill started his career in Barnstable in the high school's Alternative Learning Program. After 11 years at BHS, Bill was the first high school teacher to volunteer to teach at the middle school. The middle school is certainly glad he did.

Bill's quality as a science teacher was ultimately recognized when he became one of Barnstable's first national board certified teachers, a rare distinction and honor that still only a handful of our teachers possess.

Bill's love for baseball, despite growing up as a Mets fan on Long Island (we will not hold that against you, Bill), has been shared with many years of middle school youngsters where he served as one of the baseball coaches.

Another passion that Bill shares with his students is astronomy and meteorology. Bill often creates evening celestial observation classes for his students so that they can experience what they discussed during their daytime classes. (Pause)

For the past two years, Bill has battled cancer. Yet he has come to school everyday possible contributing to improving the Middle School whether it be teaching, working in the mentor program, substituting for an absent teacher, or working with his colleagues on curriculum development tasks.

His optimism about the future and his refusal to give in to this illness is truly remarkable and inspires all who know and work with him. Ladies and Gentlemen: Bill Pasko.

We thank four employees and through them every one of our twelve hundred employees for their dedication to all of us!

And there are two other groups of dedicated workers that I want to recognize and that is our Fire and Water District and Library employees who serve this town with extraordinary dedication and commitment. And my incredible staff who not only puts up with me on a daily basis but did all of the planning for tonight's event and that is Linda Wheelden, Shirlee Oakley, Madeline Taylor and the Council's office, Donald Grissom and Cheryl Phillips. A special thanks go to Jemma Lambert and Kevin Foster for their help, as well.

BARNSTABLE'S GREATEST CHALLENGE

Our greatest challenge has been and continues to be our financial condition. Due in large part to a grossly inequitable School Aid Formula this town is carrying an impossible financial burden.

As you know, Barnstable continues to enjoy an excellent double A + bond rating. Through the hard work and commitment of people like Councilor Jim Crocker, we have begun to focus on a capital-spending plan recognizing that if we neglect our capital needs it will be at the peril of our children and grandchildren. We received national recognition from the prestigious Government Finance Officers Association who named Barnstable one of the few Massachusetts towns to receive both the Distinguished Budget Award and the Excellence in Financial Reporting designation for our Town's finances. As was the case last year, our continued financial stability is our fundamental concern.

We continue to reform local government and implement measures to do more with less. With the passage of the FY '05 budget, we will have cut over 170 positions from the school and town budgets in the past four years alone. We have tightened our belts. We have implemented dozens of efficiency measures and changes in our operations. We have sold buildings, cut programs, performed audits and purchased energy efficient equipment. And we will do more next year.

I know that these are tough times for many town residents. Ever increasing costs in health care, prescription drugs, food, utilities and other of life's necessities are making it tough for many. People are struggling. I recognize that we must continue to set priorities reflecting the needs, desires and struggles of our residents.(Pause.)

We are fortunate to have elected officials on our Town Council, School Committee and Housing Authority who have spent many months campaigning recently having talked to thousands of residents to understand their wants and needs. Under the leadership of Council President Gary Brown, School Chair Ralph Cahoon and Housing Authority Chair Carl Johnson, these citizens dedicate an extraordinary amount of their time and effort to work for the betterment of this community. They are the ones who have to make the tough decisions and we are blessed to have citizens who understand the importance and urgency of their task. We are also blessed to have professionals like Tom Lynch at the Housing Authority, Andre Ravenelle at the School Department and Doc Mosby at the Airport who believe that we are one community working together to make a difference.

Barnstable faces extraordinary challenges. These challenges will not be easy to meet. They never are. But we are clear about our priorities, whether it's the education of our young people, the safety of our neighborhoods, the quality of our environment, the availability of decent and affordable housing, the soundness of our fiscal policy and the quality of our lives. We must face these challenges head-on. (Pause). I therefore submit a plan of action for the coming year to respond to our community's needs.

FISCAL RESPONSIBILITY

Fiscal responsibility continues to guide us as we layout our work plan for next year.

- We will continue to fight hard to get the school aid formula changed. Simply put, if we were getting our fair share we would not be in dire straits. We will institutionalize our approach to Chapter 70 State aid by designating town and school staff to coordinate our effort with our hard working legislative delegation. Councilor Janet Joakim has done an extraordinary job in articulating our concerns about state aid over the past few years and every one of us owes her a debt of gratitude for the hours that she has committed this issue.
- Secondly, we will start with a real effort to address Barnstable's infrastructure needs by working with the Town Council and School Committee to design a comprehensive capital plan designed to maintain our roads, expand our sewers and fix our school buildings.

•Finally, we must get serious about regionalization. We need to ask our friends at the County, our County Commissioners, County Administration, and Assembly of Delegates and every one of the other Cape communities to work with us to decide what services provided by municipal governments could more efficiently and effectively be provided on a multi- town or regional basis. And issues such as nitrate contamination and wastewater management are not local issues at all. They are regional issues requiring regional solutions. We need to support the efforts of the Association to Protect Cape Cod and the Business Roundtable to address them on a regional basis.

In addition:

- We will work with Councilor Hank Farnham and the Comprehensive Financial Advisory Committee to evaluate the future of town owned properties to determine whether we can continue to afford their upkeep or whether alternatives should be explored;
- We will determine if privatization of some of our services makes good fiscal sense;
- We will restructure our annual budget focusing on programs and services not line items so that we can better understand true program costs;
- We will follow the lead of Councilor Jim Munafo to do a better job disseminating the latest financial information about the town's financial position to all of our citizens;
- We will work with our libraries to undertake a comprehensive analysis to see if there are opportunities for consolidation;
- We will explore the feasibility of issuing quarterly tax bills;
- We will continue to implement the covenant with our residents designed to improve citizen involvement, information dissemination and communications;
- We will continue to implement energy efficiency measures such as compressed natural gas and hybrid trucks at our DPW and continue the energy conservation efforts of Councilor Greg Milne and the Barnstable Green Team.

THE ISSUES OF TODAY AND TOMORROW

Ladies and Gentlemen: We must plan for our future.

- We will continue to work with Councilor Tom Rugo and the Local Comprehensive Planning Committee, under the able leadership of Marlene Weir and our Planning Department, to finish rewriting our master plan that will set the stage for our community's development over the next five years and beyond.
- We will continue to implement our state certified affordable housing plan committing to work with Councilor Leah Curtis and our Housing Committee to create another 100 units of affordable housing for our residents, using the accessory apartment ordinance whenever possible to limit the amount of new construction. Several years ago, long before the housing plan was in place, a Councilor named Roy Richardson was told that it would be a waste of time to either pursue an amnesty apartment ordinance or develop an affordable housing plan. You know, that is the same Councilor who was told that a nursing home was the only realistic alternative for our brothers and sisters with head injuries. He was also told that putting affordable housing, like the CHIPS House, on a beautiful Main Street in a village like Centerville would never happen. Thank God Roy Richardson had the tenacity and the commitment to fight for what he believes in. We're a better community for it.

- We will expand our Community Outreach Plan again, including an improved Annual Citizens Survey to better understand **your** wants and needs. We will follow the lead of Councilor Ann Canedy and spend more time in the community insuring that you have the information you desire about how your tax dollars are being spent. In an effort to more regularly provide information to the public we will see a significant increase in TV programming, including our new program Talk of the Town, and will work to increase readership of our monthly newsletter already going to 1000 households in Barnstable. We also will continue to run the Citizens Police Academy and Citizens Leadership Academy, which have had a combined 500 graduates thus far. We will strive to be one of the first communities in New England to spearhead a privately funded, that's privately funded, monthly town magazine to be sent to every household in Barnstable with helpful information about programs, services and events.

- We will continue to support the efforts of our Land Bank Committee, under the leadership of Lindsey Counsell and Councilor Hank Farnham, to reach the 1000-acre mark with remaining land bank funds and will search for alternative strategies to protect our environment and maintain our quality of life. We need to start thinking about a land acquisition strategy post-Land Bank because, in Barnstable, we will reach the limit in the coming year.

- We will present to the Council soon our Downtown Main Street Implementation Plan. We must decide whether we are serious about our Main Street. I will recommend that we take a common sense approach and give the professionals the tools to get the job done. We must also follow the lead of Councilor Rick Barry, whose Route 132 Committee has recommended a plan to deal with traffic congestion and commercial sprawl on our major arteries and the lead of Councilor Harold Tobey working on traffic improvements like Exit 6 ½. They have given us a plan. Now it is up to us to act.

- And lastly, we will work with the Friends of the Council on Aging who deserve an expanded senior center, and work with Councilor Janice Barton and a group of public-spirited citizens who believe that our youth deserve a community center. Let us hope that 2004 is the year that private contributions succeed in getting us over the top in both projects.

MAKING HISTORY EVERY DAY

Our plan is both progressive and achievable. Let us commit to making the next several years a time when we finally address the toughest issues facing this community. It will only happen if we join hands and work together to make Barnstable the kind of community that we want it to be.

- A community with a first rate public education for our youngsters;
- A community with reasonable, responsible and rational operating and capital budgets that meet our needs within our fiscal capacity;
- A civil and safe community;
- A community which values diversity, values our seniors and supports our arts, business and environmental communities; and
- A caring and compassionate community.

We have a new Town Council and new School Committee, a new mission and a new set of priorities. We have a new beginning. So let us move forward together. Making tough choices are never easy. If we become mired in political squabbles and territorial conflict, we will never succeed.

We owe it to future generations to make reasonable, responsible and rationale decisions to make history every day.

For six years, I had the honor of serving as a Barnstable Selectman. During that time there was an extraordinary level of growth and a reluctance to implement measures to curb that growth. I believe that this town made a huge mistake by our inaction then. And I know that we will be making a similar mistake again if we don't act on a smart growth plan now.

How will we answer the question to future generations why we neglected our environment making them close their beaches, lakes, and ponds?

How will we explain to our children and grandchildren why we allowed Barnstable to become over-developed causing even more traffic congestion and the loss of community character?

How will we defend the fiscal irresponsibility of turning our backs on our infrastructure needs passing the bill for roads and sewer to them to pay?

How will we justify to future generations why we allowed Cape Cod to become a place where only a fortunate few can be homeowners with few affordable housing opportunities for the rest of us?

That isn't how it's supposed to happen. That isn't how it will happen if we choose to act today. There is so much to do, but there is still time for us to act.

I know you are counting on us to make tough choices. Our children and grandchildren are counting on us to make tough choices. They are expecting us, each and every one of us, to make history every day by doing what's right for our community. The question is, "do we have the will to act in a responsible fashion?"

It is a whole lot easier in public life to defer action rather than make tough and controversial decisions. While we risk suffering criticism from those who judge us today for acting, it will be a whole lot more difficult to suffer the wrath of future generations who will ask us the haunting question for forever and a day, "why didn't we do something about these issues when we had a chance?" "Why didn't we act to address the important issues when we could've made a difference?" I ask you here and now, "How could we burden our children and grandchildren with a monumental bill tomorrow because we were afraid of criticism and political heat today?"

We know what is right. We know what must be done. Our future success depends on our commitment to join hands and work together. That success in finally addressing these issues will be our legacy.

Let us make history in Barnstable every day.

Let us get the job done