



# 2022 ANNUAL TOWN REPORT



TOWN OF WARE, MASSACHUSETTS



# Ware, MA

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## WELCOME TO TOWN

Ware is a great place where our neighbors know each other; where you can open your windows and smell fresh air; a place where you can choose to be where our businesses and restaurants are ready to serve your needs; or in the park where you can walk or run; and a place where within a few minutes you can be on the major highways headed anywhere you choose.

Ware boasts a population of 10,066 as of the last federal census, governed by a five-member Board of Selectmen who set policy and make executive decisions and a Town Manager who is in charge of the business of running our town each day. Our Town Hall is centrally located and is open, staffed appropriately ready, and willing to serve your needs.

Our school system is located on one campus proving to be quite beneficial to students, parents, and staff. We are proud of the Young Men's Library open to all and to the Senior Center catering to the elderly population. Each of these provide many programs of cultural, educational, and healthy nature for residents of all ages.

Our public safety officials are well trained and ready to be of service to anyone in need or simply to be of help answering your questions.

Our town has seasonal activities for all, whether you are interested in cultural activities, enriching and educational endeavors or sports we are lucky to have many organized activities for youth and adults.

Our weekly paper the *Ware River News* and its staff, keep our residents, as well as others in the area, well informed with news items from Ware and surrounding towns. This weekly publication is the source of information for many social and recreational offerings as well.

**[www.townofware.com](http://www.townofware.com)**

Dedicated to  
Gilbert (Gibby) St. George-Sorel  
July 24, 1950 – June 27, 2022

In the summer of 1967, Gibby started as a summer worker for the Ware Highway Department and worked continuously for the Town of Ware. In 1986, he became the Water and Sewer Superintendent, then was elected as the Department of Public Works (DPW) Superintendent in 1990. He retired for the first time in 2010, completing 42 years of service to the Town and its residents. While serving the community, he came out of retirement several times to assist the Town of Ware with its Public Works projects. In 2018 he returned to the DPW Superintendent position and worked until Spring of 2022.

While he will be terribly missed by all who knew him – residents, co-workers and the community, our lives are more *peachy* for having known him.



# FUN FACTS ABOUT WARE

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\*Information taken from [https://en.wikipedia.org/wiki/Ware,\\_Massachusetts](https://en.wikipedia.org/wiki/Ware,_Massachusetts)

|                       |  |
|-----------------------|--|
| Settled               | 1717   |
| Established           | 1761   |
| Incorporated          | 1775   |
| County                | Hampshire County   |
| Court Systems         | Hampshire County District Court, Eastern Hampshire District Court, Palmer District Court, East Brookfield District Court   |
| Location              | Approx. 26 miles northeast of Springfield  |
| Elevation             | 475 ft   |
| Population            | 10,066, as of the 2020 Federal Census  |
| Area                  | Land 34.4 sq. mi<br><u>Water 5.5 sq mi</u><br>Total 40.0 sq mi   |
| Bound By              | Hardwick, New Braintree, West Brookfield, Warren, Palmer, Belchertown, New Salem, and Petersham, Quabbin Reservoir   |
| Form of Government    | Open Town Meeting, Selectboard, Town Manager   |
| Recreation Facilities | Grenville Park, 73 Church Street<br>Memorial Field, South Street<br>Reed Memorial Pool & Park, 119 West Main Street,<br>POOL IS TEMPORARILY CLOSED<br>Veterans Park, at the intersection of Routes 9 and 32, adjacent from Town Hall |
| Public Schools        | School campus located at 237-239 West Street<br>Ware Junior Senior High School<br>Ware Middle School<br>SMK Elementary School  |

# TOWN OF WARE DIRECTORY

|  |                     |
|--|---------------------|
| <b>Ware Town Hall</b>  | <b>413-967-9648</b> |
| <b>Board of Assessors</b>  | <b>x 179</b>        |
| <i>Assessments, Abatements</i>   |                     |
| <b>Board of Health ~ Quabbin Health District</b>   | <b>x 183</b>        |
| <i>Health, Sanitation, Septic Permits/Title V,<br/>Food &amp; Beverage Licenses, Tobacco Licenses</i>  |                     |
| <b>Building Department</b>   | <b>x 180</b>        |
| <i>Building Permits, Complaints, Electrical &amp; Gas Permits<br/>Plumbing Permits, Zoning Enforcement Officer</i>   |                     |
| <b>Cemetery</b>  | <b>x 647</b>        |
| <b>Conservation Commission</b>   | <b>x 186</b>        |
| <b>Department of Public Works</b>  | <b>x 703</b>        |
| <i>Road Maintenance, Snow &amp; Ice Removal</i>  |                     |
| <b>Human Resources ~ Benefits Coordinator</b>  | <b>x 117</b>        |
| <b>Information Technology</b>  | <b>x 127</b>        |
| <b>Parks Department</b>  | <b>x 700</b>        |
| <i>Grenville Park, Memorial Field</i>  |                     |
| <b>Payroll</b>   | <b>x 104</b>        |
| <b>Planning &amp; Community Development Department</b>   | <b>x 186</b>        |
| <i>Community Development Authority, Planning Board,<br/>Zoning Board of Appeals</i>  |                     |
| <b>Senior Center</b>   | <b>x 501</b>        |
| <b>Tax Collector</b>   | <b>x 178</b>        |
| <i>Excise Tax &amp; Property Bills</i>   |                     |
| <b>Town Accountant</b>   | <b>x 106</b>        |
| <b>Town Clerk</b>  | <b>x 177</b>        |
| <i>Birth, Death, and Marriage Certificates, Dog Licenses,<br/>Public Records Clerk, Voter &amp; Election Registration, Town Census</i>   |                     |
| <b>Town Manager</b>  | <b>x 100</b>        |
| <b>Town Manager Executive Assistant</b>  | <b>x 101</b>        |
| <i>ABCC Licensing, Amusement/Entertainment Licenses,<br/>Class I, II, III Licenses, Selectboard, Special Events,<br/>Streetlight Outages, Parking Clerk &amp; Permits, Toll Road</i> |                     |
| <b>Treasurer / Collector</b>   | <b>x 178</b>        |
| <b>Veterans Agent</b>  | <b>x 115</b>        |

# TOWN OF WARE DIRECTORY

|   |                     |
|---|---------------------|
| <b>Animal Control Officer Dispatch</b>      | <b>413-967-3571</b> |
| <b>Community Action Resources</b>           | <b>800-370-0940</b> |
| <b>Fire Department</b>                      | <b>413-967-9631</b> |
| <b>Housing Authority</b>                    | <b>413-967-4477</b> |
| <b>Police Department</b>                    | <b>413-967-3571</b> |
| <b>Quaboag Connector</b>                    | <b>413-544-3401</b> |
| <b>Quaboag Hills Substance Use Alliance</b> | <b>413-387-3026</b> |
| <b>US Post Office</b>                       | <b>413-967-9914</b> |
| <b>Ware Public Schools</b>                  | <b>413-967-4271</b> |
| <i>Superintendent</i>                       | x 2                 |
| <i>Special Education</i>                    | x 3                 |
| <i>Business Office</i>                      | x 5                 |
| <b>SMK Elementary School</b>                | <b>413-967-6236</b> |
| <b>Ware Middle School</b>                   | <b>413-967-6903</b> |
| <b>Ware High School</b>                     | <b>413-967-6234</b> |
| <b>Ware River News</b>                      | <b>413-967-3505</b> |
| <b>Ware TV</b>                              | <b>413-531-8602</b> |
| <b>Young Men's Library Association</b>      | <b>413-967-5491</b> |

# Board / Committee Monthly Meeting Schedule

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*Subject to change with minimum 48 Hour Notice to Public*

*Visit [townofware.com](http://townofware.com) for calendar of upcoming meetings and town events!*

|                                 |   |
|---------------------------------|---|
| Board of Selectmen              | 1 <sup>st</sup> and 3 <sup>rd</sup> Tuesday @ 7:00 PM   |
| Board of Assessors              | 1 <sup>st</sup> Wednesday @ 4:15 PM   |
| Board of Health                 | 2 <sup>nd</sup> Wednesday @ 2:00 PM   |
| Cemetery Commission             | Monthly, As Needed  |
| Community Development Authority | 2 <sup>nd</sup> Monday @ 6:30 PM  |
| Conservation Commission         | 2 <sup>nd</sup> Wednesday @ 6:30 PM   |
| Council on Aging                | 3 <sup>rd</sup> Tuesday @ 9:00 AM   |
| Downtown Improvement Committee  | 2 <sup>nd</sup> Monday @ 5:00 PM  |
| Historical Commission           | 4 <sup>th</sup> Monday @ 6:00 PM,<br>3 <sup>rd</sup> Monday in May,<br>No meetings July or December |
| Parks Commission                | 1 <sup>st</sup> Monday @ 6:30 PM  |
| Planning Board                  | 1 <sup>st</sup> and 3 <sup>rd</sup> Thursday @ 7:00 PM  |
| School Committee                | 1 <sup>st</sup> and 3 <sup>rd</sup> Wednesday @ 6:30PM  |
| Tax Increment Financing (TIF)   | As Needed   |
| Ware Housing Authority          | 2 <sup>nd</sup> Monday @ 1:00 PM  |
| Zoning Board of Appeals         | 4 <sup>th</sup> Wednesday @ 7:00 PM   |

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| Annual Town Meeting May 9, 2022, rescheduled to May 23, 2022                    |     |
| Special Town Meeting November 14, 2022  |     |
| State Primary Election September 06, 2022                                       |     |
| State Election November 08, 2022  |     |
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# TOWN OF WARE OFFICIALS

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## 2022 ELECTED OFFICIALS

### SELECTBOARD

|                     |      |
|---------------------|------|
| Thomas J. Barnes    | 2023 |
| John J. Morrin      | 2023 |
| Keith J. Kruckas    | 2024 |
| Caitlin M. McCarthy | 2024 |
| Joshua Kusnierz     | 2025 |

### MODERATOR

|                      |      |
|----------------------|------|
| Kathleen H. Coulombe | 2024 |
|----------------------|------|

### SCHOOL COMMITTEE

|                           |      |
|---------------------------|------|
| Aaron R. Sawabi           | 2023 |
| Julie A. Slattery         | 2024 |
| Michael C. Foran          | 2024 |
| Christopher T. Desjardins | 2025 |
| Brian P. Winslow          | 2025 |

### BOARD OF ASSESSORS

|                         |      |
|-------------------------|------|
| Theodore Balicki        | 2023 |
| Devin M. Peterson       | 2024 |
| Gerald F. Fountain, Jr. | 2025 |

### BOARD OF HEALTH

|                      |      |
|----------------------|------|
| Katrina Velle        | 2023 |
| John A. Desmond      | 2024 |
| Jennifer M. McMartin | 2025 |

### PARK COMMISSIONERS

|                    |      |
|--------------------|------|
| William R. Imbier  | 2023 |
| Kimberly E. Swarts | 2024 |
| Ryan Mulligan      | 2025 |

### CEMETERY COMMISSIONERS

|                  |      |
|------------------|------|
| Roy P. Erickson  | 2023 |
| Craig R. Simmons | 2024 |
| Paul Harper      | 2025 |

PLANNING BOARD

|                      |                         |      |
|----------------------|-------------------------|------|
| Joseph C. Knight     | (Deceased July 9, 2022) | 2023 |
| Christopher DiMarzio | (1 Year Unexpired Term) | 2023 |
| Edward Murphy        |                         | 2024 |
| Kenneth Crosby       |                         | 2025 |
| Richard Starodoj     |                         | 2026 |
| Nancy J. Talbot      |                         | 2027 |

WARE HOUSING AUTHORITY

|                   |  |      |
|-------------------|--|------|
| Francis Nevue     | (Deceased August 24, 2022)               | 2023 |
| Frederick Daniels |  | 2023 |
| Ana Burgos        |  | 2024 |
| Henrietta Devlin  |  | 2025 |
| Jonathan Hogan    |  | 2026 |
| S K Robinson      | BOS appointment/State failure to appoint | 2027 |

**2022 APPOINTED OFFICERS**

*Following officers are appointed by the Selectboard*

TOWN MANAGER

Stuart Beckley

FIRE CHIEF

Christopher Gagnon Interim (Retired 12/31/2022)

POLICE CHIEF

Shawn C. Crevier

CONSTABLES

|                       |               |
|-----------------------|---------------|
| Tod Bertini           | June 30, 2023 |
| Francis W. Cote       | June 30, 2023 |
| Christopher R. Talbot | June 30, 2023 |

HONORARY POLICE OFFICERS

|                   |               |
|-------------------|---------------|
| Dennis Healey     | June 30, 2023 |
| Gary Hoskins      | June 30, 2023 |
| John Pajak        | June 30, 2023 |
| Stanley G. Mettig | June 30, 2023 |

SPECIAL POLICE OFFICERS

|              |               |
|--------------|---------------|
| Frank Jolin  | June 30, 2023 |
| Dan Polak    | June 30, 2023 |
| Ron Riethle  | June 30, 2023 |
| Paul Skutnik | June 30, 2023 |

POLICE MATRONS

|                |               |
|----------------|---------------|
| MaryAnne Regin | June 30, 2023 |
|----------------|---------------|

VETERANS AGENT & VETERANS GRAVES OFFICER

|           |                |
|-----------|----------------|
| Mark Avis | March 31, 2023 |
|-----------|----------------|

ADA COMMISSION

|                 |               |
|-----------------|---------------|
| Carolyn Wilkins | June 30, 2022 |
| Ruth McGrath    | June 30, 2025 |
| Patricia Ranner | June 30, 2025 |

BOARD OF REGISTRARS

|                  |                       |
|------------------|-----------------------|
| Sheryl Adameczyk | March 31, 2023        |
| Vacancy          | March 31, 2024        |
| Irene Orszulak   | March 31, 2025        |
| Nancy J. Talbot  | Ex Officio/Town Clerk |

CANNABIS COMMITTEE

Richard Fly  
Jonathan Hogan  
Keith Kruckas  
Rick Lotuff  
William St. Croix  
Andrew Stoddard

CAPITAL PLANNING COMMISSION

|                   |                                   |               |
|-------------------|-----------------------------------|---------------|
| Stuart Beckley    | Town Manager                      |               |
| Ashley Walker     | Treasurer/Collector               |               |
| Keith J. Kruckas  | Board of Selectmen Representative |               |
| Devin Peterson    | Finance Committee Representative  |               |
| Jennifer McMartin | Citizen Representative            | June 30, 2023 |
| Clayton Sydla     | Citizen Representative            | June 30, 2023 |
| Daniel O'Connor   |                                   | June 30, 2025 |

COMMUNITY DEVELOPMENT AUTHORITY

|                 |               |
|-----------------|---------------|
| Rhiannon Gresty | June 30, 2023 |
| S K Robinson    | June 30, 2023 |
| Brandy Brusso   | June 30, 2024 |
| Danielle Souza  | June 30, 2024 |
| John E. Carroll | June 30, 2025 |

CONSERVATION COMMISSION

|                    |               |
|--------------------|---------------|
| Kristin Rosenbeck  | June 30, 2022 |
| Dennis Cote        | June 30, 2022 |
| Thomas Barnes      | June 30, 2023 |
| Peter J. Topor, IV | June 30, 2023 |
| Mark Swett         | June 30, 2024 |

CONSULTANT ON LEGAL MATTERS

Robert LeMaitre

COUNCIL ON AGING

|                      |                                  |
|----------------------|----------------------------------|
| Julianne Cappe       | June 30, 2022                    |
| Irene Eskett         | June 30, 2023                    |
| Carl Waal            | Resigned August 30, 2022         |
| Cheryl Haigh         | June 30, 2025                    |
| SK Robinson          | June 30, 2025                    |
| Ginger Ziglar Thomas | June 30, 2025                    |
| Walter La Hair, Sr.  | June 30, 2026                    |
| Vacancies (3)        |                                  |
| John Zienowicz       | Executive Director Senior Center |

CULTURAL COUNCIL

*Terms as directed by Commonwealth of MA*

|                  |                    |
|------------------|--------------------|
| Lynn Rude        | September 30, 2022 |
| Carol Brundige   | November 30, 2022  |
| Elena Palladino  | November 30, 2025  |
| Aileen O'Regan   | July 31, 2023      |
| Mary Healey      | October 20, 2023   |
| Judy LaValley    | June 30, 2023      |
| Christina Higney | June 30, 2023      |

DISABILITY AWARENESS COMMITTEE

|                   |                             |               |
|-------------------|-----------------------------|---------------|
| Thomas Barnes     | Resigned September 24, 2022 | June 30, 2024 |
| Steven Hawk       | Resigned October 21, 2022   | June 30, 2024 |
| Brittini Robidoux |                             | June 30, 2025 |
| Amber Letendre    |                             | June 30, 2025 |
| Patricia Ranner   |                             | June 30, 2025 |

DOWNTOWN IMPROVEMENT COMMITTEE

John J. Morrin  
Robert Watchilla  
Shelley Regin  
Charles Lask  
Dennis Craig  
Carol Zins

FINANCE COMMITTEE

|                     |  |               |
|---------------------|--|---------------|
| Angela Lynn Nenni   |  | June 30, 2022 |
| Devin Peterson      |  | June 30, 2023 |
| Kenneth R. Willette |  | June 30, 2023 |
| Terrence Smith      |  | June 30, 2024 |
| Kelsey Sidur        |  | June 30, 2025 |
| SK Robinson         |  | June 30, 2025 |

HISTORICAL COMMISSION

|                        |  |               |
|------------------------|--|---------------|
| Lynn Lak               |  | June 30, 2023 |
| Kathleen Galford       |  | June 30, 2023 |
| Elena Palladino        |  | June 30, 2023 |
| Alice Atkinson-Bonasio |  | June 30, 2024 |
| Claudia Kadra          |  | June 30, 2025 |
| Wanda Mysona           |  | June 30, 2025 |
| Lorrie Willette        |  | June 30, 2025 |

HOSPITAL DISCUSSION COMMITTEE

|                         |                        |  |
|-------------------------|------------------------|--|
| Catherine Buelow-Cascio |                        |  |
| Denis Ouimette          |                        |  |
| Elena Palladino         |                        |  |
| Craig Simmons           | Resigned November 2021 |  |
| Terrence Smith          |                        |  |
| Nancy J. Talbot         |                        |  |
| Howard J. Trietsch, MD  |                        |  |

PIONEER VALLEY PLANNING COMMISSION REPRESENTATIVE

John E. Carroll

TOWN COUNSEL

KP Law  
Sullivan Hayes & Quinn

ZONING BOARD OF APPEALS

|                    |           |               |
|--------------------|-----------|---------------|
| Charles Dowd       |           | June 30, 2023 |
| Gregory W. Eaton   |           | June 30, 2023 |
| Philip Hamel       |           | June 30, 2023 |
| Lewis J. Iadarola  |           | June 30, 2024 |
| Jodi Chartier      |           | June 30, 2025 |
| David J. Skoczylas | Alternate | June 30, 2024 |
| S K Robinson       | Alternate | June 30, 2025 |

**2022 APPOINTED OFFICERS**

*Following Appointed Officers are appointed by the Town Manager*

TOWN CLERK

Nancy J. Talbot

TOWN ACCOUNTANT

Tracy Meehan

DIRECTOR OF PUBLIC WORKS

Geoffrey McAlmond

COMMUNITY DEVELOPMENT DIRECTOR TOWN PLANNER

Robert Watchilla

TAX INCREMENT FINANCING AUTHORITY

|                  |   |               |
|------------------|---|---------------|
| Robert Watchilla | Community Development Director/Town Planner |               |
| Keith Kruckas    | Board of Selectmen Representative           |               |
| Gerald Fountain  | Board of Assessor Representative            |               |
| Vacancy          | Finance Committee Representative            |               |
| Paul Opalinski   | Citizen Representative                      | June 30, 2023 |

ADA COORDINATOR

Vacancy

GAS INSPECTOR

Edward Kent  
Richard Holden

Assistant

June 30, 2023  
June 30, 2023

INSPECTOR OF WIRES

Donald Manseau

June 30, 2023

PLANNING BOARD ALTERNATE

Elizabeth Hancock

June 30, 2023

SINKING FUND COMMISSIONERS

Tracy Meehan  
Stuart Beckley

# TOWN ACCOUNTANT

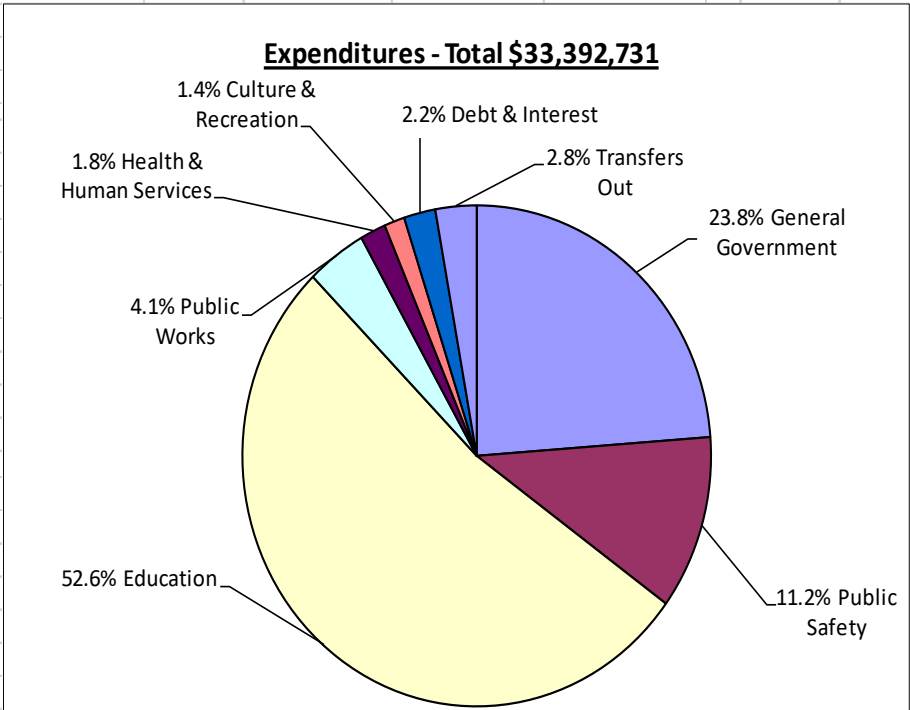
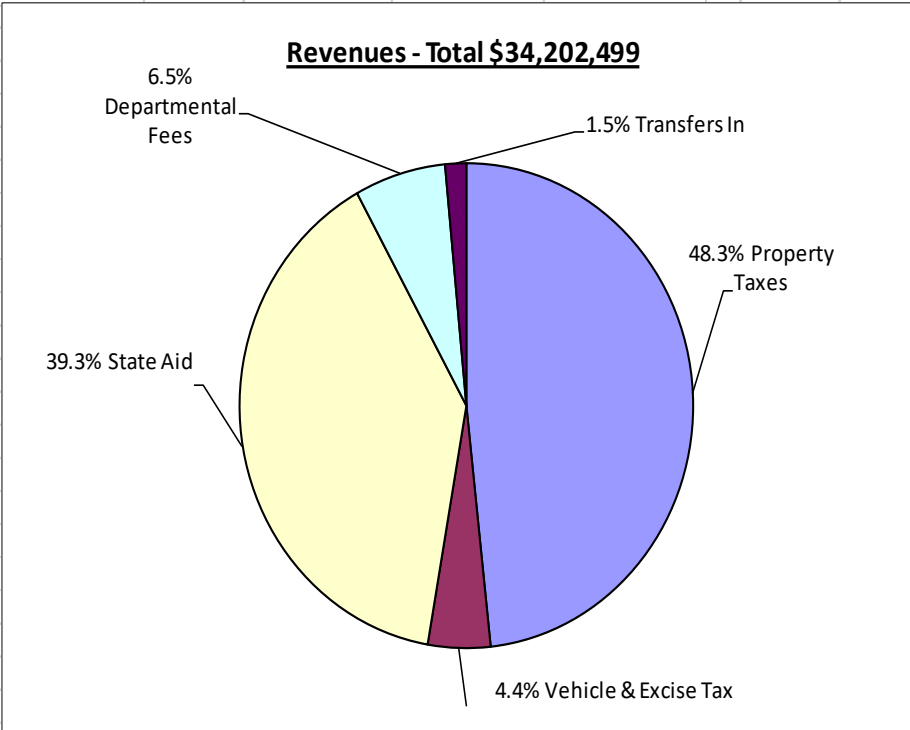
|   | Town of Ware, Massachusetts                               |                         |                   |                     |                     |                   |              |                       |                         |               | Unaudited            |
|---|---|-------------------------|-------------------|---------------------|---------------------|-------------------|--------------|-----------------------|-------------------------|---------------|----------------------|
|   | Combined Balance Sheet - All Fund Types and Account Group |                         |                   |                     |                     |                   |              |                       |                         |               |                      |
|   | June 30, 2022   |                         |                   |                     |                     |                   |              |                       |                         |               |                      |
|   |   | Governmental Fund Types |                   | Fiduciary Fund Type |                     | Enterprise Funds  |              | General               |                         | Account Group |                      |
| General   |   | Special Revenue         | Capital Projects  | Trust & Agency      | Water               | Sewer             | Fixed Assets | Long-Term Obligations | Total (Memorandum Only) |               |                      |
| <b>ASSETS</b>   |   |                         |                   |                     |                     |                   |              |                       |                         |               |                      |
| Cash and equivalents  | 12,683,700  | 27,932                  | 72,709            | 2,002,726           | 1,952,670           | 53,805            |              |                       |                         |               | 16,793,543           |
| Investments   |   |                         |                   | 2,322,284           |                     |                   |              |                       |                         |               | 2,322,284            |
| Receivables:  |   |                         |                   |                     |                     |                   |              |                       |                         |               |                      |
| Property and excise taxes-net   | 684,437   |                         |                   |                     |                     |                   |              |                       |                         |               | 684,437              |
| Water and sewer   |   |                         |                   |                     | 121,975             | 99,563            |              |                       |                         |               | 221,537              |
| Departmental and other  | 574,231   | 57,636                  |                   | 98,540              |                     |                   |              |                       |                         |               | 730,408              |
| Due from Federal and State govts  |   | 552,345                 | 270,122           | -                   |                     |                   |              |                       |                         |               | 822,467              |
| Due from other funds  |   | 3,751,584               | 10,290            | 20,000              |                     |                   |              |                       |                         |               | 3,781,874            |
| Property and equipment net of accumulated depreciation                  |   |                         |                   |                     |                     |                   |              | 29,410,342            |                         |               | 29,410,342           |
| Amount to be provided for retirement of long-term debt & capital leases |   |                         |                   |                     |                     |                   |              |                       | 4,338,914               |               | 4,338,914            |
| Amount to be provided-Comp Absences                                     |   |                         |                   |                     |                     |                   |              |                       | 502,945                 |               | 502,945              |
| <b>Total Assets</b>   | <b>\$ 13,942,367</b>                                      | <b>\$ 4,389,498</b>     | <b>\$ 353,122</b> | <b>\$ 4,443,551</b> | <b>\$ 2,074,645</b> | <b>\$ 153,367</b> |              | <b>\$ 29,410,342</b>  | <b>\$ 4,841,859</b>     |               | <b>\$ 59,608,751</b> |
| <b>LIABILITIES AND FUND BALANCES</b>                                    |   |                         |                   |                     |                     |                   |              |                       |                         |               |                      |
| <b>Liabilities:</b>   |   |                         |                   |                     |                     |                   |              |                       |                         |               |                      |
| Notes payable-temporary loan  |   |                         | 444,990           |                     |                     |                   |              |                       |                         |               | 444,990              |
| Warrants payable and accruals   | 2,615,262   | 557,819                 | 164,949           | 26,760              | 22,785              | 17,266            |              |                       |                         |               | 3,404,842            |
| Withholdings and other liabilities                                      | 126,285   |                         |                   | 228,269             |                     |                   |              |                       |                         |               | 354,554              |
| Due to other funds  | 3,699,259   |                         |                   | 48,547              |                     | 34,068            |              |                       |                         |               | 3,781,874            |
| Deferred revenue:   |   |                         |                   |                     |                     |                   |              |                       |                         |               |                      |
| Property and excise taxes   | 684,437   |                         |                   |                     |                     |                   |              |                       |                         |               | 684,437              |
| Departmental and other  | 574,231   | 57,636                  |                   |                     | 121,975             | 99,563            |              |                       |                         |               | 853,404              |
| Long-term debt payable  |   |                         |                   |                     |                     |                   |              | 4,088,299             |                         |               | 4,088,299            |
| Lease obligations payable   |   |                         |                   |                     |                     |                   |              | 250,615               |                         |               | 250,615              |
| Accrued Compensated Absences  |   |                         |                   |                     |                     |                   |              | 502,945               |                         |               | 502,945              |
| <b>Total Liabilities</b>  | <b>7,699,474</b>  | <b>615,456</b>          | <b>609,939</b>    | <b>303,576</b>      | <b>144,760</b>      | <b>150,897</b>    |              | <b>-</b>              | <b>4,841,859</b>        |               | <b>14,365,961</b>    |
| <b>Fund Balances:</b>   |   |                         |                   |                     |                     |                   |              |                       |                         |               |                      |
| Reserved for endowment  |   |                         |                   | 365,130             |                     |                   |              |                       |                         |               | 365,130              |
| Reserved for expenditures   | 1,335,000   | 3,774,042               | (256,818)         | 1,972,651           | 615,000             |                   |              |                       |                         |               | 7,439,876            |
| Reserved for encumbrances   | 420,813   |                         |                   |                     |                     |                   |              |                       |                         |               | 420,813              |
| Reserved for ambulance operation  | 380,267   |                         |                   |                     |                     |                   |              |                       |                         |               | 380,267              |
| Reserved for investment in property                                     |   |                         |                   |                     |                     |                   |              | 29,410,342            |                         |               | 29,410,342           |
| Unreserved:   |   |                         |                   |                     |                     |                   |              |                       |                         |               |                      |
| Designated for overdrawn and unprovided accounts                        |   |                         |                   |                     |                     |                   |              |                       |                         |               | -                    |
| Undesignated  | 4,106,813   |                         |                   | 1,802,194           | 1,314,885           | 2,470             |              |                       |                         |               | 7,226,362            |
| <b>Total Fund Balances</b>  | <b>6,242,893</b>  | <b>3,774,042</b>        | <b>(256,818)</b>  | <b>4,139,975</b>    | <b>1,929,885</b>    | <b>2,470</b>      |              | <b>29,410,342</b>     | <b>-</b>                |               | <b>45,242,790</b>    |
| <b>Total Liabilities and Fund Balances</b>                              | <b>\$ 13,942,367</b>                                      | <b>\$ 4,389,498</b>     | <b>\$ 353,122</b> | <b>\$ 4,443,551</b> | <b>\$ 2,074,645</b> | <b>\$ 153,367</b> |              | <b>\$ 29,410,342</b>  | <b>\$ 4,841,859</b>     |               | <b>\$ 59,608,751</b> |



|  | Combined Statement of Revenue, Expenditures and Changes in Fund Balances - All Fund Types<br>Year Ended June 30, 2022 | Town of Ware, Massachusetts   |                    |                     |              | Fiduciary<br>Fund Type<br>Trust & Agency | Enterprise Funds<br>Water | Enterprise Funds<br>Sewer | Total<br>(Memorandum<br>Only) | Unaudited |
|--|---|---|--------------------|---------------------|--------------|--|---------------------------|---------------------------|-------------------------------|-----------|
|  |   | Town of Ware, Massachusetts   |                    |                     |              |  |                           |                           |                               |           |
|  |   | Combined Statement of Revenue, Expenditures and Changes in Fund Balances - All Fund Types<br>Year Ended June 30, 2022 |                    |                     |              |  |                           |                           |                               |           |
|  |   | Governmental Fund Types   |                    |                     |              |  |                           |                           |                               |           |
|  |   | General   | Special<br>Revenue | Capital<br>Projects |              |  |                           |                           |                               |           |
| REVENUES   |   |   |                    |                     |              |  |                           |                           |                               |           |
| Property Taxes, net  |   | 16,515,459  |                    |                     |              |  |                           |                           | 16,515,459                    |           |
| Motor Vehicle and other excise taxes   |   | 1,521,453   |                    |                     |              |  |                           |                           | 1,521,453                     |           |
| Intergovernmental aid  |   | 13,428,353  | 5,620,235          | 1,355,636           |              |  |                           |                           | 20,404,224                    |           |
| Charges for services - water and sewer   |   | -   |                    |                     |              |  | 998,211                   |                           | 2,295,053                     |           |
| Interest on investment and taxes   |   | 114,647   | 23                 | 97                  | (238,611)    |  | 19                        |                           | (120,795)                     |           |
| Departmental fees and miscellaneous  |   | 2,107,413   | 487,967            | 31,828              | 27,702       |  | 2,450                     |                           | 2,661,551                     |           |
| Property foreclosure sales   |   | -   |                    |                     |              |  |                           |                           | -                             |           |
| Total Revenues   |   | 33,687,326  | 6,108,225          | 1,387,562           | (210,909)    |  | 1,000,679                 |                           | 43,276,946                    |           |
| EXPENDITURES   |   |   |                    |                     |              |  |                           |                           |                               |           |
| General government   |   | 7,948,224   | 1,605,903          |                     | 37,462       |  |                           |                           | 9,591,589                     |           |
| Public Safety  |   | 3,753,047   | 84,620             |                     |              |  |                           |                           | 3,837,667                     |           |
| Education  |   | 17,574,902  | 2,709,155          |                     | 1,400        |  |                           |                           | 20,285,457                    |           |
| Public works (including water and sewer)   |   | 1,381,143   | 617,951            |                     | 6,360        |  | 791,759                   |                           | 3,609,225                     |           |
| Health and sanitation  |   | 191,665   | -                  |                     |              |  |                           |                           | 191,665                       |           |
| Human services   |   | 400,084   | 64,072             |                     |              |  |                           |                           | 464,156                       |           |
| Culture and recreation   |   | 470,058   | 251,855            |                     | 8,354        |  |                           |                           | 730,266                       |           |
| Capital outlay and development   |   | -   | -                  | 1,585,237           |              |  |                           |                           | 1,585,237                     |           |
| Debt Service:  |   |   |                    |                     |              |  |                           |                           | -                             |           |
| Principal retirement   |   | 602,385   |                    |                     |              |  |                           |                           | 602,385                       |           |
| Interest (including temporary loans)   |   | 124,035   |                    |                     |              |  |                           |                           | 124,035                       |           |
| Total Expenditures   |   | 32,445,541  | 5,333,556          | 1,585,237           | 53,575       |  | 791,759                   |                           | 41,021,681                    |           |
| REVENUE OVER (UNDER) EXPENDITURES  |   | 1,241,784   | 774,669            | (197,675)           | (264,484)    |  | 208,920                   |                           | 2,255,265                     |           |
| OTHER FINANCING SOURCES (USES)   |   |   |                    |                     |              |  |                           |                           |                               |           |
| Issue of serial debt   |   | -   | -                  | 665,000             |              |  |                           |                           | 665,000                       |           |
| Operating transfers in   |   | 515,173   | -                  | -                   | 920,000      |  | 13,131                    |                           | 1,462,362                     |           |
| Operating transfers out  |   | (947,189)   | -                  | -                   | -            |  | (232,457)                 |                           | (1,462,362)                   |           |
| REVENUE AND OTHER FINANCING SOURCES<br>OVER (UNDER) EXPENDITURES<br>AND OTHER FINANCING USES |   | 809,768   | 774,669            | 467,325             | 655,516      |  | (10,406)                  |                           | 2,920,265                     |           |
| Fund Balances, July 1, 2021  |   | 5,433,125   | 2,999,374          | (724,142)           | 3,484,459    |  | 12,876                    |                           | 8,724,340                     |           |
| Prior Year Adjustments   |   | -   | -                  | -                   | -            |  | -                         |                           | -                             |           |
| FUND BALANCES, JUNE 30, 2022   |   | \$ 6,242,893  | 3,774,042          | (256,818)           | \$ 4,139,975 |  | \$ 2,470                  |                           | \$ 11,644,606                 |           |

| Town of Ware, Massachusetts  |  |  |             |               | Unaudited |
|--|--|--|-------------|---------------|-----------|
| Statement of Revenues and Expenditures   |  |  |             |               |           |
| Budget and Actual - General Fund   |  |  |             |               |           |
| Year Ended June 30, 2022   |  |  |             |               |           |
|  |  |  |             | Variance -    |           |
|  |  |  |             | Favorable     |           |
|  |  |  |             | (Unfavorable) |           |
|  |  |  |             | Budget        | Actual    |
| <b>REVENUES</b>  |  |  |             |               |           |
| Property taxes - net   |  |  | 16,280,732  | 16,515,459    | 234,727   |
| Motor vehicle and other excise taxes   |  |  | 1,291,800   | 1,521,453     | 229,653   |
| Intergovernmental aid  |  |  | 13,402,430  | 13,428,353    | 25,923    |
| Interest on investment and taxes   |  |  | 115,000     | 114,647       | (353)     |
| Departmental fees and miscellaneous  |  |  | 1,452,100   | 2,107,413     | 655,313   |
| Property foreclosure sales   |  |  | -           | -             | -         |
| Total Revenues   |  |  | 32,542,062  | 33,687,326    | 1,145,264 |
| <b>EXPENDITURES</b>  |  |  |             |               |           |
| General government   |  |  | 8,721,807   | 7,948,224     | 773,583   |
| Public safety  |  |  | 4,189,701   | 3,753,047     | 436,654   |
| Education  |  |  | 18,024,781  | 17,574,902    | 449,879   |
| Public works   |  |  | 1,469,648   | 1,381,143     | 88,505    |
| Health and sanitation  |  |  | 231,212     | 191,665       | 39,548    |
| Human services   |  |  | 476,600     | 400,084       | 76,516    |
| Culture and recreation   |  |  | 561,976     | 470,058       | 91,918    |
| Debt service:  |  |  |             |               |           |
| Principal retirement   |  |  | 686,400     | 602,385       | 84,015    |
| Interest (including temporary loans)   |  |  | 162,650     | 124,035       | 38,615    |
| Total Expenditures   |  |  | 34,524,776  | 32,445,541    | 2,079,235 |
| REVENUE OVER (UNDER) EXPENDITURES  |  |  | (1,982,714) | 1,241,784     | 3,224,498 |
| <b>OTHER FINANCING SOURCES (USES)</b>  |  |  |             |               |           |
| Issue of serial debt   |  |  | -           | -             | -         |
| Operating transfers in   |  |  | 530,593     | 515,173       | (15,420)  |
| Operating transfers out  |  |  | (960,267)   | (947,189)     | 13,078    |
| REVENUE AND OTHER FINANCING SOURCES OVER (UNDER) EXPENDITURES AND OTHER FINANCING USES |  |  | (2,412,388) | 809,768       | 3,222,156 |

Town of Ware, Massachusetts  
 FY22 General Fund Revenue & Expenditures



TAX RATES: 2017 - \$20.77; 2018 - \$20.71; 2019 - \$20.21; 2020 - \$20.63; 2021 - \$20.18; 2022 - \$19.34

## TOWN OF WARE EMPLOYEE EARNINGS

| DEPT # | NAME                 | REGULAR    | OVERTIME | OTHER | TOTAL      |
|--------|----------------------|------------|----------|-------|------------|
| 110    | BECK, OLIVIA         | 957.95     | -        | -     | 957.95     |
| 110    | JACOBSEN, KRISTEN    | 13,632.51  | -        | -     | 13,632.51  |
| 110    | WATCHILLA, ROBERT    | 55,736.57  | -        | -     | 55,736.57  |
| 110    | WHITE, LAURA         | 18,012.95  | -        | -     | 18,012.95  |
| 110    | ZITER, ALEXANDER     | 785.51     | -        | -     | 785.51     |
| 122    | BARNES, THOMAS       | 2,232.00   | -        | -     | 2,232.00   |
| 122    | KRUCKAS, KEITH       | 2,359.17   | -        | -     | 2,359.17   |
| 122    | MCCARTHY, CAITLIN    | 2,232.00   | -        | -     | 2,232.00   |
| 122    | MORRIN, JOHN         | 756.83     | -        | -     | 756.83     |
| 122    | TALBOT, NANCY        | 626.20     | -        | -     | 626.20     |
| 123    | BECKLEY, STUART      | 104,051.73 | -        | -     | 104,051.73 |
| 123    | CROTEAU, NICOLE      | 40,775.34  | -        | -     | 40,775.34  |
| 123    | METZLER, MADELYN     | 3,000.00   | -        | -     | 3,000.00   |
| 123    | NOLAN, CHRISTOPHER   | 34,841.17  | -        | -     | 34,841.17  |
| 135    | MEEHAN, TRACY        | 90,522.65  | -        | -     | 90,522.65  |
| 135    | PRZYPEK, AMY         | 52,419.66  | -        | -     | 52,419.66  |
| 141    | BALICKI, THEODORE    | 4,180.02   | -        | -     | 4,180.02   |
| 141    | DIMO, MARY           | 12,402.50  | -        | -     | 12,402.50  |
| 141    | FOUNTAIN JR., GERALD | 3,410.01   | -        | -     | 3,410.01   |
| 141    | LAVIGNE, DEANNA      | 15,337.90  | -        | -     | 15,337.90  |
| 141    | PETERSON, DEVIN      | 3,410.01   | -        | -     | 3,410.01   |
| 145    | GILDERT, DARLENE     | 57,243.87  | -        | -     | 57,243.87  |
| 145    | LONGTIN, DONNA       | 35,686.48  | -        | -     | 35,686.48  |
| 145    | ROZKUSZKA, VIOLETTE  | 38,012.93  | -        | -     | 38,012.93  |
| 145    | WALKER, ASHLEY       | 62,704.10  | -        | -     | 62,704.10  |
| 152    | CAGGIANO, JUSTINE    | 60,358.82  | -        | -     | 60,358.82  |
| 155    | GRACE, DAVID         | 77,524.28  | -        | -     | 77,524.28  |
| 161    | GALFORD, KATHLEEN    | 51,901.84  | -        | -     | 51,901.84  |

| DEPT # | NAME                      | REGULAR   | OVERTIME | OTHER | TOTAL     |
|--------|---------------------------|-----------|----------|-------|-----------|
| 161    | TALBOT, NANCY             | 64,140.48 | -        | -     | 64,140.48 |
| 162    | ALLARD, MERLE             | 234.50    | -        | -     | 234.50    |
| 162    | ALLARD JR, RICHARD        | 300.00    | -        | -     | 300.00    |
| 162    | BLODGETT, DENISE          | 725.50    | -        | -     | 725.50    |
| 162    | DANSEREAU, LINDA          | 682.75    | -        | -     | 682.75    |
| 162    | DESCHAMPS, KATHLEEN       | 587.75    | -        | -     | 587.75    |
| 162    | DESJARDINS, REBECCA       | 729.00    | -        | -     | 729.00    |
| 162    | DULAK, FAITH              | 1,122.25  | -        | -     | 1,122.25  |
| 162    | GRANGER, VALERIE          | 312.00    | -        | -     | 312.00    |
| 162    | HARRIS, CLIFFORD          | 452.50    | -        | -     | 452.50    |
| 162    | KING, CAROLE              | 231.75    | -        | -     | 231.75    |
| 162    | KORZEC, JACQUELINE        | 648.00    | -        | -     | 648.00    |
| 162    | LABARGE, SUSAN            | 96.75     | -        | -     | 96.75     |
| 162    | LAVALLEE, CAROLINE        | 789.00    | -        | -     | 789.00    |
| 162    | LEEMAN, ROSEMARIE         | 333.25    | -        | -     | 333.25    |
| 162    | LEEMAN, NORRIS            | 433.75    | -        | -     | 433.75    |
| 162    | MALBOEUF, PHILIP          | 1,148.25  | -        | -     | 1,148.25  |
| 162    | MALBOEUF, THERESE         | 911.25    | -        | -     | 911.25    |
| 162    | PELLETIER, MELINDA        | 647.50    | -        | -     | 647.50    |
| 162    | POPPEL, DEBORAH           | 146.25    | -        | -     | 146.25    |
| 162    | POPPEL, DAVID             | 146.25    | -        | -     | 146.25    |
| 162    | PREISICK-TRIETSCH, CARLIN | 134.50    | -        | -     | 134.50    |
| 162    | ROBIDOUX, LORRAINE        | 455.00    | -        | -     | 455.00    |
| 162    | RUDE, LYNNE               | 79.75     | -        | -     | 79.75     |
| 162    | SALETNIK, JANE            | 469.50    | -        | -     | 469.50    |
| 162    | SHARPE, GRAYDON           | 177.50    | -        | -     | 177.50    |
| 162    | SHUMATE, DARLENE          | 679.75    | -        | -     | 679.75    |
| 162    | SILLOWAY, NORMA           | 418.75    | -        | -     | 418.75    |
| 162    | SKUTNIK, JOHN             | 1,141.75  | -        | -     | 1,141.75  |
| 162    | SKUTNIK, PATRICIA         | 85.50     | -        | -     | 85.50     |

| DEPT # | NAME               | REGULAR   | OVERTIME | OTHER | TOTAL     |
|--------|--------------------|-----------|----------|-------|-----------|
| 162    | SOCHA, DAVID       | 741.00    | -        | -     | 741.00    |
| 162    | SOOS-STAITI, ANNA  | 315.00    | -        | -     | 315.00    |
| 162    | WHEELER, KATHLEEN  | 466.75    | -        | -     | 466.75    |
| 163    | ADAMCZYK, SHERYL   | 400.00    | -        | -     | 400.00    |
| 163    | ORSZULAK, IRENE    | 400.00    | -        | -     | 400.00    |
| 171    | PRENOSIL, JOHN     | 15,300.00 | -        | -     | 15,300.00 |
| 175    | HANCOCK, ELIZABETH | 746.23    | -        | -     | 746.23    |
| 175    | KNIGHT, JOSEPH     | 800.00    | -        | -     | 800.00    |
| 175    | MURPHY, EDWARD     | 800.00    | -        | -     | 800.00    |
| 175    | STARODOJ, RICHARD  | 800.00    | -        | -     | 800.00    |
| 176    | DOWD, CHARLES      | 400.00    | -        | -     | 400.00    |
| 176    | EATON, GREGORY     | 400.00    | -        | -     | 400.00    |
| 176    | HAMEL, PHILIP      | 400.00    | -        | -     | 400.00    |
| 176    | IADAROLA, LEWIS    | 400.00    | -        | -     | 400.00    |
| 176    | STAITI, GEORGE     | 992.75    | -        | -     | 992.75    |
| 192    | GEROME, DONNA      | 19,103.63 | -        | -     | 19,103.63 |
| 241    | MANSEAU, DONALD    | 16,647.20 | -        | -     | 16,647.20 |
| 241    | MARQUES, ANNA      | 62,987.20 | -        | -     | 62,987.20 |
| 242    | HOLDEN, RICHARD    | 2,084.00  | -        | -     | 2,084.00  |
| 242    | PLUTA, MICHAEL     | 2,677.98  | -        | -     | 2,677.98  |
| 243    | KENT JR, EDWARD    | 5,712.01  | -        | -     | 5,712.01  |
| 417    | DIPILATO, DONNA    | 11,238.63 | -        | -     | 11,238.63 |
| 417    | STACY, MARIE       | 7,978.13  | -        | -     | 7,978.13  |
| 425    | KUSNIERZ, JOSHUA   | 6,124.46  | -        | -     | 6,124.46  |
| 510    | DESMOND, JOHN      | 981.75    | -        | -     | 981.75    |
| 510    | KULARSKI, THOMAS   | 3,900.00  | -        | -     | 3,900.00  |
| 510    | MCMARTIN, JENNIFER | 981.75    | -        | -     | 981.75    |
| 510    | VELLE, KATRINA     | 654.50    | -        | -     | 654.50    |
| 541    | CLOUGH, GERALD     | 14,828.50 | -        | -     | 14,828.50 |
| 541    | DAVIS, ALTON       | 18,448.55 | -        | -     | 18,448.55 |

| DEPT #                               | NAME            | REGULAR                | OVERTIME    | OTHER       | TOTAL                  |
|--------------------------------------|-----------------|------------------------|-------------|-------------|------------------------|
| 541                                  | LEIS, JANINE    | 37,138.40              | -           | -           | 37,138.40              |
| 541                                  | ZIENOWICZ, JOHN | 61,690.18              | -           | -           | 61,690.18              |
| 543                                  | AVIS, MARK      | 10,320.00              | -           | -           | 10,320.00              |
| <b>TOTAL TOWN HALL/SENIOR CENTER</b> |                 | <b>\$ 1,230,434.33</b> | <b>\$ -</b> | <b>\$ -</b> | <b>\$ 1,230,434.33</b> |

| DEPT # | NAME                 | REGULAR   | OVERTIME | OTHER | TOTAL     |
|--------|----------------------|-----------|----------|-------|-----------|
| 000    | ARSENEAULT, DENIS    | 9,114.28  | -        | -     | 9,114.28  |
| 000    | BERTHIAUME, LINDA    | 14,038.78 | -        | -     | 14,038.78 |
| 000    | BLODGETT, WILLIAM    | 13,873.90 | -        | -     | 13,873.90 |
| 000    | BOUTOT, MAEGAN       | 48,932.28 | -        | -     | 48,932.28 |
| 000    | CODERRE, EMILY       | 20,192.34 | -        | -     | 20,192.34 |
| 000    | DAMBROSIO, MICHAEL   | 49,503.90 | -        | -     | 49,503.90 |
| 000    | DISE, MICHAEL        | 13,100.31 | 810.79   | -     | 13,911.10 |
| 000    | DUDA, ABAIGEAL       | 34,854.56 | -        | -     | 34,854.56 |
| 000    | ECKERT, CORY         | 7,886.75  | 35.26    | -     | 7,922.01  |
| 000    | GARCEAU, BRUCE       | 6,029.25  | -        | -     | 6,029.25  |
| 000    | GARCIA, GEORGE       | 27,041.16 | 8,453.48 | -     | 35,494.64 |
| 000    | GEAGHAN, CAITLIN     | 270.00    | -        | -     | 270.00    |
| 000    | GRAMAROSSA, GAIL     | 65,372.49 | -        | -     | 65,372.49 |
| 000    | HURSTON, JOSEPH      | 8,521.26  | -        | -     | 8,521.26  |
| 000    | HURSTON, CAROLYN     | 30,010.68 | 2,812.53 | -     | 32,823.21 |
| 000    | LEIVA-ESTRADA, OSCAR | 3,479.75  | -        | -     | 3,479.75  |
| 000    | MESSIER, THERESA     | 12,582.28 | 112.50   | -     | 12,694.78 |
| 000    | METCALF, JUDY        | 2,211.54  | -        | -     | 2,211.54  |
| 000    | MILTON, BRANDON      | 6,552.00  | -        | -     | 6,552.00  |
| 000    | MOONEY, JAY          | 51,250.00 | -        | -     | 51,250.00 |
| 000    | PATTEN, MEGAN        | 540.00    | -        | -     | 540.00    |
| 000    | PAUL, MAGDALEN       | 14,700.00 | -        | -     | 14,700.00 |
| 000    | RIENDEAU, DAVID      | 262.50    | -        | -     | 262.50    |
| 000    | SHEPARD, STEVEN      | 28,839.50 | 2,328.96 | -     | 31,168.46 |

| DEPT #                              | NAME              | REGULAR              | OVERTIME            | OTHER       | TOTAL                |
|-------------------------------------|-------------------|----------------------|---------------------|-------------|----------------------|
| 000                                 | SIMMONS, CRAIG    | 11,453.68            | -                   | -           | 11,453.68            |
| 000                                 | SZCZEPANEK, WAYNE | 1,968.51             | -                   | -           | 1,968.51             |
| 000                                 | WARD, NAOMI       | 38,550.00            | -                   | -           | 38,550.00            |
| 000                                 | WILLIAMS, ARIANA  | 24,223.12            | -                   | -           | 24,223.12            |
| 000                                 | ZINS, CAROL       | 9,785.90             | -                   | -           | 9,785.90             |
| <b>TOTAL GRANT PAID POSITITIONS</b> |                   | <b>\$ 555,140.72</b> | <b>\$ 14,553.52</b> | <b>\$ -</b> | <b>\$ 569,694.24</b> |

| DEPT # | NAME                  | REGULAR    | OVERTIME  | OFF DUTY  | TOTAL      |
|--------|-----------------------|------------|-----------|-----------|------------|
| 210    | AMES, DEREK           | 55,958.22  | 6,577.82  | 18,004.25 | 80,540.29  |
| 210    | BERTINI, TOD          | 95,032.23  | 4,418.97  | 1,272.00  | 100,723.20 |
| 210    | BONNAYER, JEANNINE    | 81,349.47  | 20,545.00 | 7,148.29  | 109,042.76 |
| 210    | CACELA, JOHN          | 71,343.55  | 20,008.23 | -         | 91,351.78  |
| 210    | CREVIER, SHAWN        | 137,367.93 | -         | -         | 137,367.93 |
| 210    | CREVIER, JACOB        | 62,581.25  | 30,847.53 | 35,470.32 | 128,899.10 |
| 210    | CZAPLA, LU-ANN        | 56,531.17  | 526.83    | -         | 57,058.00  |
| 210    | DESANTIS, CHRISTOPHER | 80,978.60  | 29,035.76 | 45,158.36 | 155,172.72 |
| 210    | DOWNING, RYAN         | 64,905.45  | 6,899.94  | 10,930.00 | 82,735.39  |
| 210    | FELICIANO, NICOLAS    | 58,749.63  | 24,546.10 | 24,338.00 | 107,633.73 |
| 210    | GLINIECKI, DIANA      | 84,546.56  | 24,797.96 | -         | 109,344.52 |
| 210    | HARNEY, NICHOLAS      | 60,846.27  | 5,879.20  | 7,059.50  | 73,784.97  |
| 210    | LADUE, DANIEL         | 8,056.13   | -         | -         | 8,056.13   |
| 210    | LAVALLEE, ROBERT      | 9,397.89   | -         | -         | 9,397.89   |
| 210    | LAWRENCE, SCOTT       | 93,810.50  | 43,553.98 | 12,436.50 | 149,800.98 |
| 210    | MERRILL, LUCAS        | 8,056.13   | -         | -         | 8,056.13   |
| 210    | MURAGURI, LEON        | 2,791.25   | -         | 23,000.98 | 25,792.23  |
| 210    | MURTAGH, GRANT        | 29,571.72  | 2,509.47  | 17,356.00 | 49,437.19  |
| 210    | NEWMAN, NICHOLAS      | 1,280.00   | -         | 2,764.00  | 4,044.00   |
| 210    | OBRZUT, DAVID         | 71,958.28  | 11,156.49 | -         | 83,114.77  |
| 210    | ROUISSE, DANA         | 67,587.83  | 4,708.77  | -         | 72,296.60  |
| 210    | SCHLEGEL, MATTHEW     | 140.00     | -         | 636.00    | 776.00     |



| DEPT #                         | NAME                | REGULAR                | OVERTIME             | OFF DUTY             | TOTAL                  |
|--------------------------------|---------------------|------------------------|----------------------|----------------------|------------------------|
| 210                            | SKUTNIK, PAUL       | 440.00                 | 212.00               | 848.00               | 1,500.00               |
| 210                            | ST PIERRE, PATRICK  | 25,491.99              | 322.26               | 1,366.44             | 27,180.69              |
| 210                            | TALBOT, CHRISTOPHER | 85,679.01              | 16,570.15            | 21,800.50            | 124,049.66             |
| 210                            | TURPIN, TROY        | 59,934.42              | 20,448.12            | 11,632.00            | 92,014.54              |
| 210                            | WHITCOMB, KYLE      | 62,319.29              | 12,739.86            | 25,150.00            | 100,209.15             |
| <b>TOTAL POLICE DEPARTMENT</b> |                     | <b>\$ 1,436,704.77</b> | <b>\$ 286,304.44</b> | <b>\$ 266,371.14</b> | <b>\$ 1,989,380.35</b> |

| DEPT # | NAME                | REGULAR    | OVERTIME  | AMBULANCE | TOTAL      |
|--------|---------------------|------------|-----------|-----------|------------|
| 220    | ADAMS, WILLIAM      | 45,818.66  | 8,149.45  | 5,386.50  | 59,354.61  |
| 220    | ALLARD, ERIC        | 55,562.02  | 11,622.69 | 5,381.26  | 72,565.97  |
| 220    | BATEMAN, RYAN       | 2,901.15   | -         | -         | 2,901.15   |
| 220    | BERNINGER, THOMAS   | 50,354.68  | 6,372.23  | 5,381.26  | 62,108.17  |
| 220    | BOULRICE, JEREMY    | 79,185.77  | 19,836.79 | 8,058.75  | 107,081.31 |
| 220    | BOWLER, SYDNEY      | 120.00     | -         | -         | 120.00     |
| 220    | EDGAR, DAVID        | 63,408.64  | 15,443.30 | 8,058.75  | 86,910.69  |
| 220    | FANDREY, LAURA      | 78,196.18  | 11,368.19 | 8,058.75  | 97,623.12  |
| 220    | FAUCHER, KAITLYN    | 2,000.00   | -         | -         | 2,000.00   |
| 220    | FLYNN, SEAN         | 4,025.00   | -         | -         | 4,025.00   |
| 220    | GAGNON, CHRISTOPHER | 113,537.15 | -         | -         | 113,537.15 |
| 220    | GAGNON, JOSEPH      | 1,580.00   | -         | -         | 1,580.00   |
| 220    | GAMBINO, DAVID      | 77,526.91  | 21,481.98 | 8,063.50  | 107,072.39 |
| 220    | GAMBINO, NICHOLAS   | 1,160.00   | -         | -         | 1,160.00   |
| 220    | HARPER, DAKOTA      | 60,555.16  | 3,333.95  | 5,155.50  | 69,044.61  |
| 220    | HORRIGAN, SUMMER    | 37,306.62  | -         | -         | 37,306.62  |
| 220    | LAGIMONIERE, MARK   | 62,926.14  | 14,973.19 | 8,053.50  | 85,952.83  |
| 220    | MARTINEZ, JAMES     | 98,893.81  | -         | -         | 98,893.81  |
| 220    | MCNAMEE, DOLAN      | 1,700.00   | -         | -         | 1,700.00   |
| 220    | MCNEANEY, JASON     | 74,505.68  | 19,864.44 | 8,064.00  | 102,434.12 |
| 220    | MORRIN, NICHOLAS    | 1,620.00   | -         | -         | 1,620.00   |
| 220    | MURPHY, LONNY       | 1,525.00   | -         | -         | 1,525.00   |

| DEPT # | NAME                         | REGULAR                | OVERTIME             | AMBULANCE           | TOTAL                  |
|--------|------------------------------|------------------------|----------------------|---------------------|------------------------|
| 220    | PERRON, JACOB                | 56,598.75              | 7,125.03             | 5,386.50            | 69,110.28              |
| 220    | ROHAN, GAVIN                 | 2,100.00               | -                    | -                   | 2,100.00               |
| 220    | RUSSELL, NED                 | 4,165.00               | -                    | -                   | 4,165.00               |
| 220    | RUSSELL JR, PAUL             | 4,655.00               | -                    | -                   | 4,655.00               |
| 220    | SHADBEGIAN, PETER            | 37,460.43              | 3,791.68             | 4,346.50            | 45,598.61              |
| 220    | SPELLMAN, MATTHEW            | 12,220.50              | 622.04               | 1,323.00            | 14,165.54              |
| 220    | SWETT, ERIC                  | 1,365.00               | -                    | -                   | 1,365.00               |
| 220    | TENGGREN, DANIEL             | 46,196.14              | 8,979.32             | 5,244.75            | 60,420.21              |
| 220    | TITUS-ABATE, MERISSA         | 36,233.18              | 14,423.56            | 3,580.50            | 54,237.24              |
| 220    | TUMINELLI, JOSEPH            | 10,597.70              | 697.12               | 1,134.00            | 12,428.82              |
| 220    | ZACHARIE, JEFFREY            | 71,189.48              | 18,925.84            | 8,013.75            | 98,129.07              |
|        | <b>TOTAL FIRE DEPARTMENT</b> | <b>\$ 1,197,189.75</b> | <b>\$ 187,010.80</b> | <b>\$ 98,690.77</b> | <b>\$ 1,482,891.32</b> |

| DEPT # | NAME                 | REGULAR   | OVERTIME  | SNOW REMOVAL | TOTAL     |
|--------|----------------------|-----------|-----------|--------------|-----------|
| 421    | CLARK, DANIEL        | 9,002.40  | 92.07     | 3,268.50     | 12,362.97 |
| 421    | DUNHAM, JASON        | 50,243.78 | 1,810.07  | 4,934.27     | 56,988.12 |
| 421    | HARPER, JOSEPH       | 42,635.28 | 2,044.94  | 4,018.58     | 48,698.80 |
| 421    | KING, NOLAN          | 40,063.83 | 395.63    | 1,352.10     | 41,811.56 |
| 421    | KOCZUR, STEVEN       | 55,206.19 | 642.38    | 5,816.87     | 61,665.44 |
| 421    | LUKASKIEWICZ, MARK   | 60,161.28 | 1,323.43  | 6,909.75     | 68,394.46 |
| 421    | NIEDZWIECKI, CHARLES | 90,116.56 | -         | -            | 90,116.56 |
| 421    | PIECHOTA, SEAN       | 45,531.12 | 3,790.78  | 4,632.55     | 53,954.45 |
| 421    | ROBIDOUX, WILLIAM    | 51,713.28 | 1,482.21  | 5,309.65     | 58,505.14 |
| 421    | VENNE, FREDERICK     | 50,103.38 | 1,389.51  | 5,416.04     | 56,908.93 |
| 650    | AYERS, TIMOTHY       | 10,721.20 | 632.54    | 1,069.33     | 12,423.07 |
| 650    | GOODROW, KAYLEIGH    | 8,368.99  | -         | -            | 8,368.99  |
| 650    | HALEY, BRANDON       | 47,915.90 | 7,429.89  | 1,335.43     | 56,681.22 |
| 650    | LALASHIUS, ANDREW    | 71,670.32 | 14,356.35 | 1,949.69     | 87,976.36 |
| 650    | LOSERT, DANIEL       | 48,058.57 | 9,670.84  | 1,302.70     | 59,032.11 |
| 650    | MCALMOND, GEOFFREY   | 55,384.65 | -         | -            | 55,384.65 |

| DEPT # | NAME                           | REGULAR              | OVERTIME            | SNOW REMOVAL        | TOTAL                  |
|--------|--------------------------------|----------------------|---------------------|---------------------|------------------------|
| 650    | RUCKI, BRIAN                   | 58,672.08            | 12,372.25           | 1,763.20            | 72,807.53              |
| 650    | ST. GEORGE-SOREL, GILBERT      | 5,925.00             | -                   | -                   | 5,925.00               |
| 650    | THACKER, KRISTEN               | 23,436.31            | -                   | -                   | 23,436.31              |
| 660    | COMEAU, DAVID                  | 84,189.69            | 16,148.96           | 1,835.48            | 102,174.13             |
| 660    | PROVENCAL, MATTHEW             | 56,228.08            | 9,415.41            | 1,516.28            | 67,159.77              |
| 660    | TWEEDIE, JEFFREY               | 22,998.32            | 574.52              | 185.87              | 23,758.71              |
|        | <b>TOTAL DPW, WATER, SEWER</b> | <b>\$ 988,346.21</b> | <b>\$ 83,571.78</b> | <b>\$ 52,616.29</b> | <b>\$ 1,124,534.28</b> |

| DEPT # | NAME                        | REGULAR              | OVERTIME         | SNOW REMOVAL       | TOTAL                |
|--------|-----------------------------|----------------------|------------------|--------------------|----------------------|
| 201    | ADAMS, IAN                  | 2,025.00             | -                | -                  | 2,025.00             |
| 693    | DUNN, NANCY                 | 3,025.20             | -                | -                  | 3,025.20             |
| 693    | MORIARTY, DAVID             | 13,150.80            | -                | -                  | 13,150.80            |
| 693    | OUIMETTE, DENIS             | 46,296.40            | 261.00           | -                  | 46,557.40            |
| 693    | PIECHOTA III, JOHN          | 72,490.57            | 203.50           | 1,424.50           | 74,118.57            |
|        | <b>TOTAL PARKS/CEMETERY</b> | <b>\$ 136,987.97</b> | <b>\$ 464.50</b> | <b>\$ 1,424.50</b> | <b>\$ 138,876.97</b> |

| DEPT # | NAME              | REGULAR   | OVERTIME | OTHER | TOTAL     |
|--------|-------------------|-----------|----------|-------|-----------|
| 300    | ABARE, MELISSA    | 72,075.65 | -        | -     | 72,075.65 |
| 300    | ABETE, KEITH      | 77,260.10 | -        | -     | 77,260.10 |
| 300    | ADAMS, ANDREA     | 70,131.72 | -        | -     | 70,131.72 |
| 300    | ADAMS, HUNTER     | 4,342.50  | -        | -     | 4,342.50  |
| 300    | ALAOWNIS, STEPHEN | 80,663.52 | -        | -     | 80,663.52 |
| 300    | ALDERMAN, WILLIAM | 57,501.93 | 4,924.15 | -     | 62,426.08 |
| 300    | ALLIS, DEBBIE     | 1,233.05  | -        | -     | 1,233.05  |
| 300    | APHOLT, ERIN      | 32,791.41 | -        | -     | 32,791.41 |
| 300    | APRAHAM, ASHLEY   | 5,306.96  | -        | -     | 5,306.96  |
| 300    | AUVINE, DANIEL    | 21,495.00 | -        | -     | 21,495.00 |
| 300    | BAIN, TIFFANY     | 24,743.64 | -        | -     | 24,743.64 |
| 300    | BALDWIN, KYLIE    | 24,612.64 | -        | -     | 24,612.64 |

| DEPT # | NAME                      | REGULAR    | OVERTIME | OTHER | TOTAL      |
|--------|---------------------------|------------|----------|-------|------------|
| 300    | BALICKI, MAURA            | 61,002.67  | -        | -     | 61,002.67  |
| 300    | BARBIASZ, WENDY           | 36,948.94  | -        | -     | 36,948.94  |
| 300    | BEACH, KARA               | 40,588.01  | -        | -     | 40,588.01  |
| 300    | BEAN, JENNIFER            | 77,420.61  | -        | -     | 77,420.61  |
| 300    | BECHTEL, DONALD           | 5,743.09   | -        | -     | 5,743.09   |
| 300    | BEER, ALYCIA              | 72,234.36  | -        | -     | 72,234.36  |
| 300    | BELANGER, THERESA         | 7,921.60   | -        | -     | 7,921.60   |
| 300    | BERNIER, MICHAEL          | 81,676.58  | -        | -     | 81,676.58  |
| 300    | BIBEAU, SCOTT             | 12,899.58  | 580.39   | -     | 13,479.97  |
| 300    | BIRKS, DENNIS             | 80,655.10  | -        | -     | 80,655.10  |
| 300    | BIRKS, MAYA               | 16,502.52  | -        | -     | 16,502.52  |
| 300    | BIRON, ALLISON            | 80,665.10  | -        | -     | 80,665.10  |
| 300    | BLACK, STEPHANIE          | 19,495.51  | -        | -     | 19,495.51  |
| 300    | BLAIS, WAYNE              | 76,153.97  | -        | -     | 76,153.97  |
| 300    | BOLDUC, JESSICA           | 103,302.48 | -        | -     | 103,302.48 |
| 300    | BOUCHER, AMBER            | 82,887.52  | -        | -     | 82,887.52  |
| 300    | BOUGHAMER, ERIN           | 58,934.21  | -        | -     | 58,934.21  |
| 300    | BOURBEAU, HEATHER         | 62,252.73  | -        | -     | 62,252.73  |
| 300    | BRACH, JONATHAN           | 77,645.10  | -        | -     | 77,645.10  |
| 300    | BRADLEY, JOANN            | 32,413.46  | -        | -     | 32,413.46  |
| 300    | BRAZEAU, CAMERON          | 875.00     | -        | -     | 875.00     |
| 300    | BREWER, KAELAH            | 48,006.06  | -        | -     | 48,006.06  |
| 300    | BROWN, BETTY              | 76,438.15  | -        | -     | 76,438.15  |
| 300    | BROWN, MICHAEL            | 75,144.49  | -        | -     | 75,144.49  |
| 300    | BUCKNELL, JESSICA         | 72,295.43  | -        | -     | 72,295.43  |
| 300    | BUTLER, MARY              | 26,166.41  | -        | -     | 26,166.41  |
| 300    | CAHALAN, PAIGE            | 14,635.05  | -        | -     | 14,635.05  |
| 300    | CAMPBELL-BISHOP, MICHELLE | 28,259.77  | -        | -     | 28,259.77  |
| 300    | CARTER, TIFFANY           | 475.00     | -        | -     | 475.00     |
| 300    | CASEY, TRACY              | 59,793.66  | -        | -     | 59,793.66  |

| DEPT # | NAME                   | REGULAR    | OVERTIME | OTHER | TOTAL      |
|--------|------------------------|------------|----------|-------|------------|
| 300    | CHANIS, SUZANNE        | 601.35     | -        | -     | 601.35     |
| 300    | CHARRON, BRANDY        | 1,068.45   | -        | -     | 1,068.45   |
| 300    | CHEVRETTE, SAMANTHA    | 24,777.14  | -        | -     | 24,777.14  |
| 300    | CLARK, SHAWN           | 2,954.00   | -        | -     | 2,954.00   |
| 300    | CONNORS, SHIRLEY       | 36,381.46  | -        | -     | 36,381.46  |
| 300    | COSTA, TELMO           | 21,756.93  | 647.05   | -     | 22,403.98  |
| 300    | COURTNEY, CAITLIN      | 14,500.02  | -        | -     | 14,500.02  |
| 300    | CREPEAU, KAREN         | 27,680.39  | -        | -     | 27,680.39  |
| 300    | CROWE-PUTZ, JACQUELINE | 63,658.14  | -        | -     | 63,658.14  |
| 300    | CZUPRYNA, BRIAN        | 6,628.00   | 136.70   | -     | 6,764.70   |
| 300    | DANITIS, DEBRA         | 1,806.15   | -        | -     | 1,806.15   |
| 300    | DARLING, KIMBERLEY     | 45.00      | -        | -     | 45.00      |
| 300    | DARLING, TYLER         | 54,285.13  | -        | -     | 54,285.13  |
| 300    | DAUKSEWICH, CHERYL     | 8,372.75   | -        | -     | 8,372.75   |
| 300    | DAVIS, SHELLEY         | 83,957.32  | -        | -     | 83,957.32  |
| 300    | DENIS, LAURIE          | 28,377.00  | -        | -     | 28,377.00  |
| 300    | DEPATHY, SUSAN         | 1,842.50   | -        | -     | 1,842.50   |
| 300    | DEPUTY, SUSAN          | 65,835.91  | -        | -     | 65,835.91  |
| 300    | DESCHAMPS, KARISA      | 77,070.61  | -        | -     | 77,070.61  |
| 300    | DESCHAMPS, KATHLEEN    | 9,660.00   | -        | -     | 9,660.00   |
| 300    | DESCHAMPS, WILLIAM     | 66,716.50  | -        | -     | 66,716.50  |
| 300    | DESROCHES, AMY         | 1,935.00   | -        | -     | 1,935.00   |
| 300    | DILEO, MARLENE         | 140,808.01 | -        | -     | 140,808.01 |
| 300    | DODGE, LAURIN          | 12,396.18  | -        | -     | 12,396.18  |
| 300    | DOMBEK, KATHLEEN       | 822.90     | -        | -     | 822.90     |
| 300    | DONES, DAVID           | 6,930.00   | -        | -     | 6,930.00   |
| 300    | DOYLE, ERIC            | 84,452.68  | -        | -     | 84,452.68  |
| 300    | DREHER, ANNE           | 11,503.80  | -        | -     | 11,503.80  |
| 300    | DUBOIS, AUTUMN         | 12,499.98  | -        | -     | 12,499.98  |
| 300    | DUDA, RACHEL           | 32,559.05  | -        | -     | 32,559.05  |

| DEPT # | NAME                   | REGULAR   | OVERTIME | OTHER | TOTAL     |
|--------|------------------------|-----------|----------|-------|-----------|
| 300    | DUMAS, KIANNA          | 6,727.50  | -        | -     | 6,727.50  |
| 300    | DUPUIS, CHRISTINE      | 15,133.98 | -        | -     | 15,133.98 |
| 300    | DURR, MARY             | 100.00    | -        | -     | 100.00    |
| 300    | DWYER, LORI            | 11,133.74 | -        | -     | 11,133.74 |
| 300    | DYKSTRA, YVONNE        | 58,019.77 | -        | -     | 58,019.77 |
| 300    | EASTON, PETER          | 71,711.14 | -        | -     | 71,711.14 |
| 300    | EATON, GREGORY         | 315.00    | -        | -     | 315.00    |
| 300    | EMANUEL, EMMA          | 2,375.00  | -        | -     | 2,375.00  |
| 300    | FAZIO, MICHAEL         | 72,119.00 | -        | -     | 72,119.00 |
| 300    | FENTON, MEAGHAN        | 62,041.00 | -        | -     | 62,041.00 |
| 300    | FINOCCHIO, TIANA       | 27,115.62 | -        | -     | 27,115.62 |
| 300    | FITZGERALD, ELLIE      | 1,175.00  | -        | -     | 1,175.00  |
| 300    | FLANDERS, JAIMEE       | 5,017.50  | -        | -     | 5,017.50  |
| 300    | FORAN, COLLEEN         | 1,477.50  | -        | -     | 1,477.50  |
| 300    | GALLAGHER, KIMBERLY    | 7,521.15  | -        | -     | 7,521.15  |
| 300    | GARDNER, KARIN         | 54,640.44 | -        | -     | 54,640.44 |
| 300    | GAUDREAU, LYNN         | 35,846.46 | -        | -     | 35,846.46 |
| 300    | GEMBORYS, KENNETH      | 77,985.10 | -        | -     | 77,985.10 |
| 300    | GERMAIN, KATY          | 15,009.19 | -        | -     | 15,009.19 |
| 300    | GERULAITIS, ELIZABETH  | 3,277.50  | -        | -     | 3,277.50  |
| 300    | GILLMEISTER, AMANDA    | 16,707.62 | -        | -     | 16,707.62 |
| 300    | GLANVILLE, MELISSA     | 76,760.10 | -        | -     | 76,760.10 |
| 300    | GOUDREAU, KIM          | 36,603.13 | -        | -     | 36,603.13 |
| 300    | GRANT BERGERON, PAMELA | 74,899.89 | -        | -     | 74,899.89 |
| 300    | GREENBERG, DAVID       | 54,742.99 | -        | -     | 54,742.99 |
| 300    | GRIFFITH, KELLY        | 69,676.74 | -        | -     | 69,676.74 |
| 300    | GRUTTI, LYNN           | 64,488.88 | -        | -     | 64,488.88 |
| 300    | HAGUE, SEANNA          | 21,000.06 | -        | -     | 21,000.06 |
| 300    | HALEY, KAYLA           | 60,721.04 | -        | -     | 60,721.04 |
| 300    | HANLEY, ELIZABETH      | 64,454.26 | -        | -     | 64,454.26 |

| DEPT # | NAME                 | REGULAR   | OVERTIME | OTHER | TOTAL     |
|--------|----------------------|-----------|----------|-------|-----------|
| 300    | HARPER, EMMA         | 3,166.00  | -        | -     | 3,166.00  |
| 300    | HARPER, KATIE        | 4,896.66  | -        | -     | 4,896.66  |
| 300    | HASKINS, LAUREN      | 63,610.89 | -        | -     | 63,610.89 |
| 300    | HAWK, TIFFANY        | 76,760.10 | -        | -     | 76,760.10 |
| 300    | HAY, DUNCAN          | 46,188.60 | -        | -     | 46,188.60 |
| 300    | HAYES, STACY         | 77,453.05 | -        | -     | 77,453.05 |
| 300    | HEBERT, REBECCA      | 38,167.63 | -        | -     | 38,167.63 |
| 300    | HEGARTY, MONIQUE     | 70,454.39 | -        | -     | 70,454.39 |
| 300    | HELLYAR, JUNE        | 31,258.00 | -        | -     | 31,258.00 |
| 300    | HENEGHAN, SHANA      | 11,776.48 | -        | -     | 11,776.48 |
| 300    | HENRY, TINA          | 39,900.55 | -        | -     | 39,900.55 |
| 300    | HENSON, JESSE        | 21,467.62 | -        | -     | 21,467.62 |
| 300    | HERMANSON, OLIVIA    | 7,244.98  | -        | -     | 7,244.98  |
| 300    | HILL, KAREN          | 77,260.10 | -        | -     | 77,260.10 |
| 300    | HILL, WILLIAM        | 77,735.52 | -        | -     | 77,735.52 |
| 300    | HORN, DEANNA         | 78,335.52 | -        | -     | 78,335.52 |
| 300    | HOUGH, BRITTANY      | 4,927.98  | -        | -     | 4,927.98  |
| 300    | HOULE-ADAMCZYK, JILL | 87,584.82 | -        | -     | 87,584.82 |
| 300    | HUCKABY, APRIL       | 74,750.71 | -        | -     | 74,750.71 |
| 300    | HURLBURT, REBECCA    | 2,082.00  | -        | -     | 2,082.00  |
| 300    | IWASINSKI, PAMELA    | 96,158.99 | -        | -     | 96,158.99 |
| 300    | JACKOWITZ, MICHAEL   | 6,601.80  | -        | -     | 6,601.80  |
| 300    | JAMES, SANDRA        | 24,643.68 | -        | -     | 24,643.68 |
| 300    | JARVIS, KELSI        | 17,885.52 | -        | -     | 17,885.52 |
| 300    | JARVIS, STEVEN       | 4,454.00  | -        | -     | 4,454.00  |
| 300    | JOCK, JACQUELINE     | 77,860.10 | -        | -     | 77,860.10 |
| 300    | JOHNSON, BARBARA     | 36,058.13 | -        | -     | 36,058.13 |
| 300    | KACZUWKA, LISA       | 16,787.68 | -        | -     | 16,787.68 |
| 300    | KALISH, JUSTIN       | 74,639.06 | -        | -     | 74,639.06 |
| 300    | KANOZEK, MELISSA     | 81,955.10 | -        | -     | 81,955.10 |

| DEPT # | NAME                | REGULAR   | OVERTIME | OTHER | TOTAL     |
|--------|---------------------|-----------|----------|-------|-----------|
| 300    | KARGOL, ALLISON     | 39,140.03 | -        | -     | 39,140.03 |
| 300    | KEMP, DAVID         | 14,591.62 | -        | -     | 14,591.62 |
| 300    | KEOUGH, KATHLEEN    | 71,606.14 | -        | -     | 71,606.14 |
| 300    | KING, CAROLE        | 13,414.50 | -        | -     | 13,414.50 |
| 300    | KING, GEORGE        | 32,534.06 | 922.07   | -     | 33,456.13 |
| 300    | KING, JENNIFER      | 77,530.10 | -        | -     | 77,530.10 |
| 300    | KING JR, STEWART    | 54,705.32 | -        | -     | 54,705.32 |
| 300    | KLUMPP, MATTHEW     | 77,360.10 | -        | -     | 77,360.10 |
| 300    | KNIGHT, JENNIFER    | 78,969.62 | -        | -     | 78,969.62 |
| 300    | KOBIS, CLAIRE       | 7,648.86  | -        | -     | 7,648.86  |
| 300    | KOCZUR, DEVON       | 34,615.28 | 1,516.75 | -     | 36,132.03 |
| 300    | KOCZUR, JACQUELINE  | 30,563.65 | -        | -     | 30,563.65 |
| 300    | KUSEK-BOSER, DEBRA  | 34,941.72 | -        | -     | 34,941.72 |
| 300    | LAGIMONIERE, MEGHAN | 77,735.52 | -        | -     | 77,735.52 |
| 300    | LAKE, SARA LYNN     | 5,868.42  | -        | -     | 5,868.42  |
| 300    | LAM, LYNN           | 22,760.86 | -        | -     | 22,760.86 |
| 300    | LAMBERT, ALEXIA     | 6,047.58  | -        | -     | 6,047.58  |
| 300    | LAMBERT, KAYLEE     | 11,077.26 | -        | -     | 11,077.26 |
| 300    | LANG, HANNAH        | 2,437.50  | -        | -     | 2,437.50  |
| 300    | LAROSE, ZEBULUN     | 27,975.15 | 874.08   | -     | 28,849.23 |
| 300    | LARRONDE, SARA      | 2,936.78  | -        | -     | 2,936.78  |
| 300    | LAURETANO, ERICA    | 56,763.62 | -        | -     | 56,763.62 |
| 300    | LAVALLEY, AUDREY    | 790.00    | -        | -     | 790.00    |
| 300    | LAVALLEY, JUDITH    | 46,206.95 | -        | -     | 46,206.95 |
| 300    | LAZARZ, DAWNA       | 36,086.88 | -        | -     | 36,086.88 |
| 300    | LEEMAN, NORRIS      | 6,492.00  | -        | -     | 6,492.00  |
| 300    | LEFFERTS, MELISSA   | 76,354.89 | -        | -     | 76,354.89 |
| 300    | LESSORE, CHRISTINE  | 69,798.17 | -        | -     | 69,798.17 |
| 300    | LEVASSEUR, SYDNEY   | 3,645.00  | -        | -     | 3,645.00  |
| 300    | LEWIS, KAREN        | 8,315.54  | -        | -     | 8,315.54  |



| DEPT # | NAME                | REGULAR   | OVERTIME | OTHER | TOTAL     |
|--------|---------------------|-----------|----------|-------|-----------|
| 300    | LIGAWIEC, BETH      | 2,283.75  | -        | -     | 2,283.75  |
| 300    | LIGAWIEC, NATALIE   | 18,367.70 | -        | -     | 18,367.70 |
| 300    | LOHR, DARCY         | 35,197.41 | -        | -     | 35,197.41 |
| 300    | LUKASIK, PAMELA     | 12,602.34 | -        | -     | 12,602.34 |
| 300    | LYNCH, COURTNEY     | 42,732.63 | -        | -     | 42,732.63 |
| 300    | MAGILL, KRISTINA    | 19,807.70 | -        | -     | 19,807.70 |
| 300    | MALIN, HEATHER      | 86,087.50 | -        | -     | 86,087.50 |
| 300    | MANLEY, ASHLEY      | 18,259.61 | -        | -     | 18,259.61 |
| 300    | MANN, HOLLY         | 193.00    | -        | -     | 193.00    |
| 300    | MARSLAND, KIM       | 30,005.98 | -        | -     | 30,005.98 |
| 300    | MASSE, RACHEL       | 81,087.58 | -        | -     | 81,087.58 |
| 300    | MCHUGH, DONNA       | 10,018.93 | -        | -     | 10,018.93 |
| 300    | MCNAMEE, ERIKA      | 16,070.49 | -        | -     | 16,070.49 |
| 300    | MCNEILL, KEVIN      | 44,873.70 | -        | -     | 44,873.70 |
| 300    | MENDOZA, JENNIFER   | 24,324.25 | -        | -     | 24,324.25 |
| 300    | MENDOZA, STEPHANIE  | 14,754.02 | -        | -     | 14,754.02 |
| 300    | MERCER, TARA        | 29,921.09 | -        | -     | 29,921.09 |
| 300    | MESSIER, ERIN       | 39,812.66 | -        | -     | 39,812.66 |
| 300    | MILLER, AMANDA      | 429.75    | -        | -     | 429.75    |
| 300    | MINER, JAIME        | 66,370.60 | -        | -     | 66,370.60 |
| 300    | MITCHELL, LEONA     | 13,375.36 | -        | -     | 13,375.36 |
| 300    | MONACO, JILL        | 24,722.68 | -        | -     | 24,722.68 |
| 300    | MORIARTY, THERESA   | 53,468.62 | 2,168.92 | -     | 55,637.54 |
| 300    | MORRISSETTE, AMANDA | 1,782.22  | -        | -     | 1,782.22  |
| 300    | MURPHY, KRISTEN     | 25,941.02 | -        | -     | 25,941.02 |
| 300    | MUSE, ANTHONY       | 53,594.60 | -        | -     | 53,594.60 |
| 300    | MUSNICKI, ELIZABETH | 82,012.58 | -        | -     | 82,012.58 |
| 300    | NICHOLAS, ANDREA    | 77,235.52 | -        | -     | 77,235.52 |
| 300    | NICHOLAS, JEFFREY   | 65,394.10 | -        | -     | 65,394.10 |
| 300    | NICHOLS, JILLIAN    | 3,917.25  | -        | -     | 3,917.25  |

| DEPT # | NAME                | REGULAR   | OVERTIME | OTHER | TOTAL     |
|--------|---------------------|-----------|----------|-------|-----------|
| 300    | O'BRIEN, MAEVE      | 22,128.09 | -        | -     | 22,128.09 |
| 300    | O'KEEFE, MELINDA    | 30,770.79 | -        | -     | 30,770.79 |
| 300    | OCANA, ASHLEY       | 78,363.62 | -        | -     | 78,363.62 |
| 300    | OCANA-ROSA, BELKIES | 62,383.65 | -        | -     | 62,383.65 |
| 300    | OLDAKOWSKI, AMY     | 72,887.09 | -        | -     | 72,887.09 |
| 300    | OLIVER, MICHAEL     | 32,035.51 | -        | -     | 32,035.51 |
| 300    | ORSZULAK, CHELSEA   | 4,520.00  | -        | -     | 4,520.00  |
| 300    | ORSZULAK, DANIEL    | 93,762.99 | -        | -     | 93,762.99 |
| 300    | ORSZULAK, HEATHER   | 92,849.51 | -        | -     | 92,849.51 |
| 300    | ORSZULAK, HEATHER   | 77,635.10 | -        | -     | 77,635.10 |
| 300    | ORSZULAK, MARGARET  | 77,860.10 | -        | -     | 77,860.10 |
| 300    | ORSZULAK, MORGAN    | 23,853.71 | -        | -     | 23,853.71 |
| 300    | ORSZULAK, PHILIP    | 1,781.25  | -        | -     | 1,781.25  |
| 300    | OSTIGUY, DEBORAH    | 6,205.62  | -        | -     | 6,205.62  |
| 300    | PACKARD, BROOKE     | 5,395.24  | -        | -     | 5,395.24  |
| 300    | PALERMO, LISA       | 74,512.19 | -        | -     | 74,512.19 |
| 300    | PARO, BENJAMIN      | 2,118.75  | -        | -     | 2,118.75  |
| 300    | PATRAW, CYNTHIA     | 13,241.50 | -        | -     | 13,241.50 |
| 300    | PATTERSON, LISA     | 77,735.52 | -        | -     | 77,735.52 |
| 300    | PAUL, AMY           | 28,841.78 | -        | -     | 28,841.78 |
| 300    | PELSKI, MATTHEW     | 38,454.57 | 613.83   | -     | 39,068.40 |
| 300    | PENOYER, ERIC       | 31,874.74 | -        | -     | 31,874.74 |
| 300    | PEREZ, MELANIE      | 31,924.73 | -        | -     | 31,924.73 |
| 300    | PESSOLANO, KRISTEN  | 81,220.82 | -        | -     | 81,220.82 |
| 300    | PLESCIA, SUZANNE    | 68,959.68 | -        | -     | 68,959.68 |
| 300    | POPP, MICHELLE      | 12,356.05 | -        | -     | 12,356.05 |
| 300    | PORCELLI, SANDRA    | 84,952.68 | -        | -     | 84,952.68 |
| 300    | POULIN, DARLENE     | 33,634.22 | -        | -     | 33,634.22 |
| 300    | PUSKAS, MARIANNA    | 19,897.57 | -        | -     | 19,897.57 |
| 300    | PUTNAM, CAISSIE     | 77,568.64 | -        | -     | 77,568.64 |

| DEPT # | NAME                | REGULAR    | OVERTIME | OTHER | TOTAL      |
|--------|---------------------|------------|----------|-------|------------|
| 300    | QUINN, KAREN        | 3,519.00   | -        | -     | 3,519.00   |
| 300    | RACICOT, AMY        | 16,149.70  | -        | -     | 16,149.70  |
| 300    | RACINE, SAMANTHA    | 64,384.51  | -        | -     | 64,384.51  |
| 300    | RASYS, KATHERINE    | 42,367.49  | -        | -     | 42,367.49  |
| 300    | RAVOSA, ROBERT      | 56,741.04  | -        | -     | 56,741.04  |
| 300    | REILLY, LIA         | 7,433.64   | -        | -     | 7,433.64   |
| 300    | RICH, EUGENE        | 113,702.53 | -        | -     | 113,702.53 |
| 300    | RIVERA, AYLEEN      | 4,795.50   | -        | -     | 4,795.50   |
| 300    | ROACH, KIMBERLY     | 7,645.05   | -        | -     | 7,645.05   |
| 300    | ROBERT, DIANNE      | 36,036.88  | -        | -     | 36,036.88  |
| 300    | ROBIDOUX, ROSEMARY  | 3,677.00   | -        | -     | 3,677.00   |
| 300    | ROSALES, JUANITA    | 12,621.50  | -        | -     | 12,621.50  |
| 300    | ROSE, BARRY         | 8,652.00   | 1,460.03 | -     | 10,112.03  |
| 300    | ROSS, JESSICA       | 49,565.13  | -        | -     | 49,565.13  |
| 300    | ROY, DANIEL         | 40,843.01  | -        | -     | 40,843.01  |
| 300    | RUSSELL, STEPHANIE  | 74,512.19  | -        | -     | 74,512.19  |
| 300    | RYDER, LYNN         | 44,347.36  | 1,122.16 | -     | 45,469.52  |
| 300    | RYS, JOANNE         | 40,520.03  | -        | -     | 40,520.03  |
| 300    | SAWABI, JOAN        | 2,680.00   | -        | -     | 2,680.00   |
| 300    | SCOTT, DEBORAH      | 15,080.96  | -        | -     | 15,080.96  |
| 300    | SEARS, MEGAN        | 30,602.92  | -        | -     | 30,602.92  |
| 300    | SENECAL, KIMBERLY   | 81,830.52  | -        | -     | 81,830.52  |
| 300    | SHAMGOCHIAN, KELLY  | 90,145.82  | -        | -     | 90,145.82  |
| 300    | SHAMGOCHIAN, THOMAS | 39,999.96  | -        | -     | 39,999.96  |
| 300    | SHAW, LAUREN        | 6,606.39   | -        | -     | 6,606.39   |
| 300    | SIMONS, TIMOTHY     | 2,954.00   | -        | -     | 2,954.00   |
| 300    | SINCLAIR, MARILYN   | 4,877.99   | -        | -     | 4,877.99   |
| 300    | SLATOR, NANCY       | 83,136.01  | -        | -     | 83,136.01  |
| 300    | SLATTERY, SCOTT     | 90,663.60  | -        | -     | 90,663.60  |
| 300    | SMITH, YVONNE       | 36,165.21  | -        | -     | 36,165.21  |

| DEPT # | NAME                        | REGULAR   | OVERTIME | OTHER | TOTAL     |
|--------|-----------------------------|-----------|----------|-------|-----------|
| 300    | SMITH III, ROBERT           | 27,773.39 | -        | -     | 27,773.39 |
| 300    | SMITH-ZAJCHOWSKI, ELIZABETH | 38,422.62 | -        | -     | 38,422.62 |
| 300    | SOUTER, REBECCA             | 58,561.51 | -        | -     | 58,561.51 |
| 300    | STANTON, AMY                | 15,020.72 | -        | -     | 15,020.72 |
| 300    | STODDARD, SARA              | 23,244.40 | -        | -     | 23,244.40 |
| 300    | SULTANI, NOOR AHMAD         | 8,797.60  | 188.52   | -     | 8,986.12  |
| 300    | SWARTS, DONALD              | 2,954.00  | -        | -     | 2,954.00  |
| 300    | SWITCHENKO, JANE            | 22,913.03 | -        | -     | 22,913.03 |
| 300    | TALBOT, CHERYL              | 89,850.18 | -        | -     | 89,850.18 |
| 300    | TARGAN, ERIC                | 77,785.10 | -        | -     | 77,785.10 |
| 300    | TAVERAS, FRANCES            | 1,430.03  | -        | -     | 1,430.03  |
| 300    | TEMPLE, SARA                | 48,291.73 | -        | -     | 48,291.73 |
| 300    | THOMAS, TRICIA              | 1,705.50  | -        | -     | 1,705.50  |
| 300    | THOMPSON, KIMBERLY          | 84,895.05 | -        | -     | 84,895.05 |
| 300    | TOELKEN, MORGAN             | 4,096.00  | -        | -     | 4,096.00  |
| 300    | TRZPIT, CAITLIN             | 47,218.03 | -        | -     | 47,218.03 |
| 300    | TRZPIT, JESSE               | 80,089.82 | -        | -     | 80,089.82 |
| 300    | TRZPIT, KELLIE              | 31,846.93 | -        | -     | 31,846.93 |
| 300    | TRZPIT, RYAN                | 60,299.66 | -        | -     | 60,299.66 |
| 300    | URBANEK, ELIZABETH          | 66,310.67 | -        | -     | 66,310.67 |
| 300    | VADNAIS, CHERYL             | 32,375.27 | -        | -     | 32,375.27 |
| 300    | VADNAIS, JOSEPH             | 34,426.52 | -        | -     | 34,426.52 |
| 300    | VALLEE, CHARLENE            | 10,291.40 | -        | -     | 10,291.40 |
| 300    | VANTANGOLI, NICHOLAS        | 81,474.10 | -        | -     | 81,474.10 |
| 300    | VASILADIS, ANTHONY          | 2,868.00  | -        | -     | 2,868.00  |
| 300    | VEALE, CAROLYN              | 36,176.88 | -        | -     | 36,176.88 |
| 300    | VEALE, KAYLA                | 21,022.64 | -        | -     | 21,022.64 |
| 300    | WALDER, KRISTA              | 1,120.00  | -        | -     | 1,120.00  |
| 300    | WALLACE, OLIVIA             | 615.23    | -        | -     | 615.23    |

| DEPT # | NAME                           | REGULAR                 | OVERTIME             | OTHER                | TOTAL                   |
|--------|--------------------------------|-------------------------|----------------------|----------------------|-------------------------|
| 300    | WALSH, ERIN                    | 47,575.32               | -                    | -                    | 47,575.32               |
| 300    | WALSH, KELLY                   | 78,960.65               | -                    | -                    | 78,960.65               |
| 300    | WARBURTON, DONNA               | 36,717.08               | -                    | -                    | 36,717.08               |
| 300    | WATSON, CARMEN                 | 33,110.47               | -                    | -                    | 33,110.47               |
| 300    | WATTU, AMY                     | 10,254.55               | -                    | -                    | 10,254.55               |
| 300    | WEATHERWAX, BARBARA            | 13,961.94               | -                    | -                    | 13,961.94               |
| 300    | WEBBER, SHAUNDA                | 27,679.43               | -                    | -                    | 27,679.43               |
| 300    | WEGGE, DONNA                   | 25,257.63               | -                    | -                    | 25,257.63               |
| 300    | WEIRBRICK, HEATHER             | 81,035.52               | -                    | -                    | 81,035.52               |
| 300    | WEISSMAN, CHRISTINE            | 26,435.00               | -                    | -                    | 26,435.00               |
| 300    | WELLER, ROSEMARY               | 34,689.37               | 3,047.88             | -                    | 37,737.25               |
| 300    | WEST, STEPHANIE                | 51,206.66               | -                    | -                    | 51,206.66               |
| 300    | WETHERBEE, BRIAN               | 42,092.68               | -                    | -                    | 42,092.68               |
| 300    | WETNICKA III, JOSEPH           | 10,720.30               | 589.14               | -                    | 11,309.44               |
| 300    | WILK, CHELSEA                  | 7,269.58                | -                    | -                    | 7,269.58                |
| 300    | WILLIAMS, MAEGAN               | 22,339.58               | -                    | -                    | 22,339.58               |
| 300    | WILLIAMS III, JOSEPH           | 26,217.74               | -                    | -                    | 26,217.74               |
| 300    | WOODWARD, ALEXANDRIA           | 48,721.67               | -                    | -                    | 48,721.67               |
| 300    | WURTZEL, MARK                  | 50,864.00               | -                    | -                    | 50,864.00               |
| 300    | WYZIK, CASSIDY                 | 2,850.00                | -                    | -                    | 2,850.00                |
| 300    | YARDLEY, JANUARY               | 86,945.00               | -                    | -                    | 86,945.00               |
| 300    | YEAGER, LINDSAY                | 17,614.04               | -                    | -                    | 17,614.04               |
| 300    | YOUNG, ANNE                    | 36,279.38               | -                    | -                    | 36,279.38               |
| 300    | YOUNG, SADIE                   | 18,264.06               | -                    | -                    | 18,264.06               |
|        | <b>TOTAL SCHOOL DEPARTMENT</b> | <b>\$ 11,608,812.66</b> | <b>\$ 18,791.67</b>  | <b>\$ -</b>          | <b>\$ 11,627,604.33</b> |
|        | <b>GRAND TOTAL</b>             | <b>\$ 17,153,616.41</b> | <b>\$ 590,696.71</b> | <b>\$ 419,102.70</b> | <b>\$ 18,163,415.82</b> |

## **ADA COMMISSION**

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The ADA Commission works to make Ware Disability friendly. We work within the guidelines of the American’s With Disabilities Act and the Architectural Access Board to solve issues, provide suggestions and advice, and help individuals, agencies, businesses, and other organizations identify physical and communication barriers.

The Town of Ware is a recipient of the Municipal Americans with Disabilities Act Improvement Grant Program. We received \$43,125 to complete an ADA Self-evaluation and Transition Plan in 2023. You may see a team going through every town building, including the Library and School buildings, to accomplish this effort.

In 2023 the ADA Commission will continue to identify physical and communication barriers around Ware and work to resolve them. The Commission will hear from citizens of Ware and provide suggestions to solve their problems. There are a number of areas that have been discussed for examination in 2023.

Members of the Commission are appointed by Selectboard for a three-year term. The current members are:

| Name             | Title  | Term Expires  |
|------------------|--------|---------------|
| Ruth McGrath     | Chair  | June 30, 2025 |
| Amber Letendre   | Clerk  | June 30, 2025 |
| Patricia Ranner  | Member | June 30, 2025 |
| Brittni Robidoux | Member | June 30, 2025 |

## **BOARD OF ASSESSORS**

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|                         |                   |
|-------------------------|-------------------|
| Theodore P. Balicki     | Term Expires 2023 |
| Devin M. Peterson       | Term Expires 2024 |
| Gerald F. Fountain, Jr. | Term Expires 2025 |

The Board of Assessors is composed of three (3) Assessors who are elected by the voters. The terms of office are staggered to provide for the election of one (1) Assessor every three (3) years.

In September 2021 the Town hired RRG Systems of Leominster to assist the Board in the absence of a Principal Assessor.

**The Assessors do not create value, nor do they determine taxes. But rather follow the procedures set out by the Department of Revenue. The level of taxation is determined by the municipality itself. Town Meeting appropriations voted by Town citizens determine the tax rate.**

Assessors have a legal responsibility to reflect the changes occurring in the marketplace based on sales in the prior calendar year. They are required by Massachusetts law to list and value all real and personal property as of January 1 each year. The valuations are subject to “ad valorem” taxation on the assessment roll each year. The “ad valorem” basis for taxation means that all property should be taxed “according to value”. Valuations in Massachusetts are based on “full and fair cash value” or 100% of fair market value.

Every five (5) years the Assessors are required to submit values to the Department of Revenue for certification. An Interim Adjustment is conduct for the years in between a revaluation. The next revaluation is FY2024.

In addition to Real Estate and Personal Property values the department administers and is responsible for Deed Transfers, Mapping, Motor Vehicle Excise Tax, Chapter Land, Personal Exemptions, Property Exemptions, Real & Personal Property Abatements, Apportionments, Supplemental Taxes, and Revised and Omitted Values.

### **ABATEMENT & EXEMPTIONS GRANTED IN CALENDAR YEAR 2022**

#### **ABATEMENTS**

| Levy Year            | 2022<br>*FY2023 | 2021<br>*FY2022 | 2020<br>*FY2021 | 2019<br>*FY2020 |
|----------------------|-----------------|-----------------|-----------------|-----------------|
| Motor Vehicle Excise | \$20,085.03     | \$24,221.12     | \$7,525.30      | \$146.46        |
| Real Property        | \$12,725.79     | \$7,699.86      | \$0.00          | \$516.13        |
| Personal Property    | \$0.00          | \$1,934.86      | \$1,978.00      | \$0.00          |
| Senior Tax Work Off  | \$9,423.00      | \$11,373.00     | \$0.00          | \$0.00          |

**PERSONAL EXEMPTIONS**

| <b>Levy Year</b> | <b>FY2023</b> | <b>FY2022</b> |
|------------------|---------------|---------------|
| Clause 17C½      | \$ 2,100.00   | \$ 2,275.00   |
| Clause 22's      | \$63,239.29   | \$49,699.84   |
| Clause 37A       | \$ 3,000.00   | \$ 1,500.00   |
| Clause 41C       | \$ 8,500.00   | \$ 8,429.38   |

The Board of Assessors Office completed **525** Building Permit & Cyclical Inspections in 2022.

**FISCAL YEAR 2023:** July 1, 2022 to June 30, 2023

**TAX RATE:** \$17.26

**CLASSIFIED TAX LEVIES**

|   | <b>Class</b>      | <b>Percentage %</b> | <b>Valuation</b>      | <b>Levy</b>          |
|---|-------------------|---------------------|-----------------------|----------------------|
| 1 | Residential       | 85.4578             | 837,694,403.00        | 14,458,605.40        |
| 2 | Commercial        | 8.6382              | 84,675,360.00         | 1,461,496.71         |
| 3 | Industrial        | 2.7978              | 27,424,900.00         | 473,353.77           |
| 4 | Personal Property | 3.1062              | 30,448,184.00         | 525,535.66           |
|   | <b>TOTAL</b>      | <b>100.0000</b>     | <b>980,242,847.00</b> | <b>16,918,991.54</b> |

**APPROPRIATIONS & SOURCES OF FUNDING**

| <b>TOTAL AMOUNT TO BE RAISED</b>       |                        |
|--|------------------------|
| Appropriation from raise & appropriate | \$38,926,768.26        |
| Other amounts to be raised             | \$672,345.49           |
| State and County Cherry Sheet charges  | \$1,332,245.00         |
| <b>Total amounts to be raised:</b>     | <b>\$40,932,358.75</b> |

| <b>ESTIMATED RECEIPTS AND OTHER SOURCES</b>        |                        |
|--|------------------------|
| Cherry Sheet estimate receipts                     | \$14,880,665.00        |
| Estimated receipts                                 | \$2,842,762.95         |
| Offset receipts & enterprise funds                 | \$3,193,470.00         |
| Appropriation from Free Cash                       | \$2,904,929.26         |
| Appropriation from available funds                 | \$191,540.00           |
| <b>Total estimated receipts and other sources:</b> | <b>\$24,013,367.21</b> |

**TAX RATE SUMMARY**

|  |                        |
|--|------------------------|
| Total Amount to be Raised                          | \$40,932,358.75        |
| Total Estimated Receipts and Other Revenue Sources | \$24,013,367.21        |
| <b>Tax Levy</b>                                    | <b>\$16,918,991.54</b> |

FY2023 Maximum Allowable Levy - \$17,363,034

Excess Levy Capacity - \$444,042.46



## **BOARD OF HEALTH**

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### **Board of Health Members:**

| <b><u>Name</u></b> | <b><u>Title</u></b> |
|--------------------|---------------------|
| John Desmond       | Chairman            |
| Jennifer McMartin  | Vice-Chair          |
| Katrina Velle      | Member              |

### **Personnel:**

| <b><u>Name</u></b> | <b><u>Title</u></b>                       |
|--------------------|---|
| Edward Kent Jr.    | Plumbing Inspector                        |
| Michael Pluta      | Asst. Plumbing Inspector                  |
| Thomas Kularski    | Animal Inspector & Rabies Control Officer |
| Nancy Talbot       | Burial Agent                              |
| Dr. Scott Siege    | School Doctor/ Physician Advisor          |

### **Mission Statement and Background:**

The mission of the Ware Board of Health is to address public health needs, protect and improve the health and quality of life in the community, offer education resources and promulgate and enforce local, state, and national regulations as required by law.

Through the Quabbin Health District, the Ware Board of Health is able to provide one full-time director of public health: Andrea Crete, who was hired on May 16, 2022 to replace Stephen Bell who resigned on March 25, 2022; one full-time administrative assistant, Betty Barlow who staffs the Ware Board of Health office Monday – Friday from 8:30AM – 4PM; a full-time health inspector, Sai Palani; and a part-time public health nurse, Kirsten Krieger, who was hired on July 5, 2022.

The Quabbin Health District is a comprehensive regional health department serving the communities of Belchertown, Pelham, and Ware. The district was established in 1980 by a town meeting vote and was formed under Section 27A of Chapter 111 of the MGL. It is a joint effort by the three communities' local boards of health to provide their towns with the public health professionals and services needed to create healthy communities. The district provides public health services for the roughly 26,267 residents within these communities' 120 square mile radius. The district provides each town with the shared personnel, equipment, and other resources to carry out the required public health duties.

The Quabbin Health District provides services to Ware, including but not limited to communicable and reportable disease surveillance via an online epidemiological network (MAVEN), public health investigations, public health messaging, 24/7 public health emergency response, seasonal flu vaccination clinics, tobacco control, substance abuse prevention programs, state-mandated public health inspections and complaint management. You can visit the Quabbin Health District website for more information on services at <http://quabbinhealthdistrict.com>.

The Ware Board of Health meets the third Wednesday of every month at 6:00PM in the Selectmen's Meeting Room located in the Town Hall on 126 Main Street.

### **Animal Inspector Report:**

Rabies is a viral disease that can affect all mammals, including humans. The virus attacks the central nervous system and can be secreted in saliva. Because rabies affects people as well as animals, control of this disease has become a top priority for the Division of Animal Health. Massachusetts law requires that owners of cats and dogs vaccinate their pets for rabies.

A municipal animal inspector is nominated under MGL c. 129 by the Board of Health and approved by the Department of Food and Agriculture's Bureau of Animal Health. Animal inspector duties include investigating and issuing rabies quarantine orders, investigation of animal complaints, and conducting yearly barn inspections.

A ten-day rabies quarantine is the strict confinement of an apparently healthy domestic animal that has bitten or scratched a human or other domestic animal. Quarantine is the confinement of a domestic animal from humans and other animals for the purposes of observing the animal for signs of rabies and minimizing chances of the animal spreading rabies to humans and other animals. This includes isolation and strict confinement. This can be done in the owner's home. The animal inspector, after completing an investigation and determining that a domestic animal has bitten or scratched a human or another domestic animal, issues a written order to the person in custody of the biting animal requiring the animal to be placed under strict confinement for a period of ten days. The ten-day quarantine applies regardless of the vaccination status of the biting animal.

If, during this ten-day period, the animal in strict confinement displays symptoms compatible with rabies, the animal shall be euthanized immediately, and the animal inspector and department shall be notified. Samples from any such euthanized animal, or animal which dies from any cause during the quarantine period, shall be submitted for rabies testing as described in 330 CMR 10.09.

A 45-day rabies quarantine occurs when a domestic animal has a wound of unknown origin or has been exposed to a potential rabid animal and is up-to-date on rabies vaccination. The animal inspector, upon completion of an investigation and upon determination that a domestic animal has been exposed, will issue a written order to the person in custody of the exposed animal.

When the exposed domestic animal is unvaccinated, the quarantine period shall be 4 months with vaccination given a month prior to release.

For additional information on rabies quarantines please visit:

<http://www.mass.gov/eea/agencies/agr/animal-health/rabies-control-program/>

Rabies Quarantines for 2022:

10 Day Quarantines: 11

45 Day Quarantines: 2

4 Month Quarantines: 0

Additionally, the animal inspector conducts yearly barn inspections, filling out a barn book issued by the department of agriculture, for the purpose of collecting information on where farm animals (chickens, goats, horses, alpacas, pigs, turkeys, donkeys etc.) are kept, noting the number and kind of each animal, minimum standards of shelter available, observations of the health status of the animals, and any cases of potential animal abuse or neglect. 24 Barns and 11 private residences for livestock were inspected by the animal inspector in 2022.

Respectfully Submitted,  
Thomas Kularski, Animal Inspector and Rabies Control Officer  
Town of Ware

### **Burial Agent Report:**

The burial agent for a community is responsible for examination of a death permit prior to its execution on behalf of the Board of Health in any community in MA. A review of information for any errors or omissions must be done prior to a permit being issued to any funeral director or person seeking a permit upon the death of a person within the community.

The following information is provided to the Board of Health of Ware and its residents for all permits that were issued during the year 2022 – January 1 through December 31.

Burial Permits Issued – 44

Interments for which a permit was issued by another community in MA or outside of the state for a burial in Ware – 1

Removal/Relocation of a Burial in Ware to another location (grave) – 0

Respectfully submitted,  
Nancy J. Talbot, Burial Agent  
Town of Ware

The report below details the services the Quabbin Health District provided to the Town of Ware for the 2022 calendar year. Please contact the Board of Health by phone at 413-967-9615 or email [bbarlow@townofware.com](mailto:bbarlow@townofware.com) with any questions, comments, requests for additional information, and to relay any specific public health concerns in Ware.

### **Ware Community TV Interview**

The Quabbin Health District appeared on the Quaboag Connections segment on Ware Community TV to discuss what the QHD is and the services they provide, as well as to introduce its staff. The interview was recorded on July 21, 2022 and aired on July 26, 2022.

### **Emergency Preparedness:**

In 2022 the Quabbin Health District joined the Hampshire Public Health Preparedness Coalition (HPHPC). The HPHPC works collaboratively to enhance communities' collective capacity to share resources and respond to public health threats and emergencies, including terrorism and

outbreaks of infectious diseases. It strives to improve local and regional public health emergency preparedness, and meet deliverables set forth by the Department of Public Health. The HPHPC includes boards of health and health departments in the Massachusetts Preparedness Coalition Region 1C. Funding is provided through the Massachusetts Department of Public Health with a grant from the Centers for Disease Control. Coalition activities and expenditures are overseen by an executive committee which includes members who represent the broad geographic diversity of the region. Ex-officio members include representatives from Cooley Dickinson Hospital and UMass Amherst. The HPHPC grant is managed by the Northampton Health Department as the host agency. The coalition is closely aligned with other regional response partners including Hampshire Regional Emergency Planning Committee (HREPC), Western Regional Advisory Group (WAG), Western MA Medical Reserve Corps Advisory Group (MAG) and the Pandemic Flu Committee of the Western Regional Homeland Security Advisory Council (WRHSAC).

*Member Communities in the HPHPC include Amherst, Belchertown, Chester, Chesterfield, Cummington, Easthampton, Goshen, Granby, Hadley, Hatfield, Huntington, Middlefield, Northampton, Pelham, Plainfield, South Hadley, Southampton, Ware, Westhampton, and Worthington.*

**Public Health Excellence Grant:**

The Quabbin Health District is the grantee of the MA DPH’s Public Health Excellence Grant (PHE) which allows the district to provide a part-time public health nurse and the services provided through public health nursing, which is summarized in this report under “Public Health Nursing Report,” a tablet-based inspectional software program called Win Wam which allows all food inspection reports to now be done electronically. The Win Wam system stores the inspection reports and can generate data gathered using the reports to show where there are gaps in compliance with the Food Code that may need to be addressed in food establishments and what trainings may need to be provided to increase compliance and reduce food-borne illness risk factors. Inspection reports will be published starting in 2023 on the Quabbin Health District website for public access and review.

**Administrative Assistant Report:**

One of the duties of the administrative assistant is to advise applicants on requirements for permitting or licensure, obtain the necessary information, record data, collect fees, and issue licenses or permits to applicants who qualify, as determined by the pertinent inspector.

The following is a listing of the various permits which were issued by the Board of Health office during 2022:

|                             |    |
|-----------------------------|----|
| Bakery Licenses             | 2  |
| Catering Licenses           | 1  |
| Ecology Can                 | 1  |
| Farmer’s Market             | 1  |
| Food Establishment Licenses | 31 |
| Frozen Dessert Licenses     | 2  |

|   |    |
|---|----|
| Funeral Director Licenses                 | 5  |
| Milk & Cream Licenses                     | 37 |
| Mobile Food Server Permits                | 5  |
| Mobile Home Park Licenses                 | 2  |
| Motel License                             | 0  |
| Pasteurization of Milk Licenses           | 0  |
| Permanent Cosmetic Tattoo License         | 0  |
| Pool Permits                              | 0  |
| Residential Kitchen Permits               | 7  |
| Retail Food Licenses                      | 13 |
| Septic Hauler Licenses                    | 7  |
| Septic Installer Licenses                 | 21 |
| Septic Installations (new)                | 6  |
| Septic Installations (repair)             | 14 |
| Tanning Salon Permits                     | 0  |
| Tattoo Artist License                     | 3  |
| Body Piercing                             | 2  |
| Tattoo Parlor License                     | 1  |
| Temporary Food Permits                    | 14 |
| Temporary Housing                         | 0  |
| Tobacco Permits                           | 8  |
| Type II / Limited Food Permits            | 3  |
| Trash Collection Permits                  | 6  |
| Trash Transportation Permits              | 0  |
| Plumbing Permits (Jan 01, 22-Aug. 31, 22) | 73 |

At the Board of Health meeting held on August 31, 2022, the board unanimously voted to relinquish the responsibility of processing plumbing permits to the Building Department as they already process building, electrical and gas permits. This includes the stipends for the plumbing inspector and assistant plumbing inspector who would then be working under the building department.

Respectfully submitted,  
 Betty Barlow, Administrative Assistant  
 Quabbin Health District

**Board of Health Activity & Inspections:**

|  |    |
|--|----|
| Food Inspections (routine and complaint) | 92 |
| Mobile/Temporary Food Event Inspections  | 12 |
| Beaver Trapping Permits                  | 3  |
| Body Art Establishment Inspections       | 1  |
| Nuisance Inspections                     | 9  |
| Housing Inspections                      | 41 |
| Housing Condemnations                    | 1  |
| Voucher Housing Inspections              | 9  |

|   |    |
|---|----|
| Soil Testing                                  | 37 |
| Septic Final Component Inspections            | 27 |
| Septic System Plan Reviews (new construction) | 8  |
| Septic System Plan Reviews (repair)           | 21 |

**Public Health Nursing Report:**

The Quabbin Health District hired a new part-time 30-hour-a-week public health nurse, Kirsten Krieger, who started on July 5, 2022. Below is a summary of the work she has done in the Town of Ware from July 5, 2022, through December 31, 2022.

**Primary Prevention**

Primary prevention is the prevention of disease before it occurs and the reduction of its incidence. For this service, the PHN (public health nurse) has conducted bimonthly blood pressure and wellness clinics at the Ware Senior Center on the 2<sup>nd</sup> and 4<sup>th</sup> Wednesday of every month, beginning August 10, 2022.

The PHN has established a wellness office at Quabbin Wire & Cable Company where she does blood pressure checks, fingerstick glucose checks, answers general health questions, and gives educational printed materials to employees.

Through partnership with the HPHPC, the PHN has been able to provide in-home vaccinations for influenza and COVID-19 to one homebound resident of Ware from November – December 2022. The PHN presented an educational presentation to seniors at the Ware Senior Center about emergency preparedness on September 14, 2022.

The PHN has assisted in an administrative fashion with COVID-19 vaccine clinics sponsored by the Western Mass Vaccine Equity Initiative in Ware at the senior center and E2E Education and Employment office in Ware that is a program of the Holyoke Community College.

**Community Naloxone Purchasing Program (CNPP)**

The CNPP allows many eligible programs to obtain naloxone (Narcan) through the State Office of Pharmacy (SOPS) for reduced /no cost. Local boards of health are eligible to receive naloxone at no cost with a requirement to submit training and dispensing data monthly to the state of Massachusetts. The Quabbin Health District applied for and was approved in December 2022 as a naloxone distribution site to receive free naloxone and to train individuals in the district on recognizing overdoses and responding with naloxone. The PHN along with Andrea Crete, Director of Public Health, have developed a training presentation for businesses and groups in the community to include understanding addiction, types of opiates, reducing stigma, and recognizing and responding to an overdose with naloxone. The PHN also developed a shorter version to be done with the public, that includes the above-listed items. Once training has been completed, attendees or individuals can be given naloxone for no cost.

## **Vaccines for Children (VFC) Program**

The PHN approached and worked with the Western Mass Vaccine Equity Initiative to obtain funding for the purchase of a pharmaceutical grade refrigerator, freezer, and transporting cooler (total of about \$4,000) to be eligible for the VFC program to receive state-funded childhood vaccines to be able to administer them to anyone in the district who is under age 19, uninsured or underinsured, or qualifies for Mass Health. She is awaiting final approval and a site visit from the Dept. of Public Health vaccine program representatives to be able to fully participate in the program and offer vaccines to students in the schools and in the community within the district.

## **Booths at Public Events**

The PHN set up a booth at the Ware National Night Out on August 02, 2022, with Sainath Palani, Health Inspector. Gift bags were given out to residents that included COVID-19 test kits, brochures, and information regarding preventing mosquito and tick-borne illnesses and quitting smoking, and PPE including masks and eye protection goggles and thermometers.

## **Food Pantry Distributions**

PHN helps with packing and distributing meals at the monthly Mobile Food Pantry in Grenville Park on the 3<sup>rd</sup> Tuesday of each month.

## **Ware TRIAD**

Beginning on November 9, 2022, the PHN began attending and participating in Ware TRIAD meetings at the senior center the second Wednesday of every month. TRIADs are a cooperative agreement between The American Association of Retired Persons (AARP), the International Association of Chiefs of Police (IACP), and the National Sheriffs' Association (NSA) to ensure and work to improve the safety of older citizens in the community. It is made up of police, fire, sheriff, district attorney, older adults, council on aging personnel, protective services personnel, and representatives from civic groups including the public health nurse.

The work of the group includes providing buckets of sand for use on walkways at the homes of older citizens, participating in drug take-back days in the community, providing visible, reflective house numbers to assist first responders in finding an address, providing and installing lockboxes at residences to allow first responders to enter a home in emergency situations and avoid breaking doors/windows at the property, and other safety initiatives for the older adults in the community as needed.

## **Quaboag Hills Substance Use Alliance (QHSUA)**

PHN has attended meetings since September 2022 on the 2<sup>nd</sup> Tuesday of each month to participate in initiatives of the alliance in the district.

## **Emergency Preparedness and Community Safety**

Utilizing the Ware Senior Center newsletter, the PHN has advertised for homebound residents to contact her to in order to offer services, in case of weather emergencies or disasters.

## **Age and Dementia Friendly Ware**

The Age and Dementia Friendly Ware Community Assessment and Action Plan was developed with assistance from the Pioneer Valley Planning Commission through the Age Friendly Pioneer Valley Initiative,, and funded by the Tufts Health Plan Foundation. Residents of the Ware community, key stakeholders, or people who work in municipal or nonprofit organizations that serve older adults were engaged in this Community Assessment in three ways: through the Age and Dementia Friendly Working Group, the administration of a Ware Livable Community Survey (a shorter version of the AARP Livable Community Survey) and listening sessions at local senior events in the town of Ware.

The PHN joined this committee on August 24, 2022, and has been participating in planning and meetings on the 4<sup>th</sup> Wednesday of each month. She has also begun working with the working group committee for health and social services on developing a printed resource listing for the community, and compiling data regarding gaps in access.

## **Ware River Valley Domestic Violence Task Force**

The PHN joined the task force and began attending meetings in September 2022, on the 2<sup>nd</sup> Thursday of each month. She has participated in discussions and planning for task force activities in 2023, editing and updating pamphlets, flyers, and postcards, and developing educational presentations in the community to be presented in 2023.

## **Community Health Needs Assessment (CHNA) / Community Health Improvement Plan (CHIP)**

THE PHN attended the CHNA information session on October 04, 2022, and has joined the CHIP leadership committee to work on developing interventions, planning, and further data collection through stakeholder interviews for Ware.

## **Communicable Disease Surveillance**

The PHN is also responsible for and has been conducting MAVEN infectious disease surveillance. This requires checking-in daily for notifications of infectious diseases occurring in Ware. It also requires doing case investigations for diseases other than Influenza or COVID-19 by contacting hospital infection preventionists if a person hospitalized, contacting case and/or PCP office to determine potential means of exposure, and contact tracing if applicable.

The types and numbers of communicable diseases reported in the Town of Ware for 2022 are listed below. They are listed by the disease/illness and the number of cases (residents suspected, probably, and confirmed to have an infectious illness/disease).



*Total number of MAVEN cases for the Town of Ware (including confirmed (C), probable (P), and suspect (S)) 1/1/2022 – 12/31/2022 (\*\*Numbers accurate as of 1/20/23\*\*)*

| <b>Disease</b>                  | <b>Number of Cases</b> |
|---------------------------------|------------------------|
| Babesiosis                      | 1C                     |
| Campylobacteriosis              | 3C                     |
| Encephalitis                    | 1S                     |
| Giardiasis                      | 1C                     |
| Hepatitis B                     | 1S                     |
| Hepatitis C                     | 4C,1P                  |
| Human Granulocytic Anaplasmosis | 4C                     |
| Influenza                       | 206C, 4S               |
| Lyme Disease                    | 4P, 21S                |
| COVID – 19                      | 1369C,192P, 29S        |
| Salmonellosis                   | 3C                     |
| Streptococcus Pneumoniae        | 1C                     |
| Varicella                       | 2S                     |

Submitted by,

Kirsten L. Krieger RN, BSN  
Public Health Nurse  
Quabbin Health District

Respectfully submitted on behalf of the Ware Board of Health,



Andrea Crete; MPH, RS  
Director of Public Health  
Quabbin Health District

## **BUILDING DEPARTMENT & INSPECTION SERVICES**

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*The Building Department's primary function is to serve the best interests of all the people with continued demonstration of integrity, honesty, and fairness in all transactions towards achieving code compliance. Improving safety continues to be the goal in all aspects of code enforcement.*

The department is headed by the Building Commissioner, Anna S. Marques, who carries out the duties set forth by the Commonwealth of Massachusetts State Building Code. This role also upholds the Town of Ware Zoning Bylaw as the Zoning Enforcement Officer. The provisions of this Bylaw promote safety and protect the community through regulations addressing the location and use of structures and land. The Building Department works together with other departments for code enforcement.

In this year, there have been changes made in the staffing and organization of the department.

- Nicole Croteau moved onto supporting the Town Manager as the Executive Assistant. The Building Department and Conservation Commission are thankful for her commitment of three years.
- We welcome Stephanie Cusson to the Building Department. She will continue to go forward with providing support to the Building Department. Permit applications are reviewed for completeness and inspections are coordinated with the appropriate inspectors. Record keeping and permit tracking are performed daily. Inquiries and complaints are also fielded through this department and acted on accordingly.
- Conservation has been moved from the Building Department to the Planning and Community Development Department.
- Plumbing Permit Applications and Inspections were supported by the Health Department/Board of Health but now are now being supported by the Building Department. This decision was made to bring the town more in line with current best practice in surrounding municipalities.

The Building Commissioner conducted 404 inspections, attended 39 evening meetings, held 232 in-office meetings, handled 72 site visits on zoning complaints and concerns, participated in 24 training courses and followed up on 6 structure fires in 2022. In continuing efforts to improve conditions and enforce safety, a new policy was implemented this year. An update to the Vacant and Unkempt Bylaw now requires vacant properties to be registered. This updated Policy will begin to be enforced in 2023.

### **BUILDING**

Permits are required for construction, reconstruction, alterations, repairs, removals or demolition of buildings and structures. Permits are required for the installation or alteration of any equipment for which is regulated under 780 CMR. Permits are also required for a change in use or occupancy of a building or structure.

There were 446 building permits issued. 9 sign permits issued. 2 tent permits issued. 19 periodic inspections were conducted. 17 Building Code Violations issued. \$92,506 fees collected in 2022 for an increase of 4% in fees from 2021.

**GAS**

Richard Holden is the Gas Inspector. Edward Kent is the Alternate Gas Inspector. There were 63 gas permits with \$3,235 fees collected in 2022 for a 9% decrease.

**ELECTRICAL**

Don Manseau is the Electrical Inspector. Ken Higney is the Alternate Electrical Inspector. There were 237 electrical permits with \$22,214 fees collected in 2022 for a 10% increase.

**PLUMBING**

Ed Kent is the Plumbing Inspector. Mike Pluta is the Alternate Plumbing Inspector. There were 96 plumbing permits issued this year, 22 from the Building Department since the departmental transition. The 22 permits brought in \$1,235 in fees.

## **CEMETERY COMMISSION**

---

To the people of Ware:

2022 was a year of change for the Cemetery Commission. There were no names on the ballot for the April town election. There were write-in votes; Paul Harper received a majority of them and was elected to a 3-year term replacing Julie Bullock as a member of the commission. The commission thanks Julie for her time on the commission and her service to the Town of Ware.

There were 15 burials in 2022, 8 cremations and 7 full burials. The total is the yearly average of burials.

The commission received a grant from the Ware Cultural Council to sponsor a workshop on the preservation and cleaning of gravestones by New England Historic Gravestone Preservation in June. The intention of the workshop was to instruct families on cleaning their family memorials. This is the responsibility of the family, unless they provide permission to a third party to do the work. Memorials on lots considered abandoned (after 75 years of inactivity) may be cleaned by the Town of Ware. A third party may clean these stones only after receiving permission of the Cemetery Commission.

The trees in Aspen Grove Cemetery are facing challenges from age, gypsy moth infestations, and disease. The DPW continues to help clear these trees that have become a safety concern for those working and visiting the cemeteries. Many of these trees are in difficult locations due to the geographical position and age. In 2022, the commission partnered with the East Quabbin Land Trust (EQLT) to replace trees, mainly along Pleasant St. EQLT provided 6 free trees, installing them in the late spring and fall in Aspen Grove. The intention of the commission is to continue this relationship with the EQLT in 2023 to add further plantings. The commission has started a program to add shrubbery to areas of the cemetery to offset erosion and increase beauty while streamlining cemetery maintenance.

Maintenance was a large topic of discussion at commission meetings. Currently, the DPW provides one full time employee who, if needed, joins the highway department for maintenance. The commission has paid for part-time (19 hrs. per week for 8 months) employees out of trust funds that over many years of use are severely depleted. Since his election in April, Paul Harper, who serves as treasurer of the commission, has raised concerns about the situation. The current economic situation has made it a challenge to find a part-time employee this year. Thanks to the efforts of John Piechota and the DPW, the cemeteries were still maintained properly. The commission is hoping that in the near future, the part-time employee funds will be included in the Park Department budget as part of the maintenance of the five cemeteries. There are currently only two-line items included in the entire DPW budget: one to purchase services and the other to purchase basic landscaping tools (i.e. rakes, shovels). We have asked for the help of the town manager in this effort.

The Commission takes very seriously that the public cemeteries in Ware are maintained and kept in a respectful manner.

Respectfully submitted,  
Ware Cemetery Commission

## **CONSERVATION COMMISSION**

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The Conservation Commission is the official agency specifically charged with the protection of Ware’s natural resources. The Commission also advises other municipal officials and boards on conservation issues related to their areas of responsibility. The Commission is responsible for reviewing permits to work within and near wetlands, floodplains, riverfront areas, ponds and lakes, by implementing the Massachusetts Wetlands Protection Act.

Permit review includes performing site visits, reviewing project maps, discussions with applicants, environmental and construction professionals, and consultation with Massachusetts Department of Environmental Protection representatives. The Commission is also authorized to undertake planning, acquiring and managing open space, and encouraging and monitoring conservation and agricultural preservation restrictions. The Commissioners are volunteers given the permission to administer the Massachusetts Wetlands Protection Act.

| <b>Commissioner</b> | <b>Title</b> | <b>Term Expiration</b> |
|---------------------|--------------|------------------------|
| Mark Swett          | Chair        | 2024                   |
| Thomas Barnes       | Vice-Chair   | 2023                   |
| Kristin Rosenbeck   | Member       | 2025                   |
| Dennis Cote         | Member       | 2025                   |
| Peter Topor, IV     | Member       | 2023                   |

Nicole L. Croteau provides administrative support to the Conservation Commission and is the main contact during office hours at the Commission’s Town Hall office. Nicole initiates and coordinates requests, submissions, and communications, with respect to site inspections and filings with the Commission as required.

John M. Prenosil is the Conservation Agent. Mr. Prenosil schedules and conducts site inspections with applicants to determine what filing, if any, is required under the Wetlands Protection Act. Mr. Prenosil provides guidance to the applicant during site visits, and if required, to the Commission during public meetings.

The following filings are on record for the 2022 reporting period:

|  |    |                          |    |
|--|----|--------------------------|----|
| Site Inspection Requests                           | 21 | Emergency Certifications | 2  |
| Request for Determination of Applicability (RDA’s) | 14 | Enforcement Orders       | -- |
| Notice of Intent (NOI’s)                           | 2  | Wetland Complaints       | 5  |
| Right of First Refusal Review                      | 1  | Wetland Violations       | -- |

The Ware Conservation Commission will continue to assist all existing projects in meeting the associated performance standards of their permits and provide guidance towards bringing these construction activities to successful conclusions.

# COUNCIL ON AGING

Located at 1 Robbins Road

(413)-967-9645

## Mission Statement

**It is the mission of the Ware Council on Aging to identify the total needs of the community's elder population, to link services to those needs, and to improve the quality of life of our seniors.**

## Staff

John L. Zienowicz, Executive Director

Janine Leis, Social Services Coordinator

Alton Davis, Chef

Donna DiPilato, Finance Coordinator

Gerry Clough, Custodian

## **Funding Sources Weekly**

### **Town Funded Positions:**

January 4 – December 31, 2022

Executive Director-40 hrs, Outreach-40 hrs. (July 1<sup>st</sup> to current), Chef-19hrs., Custodian-19hrs.

### **State Formula Grant Funded Position:**

Finance Coordinator -19 hours

### **WestMass ElderCare Grant Funded Position:**

Van Coordinator-19 hours (to September 30<sup>th</sup>) Van Driver-15 Hours (July 1<sup>st</sup>-current)

Volunteers staff our reception desk, Monday through Friday from 8am-4 pm. The van operated Monday, Thursday, and Friday with one regularly assigned volunteer driver from 8-1pm (became grant funded, paid position after October 1<sup>st</sup>). For the year 2022, the van returned to providing rides only, with the exception of Brown Bag and Amherst Survival Center Deliveries.

### **Senior Center Hours:**

|                      |                   |                    |                      |                     |                   |
|----------------------|-------------------|--------------------|----------------------|---------------------|-------------------|
| Jan.4-July 6, 2022:  | Monday<br>8am-4pm | Tuesday<br>8am-4pm | Wednesday<br>8am-4pm | Thursday<br>8am-4pm | Friday<br>8am-4pm |
| July 7-Dec 31, 2022: | 8am-4pm           | 8am-8:30pm         | 8am-4pm              | 8am-4pm             | 8am-8:30pm        |

### **Business Hours:**

|                     |                   |                    |                      |                     |                   |
|---------------------|-------------------|--------------------|----------------------|---------------------|-------------------|
| Jan 1-Dec 31, 2022: | Monday<br>8am-4pm | Tuesday<br>8am-4pm | Wednesday<br>8am-4pm | Thursday<br>8am-4pm | Friday<br>8am-4pm |
|---------------------|-------------------|--------------------|----------------------|---------------------|-------------------|

## **2022 Summary**

When I looked back at this section for last year's Annual Report, I had reported my surprise that we were still dealing with this pandemic. Imagine how we are still feeling the effects and dealing with more variants, case numbers and are even welcoming back our old friend the Flu! Fortunately, we now have the knowledge of how to conduct business through this and the staff that are willing to follow the protocols and as a result, we have been able to remain open in various capacities, for all of 2022.

We started out the year with social distancing and grab & go meals; limiting in-house programs to only those in which the participants could maintain proper distance from each other, and van rides were limited to one person per vehicle. After March, we were able to return to a state of normalcy including congregate meals and all the usual programs and social services.

Perhaps the most unusual yet inspirational story of 2022 was the incident we lovingly refer to as “Chicken Fest”. On April 1<sup>st</sup>, we were contacted by the corporate office for Tyson foods in Indiana; they explained they had a truck in our area with a dilemma. It seems the truck had “some chickens” still on the trailer from a refused delivery and the driver could not return to Indiana with the chickens still on the truck. They were looking for a place to donate the chickens to (on a Friday at 11:30am) so the driver could start home. In Ware, we are no strangers to distributing food, so we were intrigued by the offer but were stunned to find out that the truck held 720 whole chickens and they were frozen! Well, not to let an opportunity go to waste, we accepted the challenge. Volunteers and staff from the Senior Center and Town Hall came together at the Senior Center Parking lot to meet the truck at 12:30pm and started to unload and bag up the chickens for distribution. The Town Manager put out a town-wide phone call (that had to be carefully worded, as it was April Fool’s Day) for all of Ware to come to the Senior Center for 2:30pm and “Get your free chicken”! Of course it started to rain, but the chicken packers carried on until each of the 720 chickens found a home by 5pm. The day was a wonderful testimony to the dedication that the staff and volunteers of the Town of Ware have for our community. Cold, rainy, covered in chicken juices yet determined and mission-driven to the end.

Unique circumstances and constant adjustments aside, the programs may have changed in how they are delivered, and the social aspects may have been temporarily dampened some by masks instead of smiles, but in the big scheme of things, we continued to provide meals, rides, social services, exercise, and socialization opportunities for all of 2022 uninterrupted. For that, we are thankful to our staff and patrons for all their patience and understanding.

### **Volunteers**

The people that give of themselves on a daily basis to make the Senior Center the success that it is can never be thanked enough or given enough accolades. In 2022, 30 Ware Senior Center Volunteers gave 5795.5 hours of their time, which was a cost equivalent of \$191,019.68. 21 of our current volunteers are also members of RSVP of the Pioneer Valley. The time they spend volunteering at the Senior Center is reported monthly to a larger state-wide database which provides vital information to the state and federal governments as to the importance of seniors in the healthy functioning of their communities. Many of our volunteers are also consistent users of our facility and frequent users of our programs and services. So even when they aren’t “working”, they are here participating. They are true ambassadors of why Senior Centers are so important in the community. We continue to look to add more volunteers to our staff and our committees. We will have more opportunities to be involved in the future and will welcome the extra hands and minds. So, if you or someone you know may be interested, please feel free to contact us.

### **Outreach**

The Senior Center Outreach Program offered assistance to seniors and/or family members who are in need of information regarding the following topics:

|  |                              |
|--|------------------------------|
| Health Insurance incl. the Affordable Healthcare Act, Medicare, Supplemental Plans | Fuel Assistance              |
| Assist. Living/Nursing Home Placement  | Food Stamp Applications/SNAP |
| Protective Referrals for Elders at Risk  | Maria Hastings Grant         |
| Prescription Plans   | Farmers Markets Coupons      |
| Friendly Visitors Program  | Brown Bag Program            |
| Social Security/SSI  | TRIAD                        |
| Senior Housing Options   | QHCC Community Fund          |
| Salvation Army Good Neighbor's Fund  |                              |
| Amherst Survival Center Food Distribution  |                              |
| Covid/Flu Vaccine Scheduling Assistance  |                              |

Social Services in 2022 were provided by Janine Leis, our Social Services Coordinator for the Town of Ware. Janine came to us in November of 2021, having spent the previous five years as a Case Manager for Tri-Valley Elder Care, the Worcester County version of WestMass Elder Care. She has a BS in Social Work and in 2023 will complete a MS in Social Work at Westfield State University.

The Social Services Department overall provided vital services to 348 Seniors of Ware in 2022, in spite of the challenges that the pandemic continued to present with regards to meeting people face to face, and a two-month hiatus while Janine and her husband Patrick welcomed the first child Charlotte into the world. In the spring of 2022, Janine became a Certified SHINE (Serving Health Insurance Needs of Everyone) Counselor and could assist seniors with Medicaid/Medicare applications as well as answer questions about the Affordable Care Act as it pertains to seniors. Janine was also CAC certified which allowed her to have direct access to the Mass Health portal, which meant she could process and track applications with much more efficiency and health insurance services were provided faster.

Janine represents the Senior Center as a member of TRIAD, a program of law enforcement/first responders and senior volunteer representatives working together to provide support and protective services to the Ware seniors. Janine also represents the Ware Council on Aging on the Advisory Board for WestMass Elder Care in Holyoke.

Through Janine, the Ware Senior Center is a Regional Provider for SNAP Benefits. Which means that Janine can access the State's Department of Transitional Assistance database and enter SNAP applications directly into the system, thereby cutting the response time in half for people in the Quaboag Hills Region waiting to get food stamps. This service is available for all ages that meet the eligibility requirements, not just seniors.

We also serve as the regional proctor for the Salvation Army's Good Neighbor Fund, which is an emergency fuel assistance fund available for those who do not qualify for standard fuel assistance. Janine can review a simple application and determine if a voucher can be instantly provided in an emergency.

2022 allowed us to return to some wonderful collaborations with other social service agencies in the community. In March, we hosted Abaigeal Duda from the Quaboag Hills Substance Use Alliance who gave a presentation on the importance of properly securing prescription medications



in the home and on vacation. Through a grant that Abaigeal secured, all of the seniors in attendance were able to sign up for and receive a medication lock box and locking travel pouch free of charge if they so wanted.

In September, our local Walgreen's set up a free flu clinic in the Senior Center and over 80 seniors were vaccinated for the flu.

In October, a very informative team from the Varnum Funeral Home Group addressed a large lunchtime gathering to inform the seniors of all the options available when determining end of life decisions. They even paid for lunch for all of those in attendance! We hope to make this an annual event.

October also brought back a long-lost favorite in the form of the S.A.F.E. Presentations, which were presented in person by the Ware Fire Department as a public service for the seniors of Ware. Each month we are treated to an informative and interactive presentation on a wide variety of fire safety topics led by Lt. Laura Fandry and TJ Berninger of the WFD. Since this coincides with lunch, it turns into some interesting dinner theater!

Speaking of the return of old friends, in November we were so happy to welcome back the Brookfield Institute to help them resurrect the Veteran's Day Breakfast. The Brookfield Institute incurs all costs as we provide the building and kitchen staff, so the breakfast can be free of charge to all veterans current and retired, and their families. It is a wonderful opportunity for the staff and volunteers of the Senior Center to give back to those that have sacrificed so much for us.

A new community partnership formed in November when John Farese from Resource Waste of Ware sponsored our annual Thanksgiving Party. Over 100 seniors were able to enjoy our traditional turkey and all the trimmings meal free of charge! Resource Waste of Ware would like to make this a tradition and we would absolutely welcome the collaboration.

We finished the year off strong by collaborating with Emily Coderre of Community Health to host a Covid vaccine clinic here at the Senior Center. First and second boosters, and children's vaccines from all three vendors were brought in to provide the people of Ware an opportunity to be either vaccinated or boosted free of charge, and 116 people took advantage of the chance.

Throughout each month of 2022, we welcomed the services of Dianne De Wan, a licensed foot care nurse who provided one-on-one foot care to the seniors by appointment. Dianne has been a staple each month for many years and as of December 2022, she will be retiring and turning over the reins to Allison Williams, LPN come January 2023. Thank you, Dianne, for the years of caring and professional service to the seniors of Ware. In addition, Deb Avery from Heritage Hearing of New England continued to come to the Senior Center to provide hearing clinics and hearing aid repairs by appointment.

Perhaps the most exciting new partnership of all of 2022 is the establishment of office hours here at the Senior Center by Kirsten Krieger, the Public Health Nurse for the Quabbin Region. Kirsten has been using our medical office as a base for bi-monthly health screenings and informational talks. This has been a great success as the seniors are now able to meet on a regular basis with a

licensed nurse to discuss their health concerns and monitor such important health indicators such as blood pressure, glucose levels, and weight. Having such ease of access and being able to track such indicators over time can help prevent and mitigate future catastrophic health issues.

Seniors may also borrow free medical equipment such as walkers, crutches, commodes, and shower seats by contacting the center. The equipment is on loan from the senior for as long as needed.

## **FOOD INSECURITY**

### **Brown Bag Program**

On the second Friday of each month, the Food Bank of Western MA provides a truckload of food, free of charge, that is transferred into brown paper bags by a team of volunteers and distributed to qualified Ware seniors. In 2022, the number of senior households participating in this program was 96. For the first half of the year, due to Covid restrictions, the number of volunteers was reduced dramatically from 15 to 6 in order to maintain proper social distancing, but the Brown Bags were stuffed just the same. After July, we were able to return to our regular volunteer line of 15.

### **Amherst Survival Center Program**

We have also partnered with the Amherst Survival Center on a federal grant to address food insecurity in vulnerable seniors back in May of 2020 and that continues today. Each week a truck delivers boxes of food items to one of four locations. The Ware Housing Authority at Valley View, Church Street Senior Housing, Hillside Village, and the Ware Senior Center. The boxes are prepared at the Amherst Survival Center for each individual on the list and tailored to their needs with a variety of foods, personal care items and pet food. Once delivered, the sites are then responsible for distributing the food items to the individuals. Since no seniors live at the Senior Center, we employ the help of a rotating fleet of volunteer drivers to load up the boxes and deliver them to the doorsteps of the seniors in need. This program now provides monthly deliveries of 2-4 boxes of food items to over 140 senior households per month.

This program continues to thrive, we have had volunteers from Monson Bank, Country Bank, Sen. Gobi's office, Town Hall, and many of Ware's seniors give of their time to help deliver the boxes.

### **Farmer's Market Coupons**

We continue to be an annual access point for the USDA's Farmer's Market Coupon Program through WestMass Elder Care. In August of 2022, our annual allotment for our seniors was increased from 22 to 50, which meant that more seniors from Ware were able to participate and have access to locally grown fresh produce.

### **Meal Program**

Since we were not able to have congregate meals to begin the year, the meal program offered at the beginning of the year was in the form of a Grab & Go service in the parking lot at the Senior Center, and it was an excellent way for seniors to have a nutritional meal for the very reasonable price of \$2.00. After March, when we returned inside and were able to offer beverages and desserts as well, we still were able to adjust to the higher costs of producing a home-cooked meal and kept

the fee to a reasonable \$3.50. (Prior to March 18, 2018, the fee was in the form of a suggested donation, however, the Council on Aging decided in August of 2018 to create a standard fee along with a meal assistance program that would afford disadvantaged seniors and disabled persons the opportunity to apply for a reduction or elimination of the meal cost based on the Federal Poverty Guidelines. By instituting a standard fee, the meal program has thrived and the seniors and disabled that needed to have access to a balanced meal every day were being fed at little or no cost to them if they qualified.)

Meals prepared daily and menus are reviewed each month by Chef Alton Davis to ensure a well-balanced menu and adherence to state guidelines regarding vitamin content and sodium restrictions. All meals are home cooked on-site by Chef Alton Davis and a corps of volunteers coming from the Senior Tax Write Off program through the Town of Ware. Outside of the one salary for the Chef and cost of utilities, the lunch program does not receive any further Town funding. The lunch program is solely sustained by fees from those who participate in the program each day and by generous donations from The Friends of Ware Seniors Inc., Country Bank, North Brookfield Savings Bank, and philanthropic citizens.

Big Y also contributed bread and pastries to the senior center that were distributed to the seniors and used in the daily menus. In 2022, the Senior Center served 6186 meals to Ware Seniors with 2270 meals having been Grab & Go.

### **Transportation Program**

Prior to 2022, transportation remained a vital service that we offered Ware seniors with our 12-passenger van within the Town limits. By the start of 2022 however, several factors changed the way in which we approached our transportation system. Not only had demand grown steadily and more seniors had gotten used to utilizing public transportation, but the closing of the Mary Lane Hospital and the shifting of resources to Palmer had forced us to look for alternative methods to get seniors to the services they require.

We had already formed a working relationship with the Quaboag Connector that had them picking up the seniors that needed rides outside of our operational hours or service area, and the introduction of Ecolane software and GPS units to the van fleet made a merger of the two systems a necessary and needed transaction. Currently, all the van service scheduling is done through a central dispatch at the Quaboag Connector with the Senior Van being focused on providing rides for senior and disabled persons in a much broader area than was previously possible.

In 2022, this new arrangement provided 4,343 rides for seniors, the vast majority of which got people to employment opportunities and their medical appointments. We continue to use the Senior Van for delivery service for vital needs. In 2022, monthly deliveries of Brown Bags and boxes of food from the Amherst Survival Center were brought to our most vulnerable seniors.

This year, Craig Simmons drove the van for all of 2022. Normally, transportation is available for medical appointments, hairdressers, shopping, and lunch or activities at the senior center. Suggested donations are \$1.00 each way and 48-hour notice is required unless a change in medical appointment status occurs.

## **Maria Hastings Grants**

The Maria Hastings Grant Committee was formed in 2013 to honor a bequest by the late Maria Hastings, which dictated that funds she bequeathed to the Town be used for seniors in need. The current committee members, John L. Zienowicz, Janine Leis, Nancy Talbot, and Tracy Meehan review each grant application for eligibility and forward the request to the Board of Selectmen for final approval. Grants up to \$300 are awarded and are available to those seniors who meet the income criteria. Seniors, their family members, or friends may request the funds, which are to be used for small needs such as air conditioners, bathroom tub bars, porch railings etc. Applications for 2023 are available by contacting the Senior Center. Both Janine and I are available to discuss eligibility requirements, and we look forward to answering your questions.

## **Activities**

Many seniors come to the senior center not only for meals, but to participate in the variety of activities offered at the center. Some activities were scaled back due to social distancing requirements or instructor availability but at least they were still being offered.

**Exercise** classes were offered in the form of **Yoga, Tai Chi, and Line Dancing**. The **Strengthening Bones and Bodies** class is offered twice per week at the Valley View Apartments Community Room as the space was re-opened. Each was based on a different level of activity, so seniors chose which level was more comfortable for them. We were able to introduce two new concepts for January 2022, **Chair Yoga**, and a pilot version of **Pickleball**; both have been very successful. PickleBall actually got started indoors, here at the Senior Center, and grew in popularity to a point where in the spring the Parks and Rec department was able to obtain grants to convert a rarely used tennis court into two Pickleball courts.

**Art Class** taught by Joanne Bradley and **Crocheting/Knitting** and **Quilting** clubs allowed for socialization as well as for the production of some beautiful work. We also had a large **Puzzle Table** for those looking for a little less excitement.

For those who preferred card games, there was **Cribbage, Pitch, Whist and Scat**, all of which have a large following. A Pitch game with a large gathering was also available on Tuesday and Friday nights. Our **Pool Table** was available at all times during business hours.

Do not forget you can always go shopping in our **Thrift Store** Monday through Friday from 9-12pm, where there are many bargains to be had. The Friends of Ware Seniors Inc. under the guidance of Sue LaBarge, have reorganized the entire operation and our volunteers have done a fantastic job at changing the look of the store and how inventory is controlled; so new items are coming in and going out much faster.

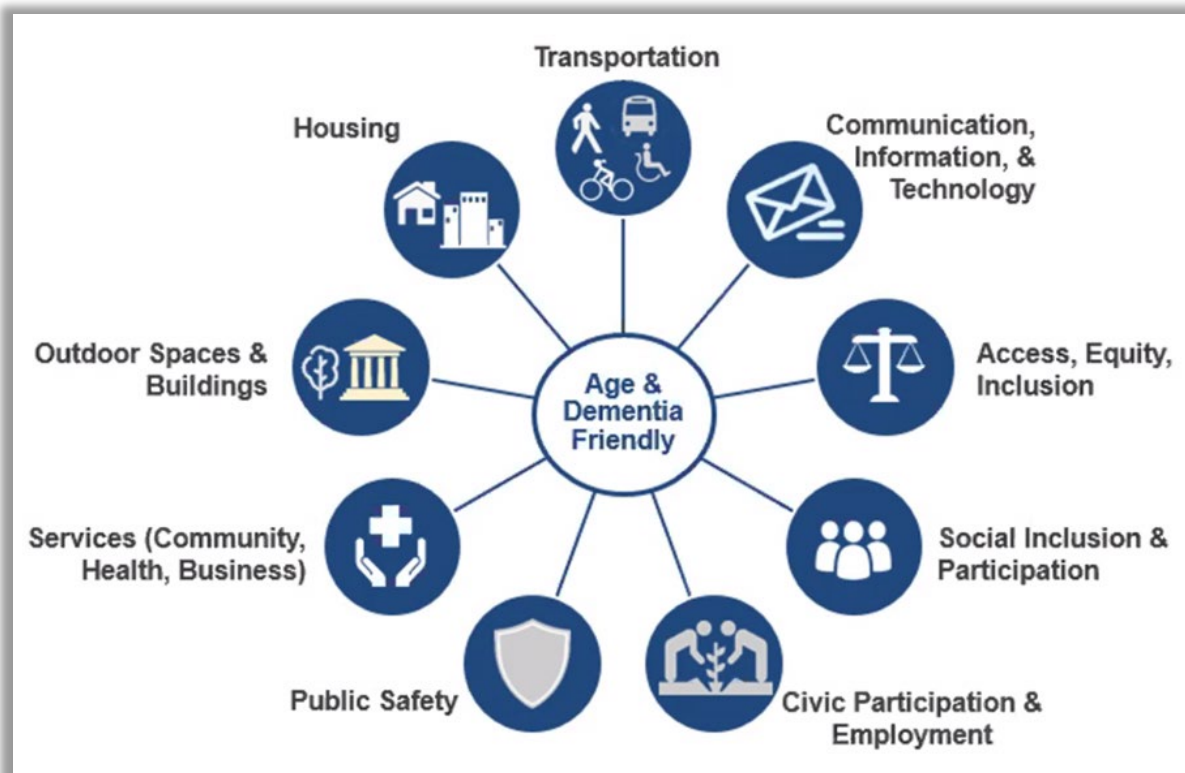
Every month we produce a **newsletter, which** contains news of upcoming events occurring at the center or within the surrounding areas. If you would like to receive a copy, please contact the Senior Center.

## Other

**AARP Age Friendly States and Communities** – On March 3<sup>rd</sup> of 2021 the Town of Ware became the 513<sup>th</sup> community to enroll in this national initiative. The AARP Network of Age-Friendly States and Communities “provides a structured process that guides change and serves as a catalyst to educate, encourage, promote, and recognize improvements that benefit residents of all ages and life stages. Enrollment in the network provides member communities with resources to become more age friendly by tapping into national and global research, planning models, and best practices.” – Nancy LeaMond AARP

The enrollment process involves an application along with a three-year window of opportunity to do surveys, listening sessions, gather data and support to create a community assessment profile that details the strengths and weaknesses of aging-in-place in the town of Ware. We gathered input from many avenues and formed a very robust working group that met monthly under the guidance of Becky Basch from the Pioneer Valley Planning Commission, who did an amazing job at keeping the work moving forward. The result was a comprehensive Community Assessment and Action Plan along with a detailed Executive Summary. These were submitted formally to AARP along with our application and we were very pleased to find out on August 25<sup>th</sup> of 2022 that the Town of Ware was designated as an Age Friendly Community. We were also able to apply for and be granted the designation as a Dementia Friendly Community through the Massachusetts Councils on Aging shortly thereafter.

Both are excellent achievements, however now the actual work begins. Within the Age Friendly designation are 9 Domains of Livability, and each domain has its own Action Committee and section of the Action Plan to embrace and implement. While we have a core group of determined volunteers taking on the tasks, we could always use more. If you are interested in getting involved in helping Ware to become an even better town to age in place and you feel your talents fit in nicely with one of these committees, please feel free to reach out.



### **Contributions/Donations**

Since Senior Centers cannot fundraise for themselves, we are heavily dependent upon and grateful for our Friends of Ware Seniors Inc. group and the local businesses and individuals in the community who donate their time, money, and durable goods to help support the center.

We would like to thank the staffs of Country Bank, Monson Savings Bank, and North Brookfield Savings Bank for their generous donations. We also wish to thank Country Bank's Jodi Gerulaitis and the "CB Crew" staff for the many hours they have volunteered as drivers for the Amherst Survival Center Food Program.

We must also thank Big Y markets for the donations of breads and pastries that we receive from them every day except Wednesday.

We are always thankful for all the help received from both the business community and private citizens throughout the year.

### **2023 Goals**

2023 is an opportunity for the Senior Center to get back to the business of people. We intend to get back to doing home visits and assessments. We will be hiring an activities coordinator to expand events inside and outside of the building. We have a very pro-active Council on Aging excited to think outside of the box to come up with some creative solutions to the problems that 2023 may bring.

We do recognize that this coming year will be difficult for many people; the cost of everything has gone up dramatically and it affects those on a fixed income more than most. We do understand that it will not be business as usual by any means, but at least plans are being made to incorporate more opportunities for Social Services to make a difference.

We will continue to look at the long-term plans for the Senior Center and how this building can best serve the Ware community.

Respectfully submitted,



John L. Zienowicz  
Executive Director  
Ware Council on Aging / Ware Senior Center

## DEPARTMENT OF INFORMATION TECHNOLOGY

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David Grace, Director

The mission of Information Technology is to provide strategic vision, leadership and support solutions to the management and municipal employees of the Town of Ware, MA. The I.T. Department is responsible in providing the infrastructure for business automation, the governance for the use of the network and operating systems and assistance in providing the operational departments the functionality they need. The Information Technology office is located on the first floor of the Town Hall.

The I.T. Department services approximately 120 individual users and 150 computers and servers. The core functions of the department are Network Architecture and Application Server Administration, Disaster Recovery, server configurations (imaging and backup), PC update and antivirus maintenance, service contract management and lastly budget management (Quote & Purchase). Above all are security, intrusion and cyber-attack prevention on the town's personnel, financial and strategic systems.

The Town of Ware's I.T. infrastructure consists of a core network (domain) called "townofware". This core network holds our user and application data, as well as the financial applications that are required to run the major departments of the town's government. Each department requires specific software applications to properly operate and manage daily business and to collect revenue for the town. Each employee that works in town offices is working via computer from 8:00am to 4:30pm daily.

The primary location for the "townofware" is at the Town Hall. Here the main servers, of which there are 8, operate and control the core functions of the network and applications databases. Dedicated servers for Tax Assessment and Accounting are also located here. All application and user data are also stored electronically at the Town Hall. The Town Hall is connected to the internet via Comcast fiber. There is a direct fiber connection between the Town Hall and the Fire Station, as well as a High-Speed wireless connection between the Town Hall and the Police Station. These high-speed connections are used for data backup and recovery in the case of an environmental disaster or catastrophic hardware failure. The systems in place allow us to recover from such an event in a matter of minutes, not months as was the case a few short years ago.

The town also has several other locations that have their own network infrastructures and dedicated servers but are still linked into the town's overall network. The Fire Station, Police Station, Water Department and Senior Center have specific hardware that is required to coordinate and maintain operations and, in some cases, generate revenue for the town (water & sewer bills, ambulance, etc...).

All other locations (Parks, DPW, WWTP and Barnes Street) are connected via the internet into the town's network using a secure VPN (Virtual Private Network). The Police Department also has a sophisticated network to coordinate the police activities and to tie into State and Federal government databases.

The priorities of this year are a continued focus on security, compliance, and infrastructure. In addition, several hardware and software updates were completed. Below is a list of the projects that have been completed during this last fiscal / calendar year:

- **Computer Upgrades**
  - I have completed the upgrade of nearly 25 computers to swap out old, out of warranty machines. My plan is to continue this into the coming fiscal year.
- **Firewall Security and Malware Upgrades**
  - I have completed the final upgrades on all of our location's firewalls. This puts all firewalls on the same level so that malware and geo-location filters can be both consistent and centrally managed from my office.
- **Comcast Negotiations**
  - This past year saw the increased costs of Business Internet at each town location. I successfully managed to reduce the increased costs while obtaining higher bandwidth at specific sites.
- **WestComm Integration**
  - For the new regional dispatch system to work, we had to setup very specific networks that connected the Fire and Police Departments to the WestComm site in Chicopee. There were specific circuits put in place for both the monitoring of the Box Alarms at the Fire Station as well as supporting both radio frequencies for the Police and Fire Departments.
- **Comcast Fiber Upgrades**
  - Due to the connectivity issues required for the WestComm Dispatch system to work for both the Police and Fire Departments, it was necessary to replace the cable modem business internet with a fiber-based solution. This is necessary so that a specific, high-speed link between sites could be employed.
- **Grenville Park Security Cameras**
  - This spring we plan to bring online a new park wide camera system to augment existing cameras at the Fire and Town Hall locations. All cameras can be managed from a single location. The cameras can also be setup in groups for specific person to monitor.
- **MFA**
  - We completed the final integration of multi-factor authentication on the town email accounts. This prevents anyone trying to hack into another account, even if they get the password somehow. It has already prevented several breaches. This is also necessary for our cybersecurity insurance.
- **IT Intern**
  - This year I was able to hire an I.T. Intern, whose primary focus was to support me in the redesign of the town's website. She is a senior at Pathfinder High School. She has background in Information Technology as well as website design and graphics.



- **Website redesign & Upgrades**
  - This spring we began the redesign effort of the Town’s website. This allows us to take advantage of several new features and capabilities that Revize, the company that hosts our site, had to offer. We also took a look at the existing site and made changes in how things are structured, where things could be streamlined and also on user “ease of use” capabilities. This effort is being driven by my I.T. Intern.
- **Server Upgrades**
  - I completed a server upgrade at the Fire Department. All of the town servers are on a replacement rotation.
- **Network Infrastructure Upgrades**
  - I replaced / upgraded several aging network switches at multiple locations around town. These included the Senior Center, Town Hall, Water, Police and Fire departments.
- **CyberSecurity**
  - We were fortunate to obtain the grant for cybersecurity awareness training offered through the Massachusetts I.T. group. We have approximately 50 users taking part this year. This is also a necessary component for our Cybersecurity Insurance.

The upcoming fiscal year’s priorities will be to continue to monitor the security, firmware and software needs of the existing systems, a continuing round of cyber-security training and needed upgrades for some specific servers. These efforts will come in various forms, which include;

- **Police Server Upgrades**
  - As part of the rotation process, this coming year will focus on the Police Station server(s).
- **WestComm Upgrade**
  - With the upgrade on connectivity using fiber, we will need to work on setting up the new interfaces based on these new parameters.
- **NSM**
  - Network Security Management software will be installed into our existing networks. This will allow us finer control of the security and if an intrusion occurs, our ability to catch and document the malicious activity. This is also a pre-requisite for upcoming cybersecurity insurance.
- **Computer Upgrades**
  - I will be continuing to replace aging computers, based on the warranty end dates of each PC. I will also be looking at other ways to prolong the life of the computers by replacing the “old” hard drives with new and faster solid-state drives. I will also increase the memory (RAM) on those PCs that are lacking it.
- **NAS Upgrades**
  - NAS or Network Array Storage will be improved this coming year, by either replacing the existing drives or increasing the storage capacity at specific locations. We use NAS for local and offsite backups of critical systems and data. This is an essential part of our Disaster Recovery System.

## **EXECUTIVE ASSISTANT TO SELECTBOARD & LICENSING AUTHORITY**

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Executive Assistant to the Town Manager and the Selectboard manages all correspondence; answers public inquiries; prepares Selectboard meeting agendas and minutes; and manages all aspects of the ABCC Liquor & One-Day Liquor Licenses, Auto Amusement, Class I, II, III, Common Victuller, and Entertainment licensing. Supports other Committee and Boards as needed.

In October, Christopher Nolan was given the opportunity to become an Assistant Town Manager in another community. The Town wishes him the best of luck. Nicole Croteau, transferred to the Executive Assistant position in December 2022 from the Building Department.

The following is a list of fees, grants, donations, collected in the office during the 2022 calendar year.

|                         |                      |
|-------------------------|----------------------|
| All Licenses            | \$ 24,940.00         |
| Cannabis Impact Fees    | \$ 231,537.34        |
| Comcast Annual Payment  | \$ 19,749.77         |
| Parking Permits         | \$ 1,050.00          |
| Parking Ticket Payments | \$ 9,150.00          |
| Rental of Town Hall     | \$ 800.00            |
| Sales of Surplus        | \$ 63,554.13         |
| <b>Total:</b>           | <b>\$ 328,335.24</b> |

### **PARKING CLERK – PERMITS & TICKETS**

The office acts as the Parking Clerk who works collaboratively with the Ware Police Department to enforce the Town’s Parking Rules and Regulations. Residents may purchase Parking Permits for a fee of \$30.00 per vehicle or at no cost for Veterans. The permits are valid from December 1, 2022, through November 30, 2023. There is no overnight parking on town streets from December 1 through March 31. Parking Permits can be obtained through the Executive Assistant’s office, Monday through Friday, 8:00am to 4:00pm. Only cash and checks are accepted.

### **SPECIAL EVENTS**

A Special Event is any activity that occurs upon public or private property that affects the ordinary use of parks, playgrounds, beaches, fields, buildings, public streets, right-of-way, or sidewalks and it may feature entertainment, amusement, food and non-alcoholic or alcoholic beverages. Examples of Special Events include (but are not limited to) festivals, road races, Farmer’s Markets, block parties, carnivals, and parades. While every Town has different procedures, they are typically driven by State regulations. Ware has developed a Special Event Permit. The permit is reviewed by certain departments and then submitted to the Selectboard for approval. Applicants shall apply for a permit 30 days prior to the event.

### **TOLL ROAD**

Like a special event, Toll Roads is defined as an event during which members of a group stand in appropriated public roadways to collect small donations from passing vehicles. Any Non-Profit organizations from Ware wishing to conduct a Toll Road, shall apply for a permit 30 days prior to the event. The Selectboard acts as the permitting authority.

## FINANCE COMMITTEE

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### **Mission Statement**

The Finance Committee serves in an advisory capacity to the Town Manager and Selectboard. The Committee is comprised of five appointed members with three-year terms, whose primary responsibility is to work with the Town Manager to present a balanced budget at the Annual Town Meeting.

|                     |               |
|---------------------|---------------|
| Ken Willette, Chair | June 30, 2023 |
| Devin Peterson      | June 30, 2023 |
| Terry Smith         | June 30, 2024 |
| S.K. Robinson       | June 30, 2025 |
| Kelsey Sidur        | June 30, 2025 |

The Finance Committee met several times during the 2022-2023 fiscal year to review the town budget, make recommendations on Special Town Meeting articles and approve transfers from Finance Committee reserves. In 2022, Lynn Nenni chooses to not accept another appointment and stepped down from the Committee. Ms. Nenni had extensive experience in private and municipal sector financing. Her insights into long-term financial planning and passion about the creation of future Town fiscal forecasts are missed. Thank you, Lynn, for your service and mentoring of the Committee.

Ken Willette was voted as Chair; S.K. Robinson and Kelsey Sidur were appointed by the Selectboard to fill out the Committee. They joined long serving member Devin Peterson and Terry Smith.

In October 2022, the Committee met to review the Warrant Articles for the Special Town Meeting. The Committee voted to recommend the majority of the Warrant Articles that required funding or would increase the property tax base. Article 12 sought the Town Meetings approval for the Town to purchase a vacant office building on Main Street with consideration of using it for municipal offices and the police department. After much discussion and examining the available documents, the Committee voted to not recommend Article 12 at that time, due to a lack of financial analysis of the cost to convert this building to municipal uses,(but would reconsider this when the financial analysis became available) and the unknown impact of the Town’s financial reserves if the Underride vote passed. The Financial Analysis was available several weeks later and after reviewing it, the Selectboard withdrew this Article from the Warrant, so no action was taken.

The Committee did recommend Article 14, which sought \$370,000 for a new 10-wheeled dump truck for the DPW. This purchase was originally slated for FY24, but by purchasing it now, it mitigated the lengthy manufacturing schedules and delivery timelines created by COVID, ensuring it would be available for the 2024 winter plowing season.

The Committee reviewed the Under Ride ballot question, but took no formal position on it. The Committee found that 24 Massachusetts communities had Under Ride questions brought to the voters and it passed in 23. While none of those communities were exact matches to the financial resources and provision of services of Ware, they had all integrated the Under Ride result into their annual municipal budget process. The Under Ride question did pass and based on the 5-year financial forecast prepared by Town Accountant Tracy Meehan, the FY26 Budget is when the full impact of the Under Ride will be felt.

The Finance Committee will adapt its budgeting work accordingly.

During November, the Committee reviewed the Water/Sewer Capital Project Plans against project enterprise system revenues. It is clear Water Enterprise continues to be self-supporting, where the fees received for providing water meet the operational and short-term capital need. The Sewer Enterprise continues to run a deficit that requires financial support from the General Fund to meet its obligations. The Committee noted the Tighe and Bond Report that proposed a schedule of rate increase over several years, with the goal of closing the deficit gap of the Sewer Enterprise and creating reserves to fund needed capital improvements to both systems.

In December, the Committee met with the DPW Director to be updated on the activity of the Water and Sewer Enterprise departments and capital project need. He reinforced the needs projected by the Tighe and Bond Report and generation of more revenue by increased rates. The long term needs of these enterprise activities are a dark cloud hanging over our financial future. Many of these projects are mandated by state and federal agencies and others are desperately needed to maintain reliable services to customers/residents.

Also in December, working with the Town Manager, we established our meeting calendar for the FY24 Budget Review Process.

Respectfully submitted,

Ken Willette  
Chair

## **FIRE DEPARTMENT**

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Located at 200 West Street    Station 413-967-5901    Office 413-967-9631

To the Citizens of Ware

I would like to begin this report with sincere thanks to Retired Chief Christopher Gagnon, for his thirty 33 years of service and his unyielding devotion to the department and to the Citizens of the Town of Ware and wish him a long and healthy retirement. It is through his hard work and dedication that has allowed the department to continue to evolve and grow to better serve our community.

The fire department continues to strive to provide the highest quality of service to all and will continue to do so. The department just accepted delivery of a Pierce Saber 1500 GPM Pumper, this replaces the 1986 Pierce, Engine 2 that served the town well for many years. The new Engine 2 is in service at this time as our new front-line engine and I expect it to provide the same level and length of service as the engine it replaced.

Currently we have two career positions, created at our last town meeting, that we are in process of filling. This has been a challenge due to the lower-than-expected interest in entering into a career in the fire service and an ever-diminishing pool of applicants. Further complicating this has been a lack of individuals entering the EMS field as well, leaving many jobs that were once held by long time practitioners open, as many opted for leaving the field or retirement during the pandemic, and training programs have not been able to keep up with the rate of attrition. I am hopeful that here is light at the end of the tunnel and we will see a return of interest in joining the ranks of public service once again. We are also continuing to send our members through paramedic school and this year were able to send three, firefighters Perron Harper and Allard. This was possible due in part to a grant we received from Baystate to assist us in providing ambulance service at our previous level when Mary Lane was still in operation. I anticipate they will complete their training and obtain certification this fall.

We continue to make strides in improving our communication infrastructure through West Comm Regional Dispatch. This move has allowed us to maximize our response capabilities and provide a more effective and efficient level of service to our community. While this has been an asset to us there have been some challenges with the transition. Many of our residents have expressed to me there concerns with a remote entity providing this service, there seems to be a feeling of disconnection with some of our citizens, let me assure you that while you may not be speaking directly with us, you are getting quality service.

If you can believe it, the fire station is already ten years old. The building, I am happy to say, is in fine shape. Our staff has been diligent in maintaining it and will continue to do so. We do have some pending capital improvements that will need to be made to keep the building in a mission ready state. We did bring over from the old station some equipment and systems that are nearing the end of their service life and will require replacement. The stations breathing air compressor and fill station for our self-contained breathing apparatus are nineteen years old. We have applied for a AFG grant to replace it. If successful this grant will save the town in excess of \$90,000 and allow the town to apply these resources to other critical needs within the town. Our current turnout

gear is halfway through its service life of ten years and we are hoping to be able to purchase several sets a year over the next five years to ensure the staff has the necessary gear to discharge their duties safely and effectively.

Fire prevention, education and code enforcement are now in the capable hands of Deputy Chief Jeremy Boulrice. In his new role I assure you that he will continue to provide the highest level of professionalism and dedication to providing the citizens of Ware, a fair and responsive approach to fire prevention and code enforcement.

Our call volume remains high for a community our size. In 2022 the department responded to a total of 2,445, with 2,198 of them being EMS calls. We had a total of 34 fires, 14 of them being structure fires. We also provided a total of 41 mutual aid responses and received a total of 8 responses.

I wish to conclude this report by thanking the citizens of Ware for their continued support of our service and to all the members of this department for their dedication and commitment to the Town of Ware. Without your support and their hard work none of this would be possible.

Respectfully Submitted:

James E. Martinez  
Fire Chief  
Ware Fire Department

## HISTORICAL COMMISSION

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### **Role of the Ware Historical Commission/Mission Statement:**

The Ware Historical Commission is the town's agency responsible for identifying, evaluating and protecting the historic, architectural and archaeological assets within the town. The Historical Commission maintains a link to the Massachusetts Historical Commission, which in turn is overseen by the National Park Service and the United States Department of the Interior.

### **Areas for which The Ware Historical Commission is responsible:**

- Assist in the administration of the Preservation Projects Fund, a fund established to assist in carrying out projects and programs for preserving the historic character of the town.
- Maintain an inventory of Ware's historic assets, which currently includes information on over 600 properties. Updates are made to the inventory throughout the year as more historical properties are researched and additional information is added to properties currently listed.
- Protect properties listed on National and State Registers of Historic Districts.
- Assist the town in managing the Demolition Delay bylaw.

**Accomplishments and challenges:** Gratefully accepted new member, Alice Atkinson-Bonasio.

**Nenameseck Square Fountain:** Consulted regularly with John Piechota on the condition of the fountain, park, and fence. Got an estimate and followed through on engaging Pennington Painters to paint the fountain. Purchased a new pump which will be installed in the spring.

**Friends of the Ware Town Hall:** The Friends of the Ware Town Hall reported a good year with plenty of support from townspeople. They are working to redo the wood floors of the Great Hall.

**Education:** Attended workshops by The Massachusetts Historical Commission on Macris Maps, historical architecture, and creating a preservation plan.

**Main Street Facades:** Attended meetings to discuss the plans to update the facades on Main Street and to design an electronic sign.

**Town Hall Bells:** Continued to support the bells with a maintenance plan.

**Display Case:** We continue to display historic artifacts in the case that is located in the hallway of the Ware Town Hall near the offices.

**Scenic Road By-Law:** met several times with the Ware Planning Board to refine our bill and get it ready for adoption by the town.

**The Town Hall:** Our new sign for the Ware Town Hall is ready for installation.

**Book Hunt:** Plans are in the works for another book hunt this year! Books will be purchased, and the hunt will take place in the spring.

**The Commission Responds:** Memorial Day observation / Schmidt Trust – Quabbin Memorial parade was attended by members.

**The Commission Advises:** Met with Shannon Walsh, our liaison to Pioneer Valley Planning Commission to review our plans for the Scenic Road By-Law and the plans for getting the Quabbin Cemetery on the National Register.

Met many times with the Planning Board, Building Commissioner, and Town Manager. Had several phone conversations with another member of PVPC in regards to the Scenic Road By-Law.

**Other Projects:** Created a Preservation Plan for the next 10 years. It's posted on our website. We also completed our work for the Quabbin Valley Quest.

**Short-term goals:**

- Keep a watchful eye on the buildings on Main Street for possible help from the Commission
- Restore/protect items in basement fall-out shelter
- Attend meetings as needed for the Parks and Planning Commissions and to keep our great working relationship; keep a steady line of communication open
- Assist the Town Manager with RPF's for historic buildings and a possible new grant for the Town Hall
- Work with the Friends of the Ware Town Hall committee
- Pass the Scenic Road By-Law

**Long-term goals:**

- Continue to preserve as many of the historical buildings and landscapes that make up the unique character of Ware
- Create a plan for maintaining the building that now houses the Ware Town Hall
- Repair the antique fountain in front of WTH
- Create a library of important documents and publications.
- Cooperate with the Board of Governors for the Ware Center Meeting House, the Friends of the Ware Town Hall, Friends of the Young Men's Library, and the Ware Historical Society
- Nominate the Quabbin Cemetery to the National Register of Historic Places
- March in the parade at Quabbin Cemetery on Memorial Day
- Research and coordinate a review and update of our inventory of historic houses and structures.
- Promote efforts to restore scenic river views along South Street and East Main Street
- Continue the Commission's involvement in the care of Nenameseck Square Fountain in cooperation with the Ware Parks Department



## HUMAN RESOURCES DEPARTMENT

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### *Human Resources Department Mission Statement*

*It is the mission of the Human Resources Department to provide quality customer service to the general public and to all employees for their Human Resources needs in the areas of: recruitment, hiring, compensation, classification, training and development, labor relations, worker's compensation and unemployment.*

*The Town, through its Human Resources Department, is committed to attracting and retaining a knowledgeable and diverse workforce, to fostering professional development, to promoting a harmonious work environment, and to assisting employees in their professional goals through education, training and awareness.*

*The Department will provide information, resources, support and counsel to all Town Departments with a high level of professionalism, integrity, confidentiality and sensitivity to the needs of the employees and the general public.*

In 2022, the Human Resources Department created a town-wide Classification and Compensation Plan to establish a baseline for salaries and town-wide terms and conditions of employment. The Human Resources Director worked with the Town Manager on strategies and implementation of Property & Casualty, Workers Compensation insurance, and Employee Assistance Program. The Human Resources Department has worked in conjunction with the Town Manager's Office and Finance Committee on a plan for adequate staffing levels in Town Departments. In addition, the Human Resources Director has conducted compliance reviews of the Town's standardized Human Resources Procedures and forms. Exit interview packets, parental leave and personnel action form, and a termination checklist has been designed/published and included in the Town's procedures.

In this review of the standardized Human Resources Procedures and forms, the Human Resources Director reviewed the interviewing process or procedures and standard job postings, which correspond to job descriptions, have been drafted for new vacancies. These job description revisions have added new sections or updates to existing sections, describing physical requirements and mental requirements, to comply with OSHA and the ADA; requirements concerning job essential knowledge, skills, or abilities, mandated by best practice, regulation or statute, education, or experience that have changed since the last update of the job description. Standard interview questions have been developed, tailored to specific positions and the job requirements listed in the job descriptions. Interview questions prohibited by law have been described to various managers and eliminated from the interview process.

The Human Resources Director also organized four training sessions for Town staff as well as Boards/Committees. These included Open Meeting Law, Public Records, COMMBUYS, and Dealing with Difficult People training. The Human Resources Director also implemented a workshop for the Town Selectboard of Harassment and decorum. Additionally, the Human Resources Department has implemented a performance evaluation process for newly hired employees coming off their probationary period, Department Heads, and staff.

In the year 2022, the Human Resources Department has recruited the following positions:

Capital Planning Intern  
Grant Administrator  
Administrative Assistants (4)  
Program Coordinator for Community Health  
Community Outreach Coordinator  
Department of Public Works Director  
Youth Engagement Coordinator  
Fire Fighters – On Call (3)  
Fire Fighters (2)  
Poll Workers (4)  
Program Director  
Van Drivers (3)  
Planning & Community Development Intern  
DPW Laborer

Respectfully Submitted,

Justine Caggiano  
HR Director

## **PARKS COMMISSION**

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### **Mission Statement**

Our goal is to keep all facilities maintained, clean, and safe for all to enjoy throughout the year.

### **Grenville Park**

The Park is open year-round with the back section closed to vehicle traffic seasonally. The Park Department does keep the back clear of snow and sanded for walking pleasure. We ask all to please observe the speed limit, no parking, and one-way signs for the safety of everyone. We host a variety of youth sports organizations in the park. Baseball, football, and soccer are played in Grenville Park on various fields here. The park also hosts the annual fireworks and a concert series. The park has walking trails and offers a state boat ramp as well as handicap fishing access in the heavily stocked ware river. The Department is in the beginning stage of installing a new playground at the park. Work is slated to start in the spring of 2023 with completion soon after. Our drainage project on the 1<sup>st</sup> diamond was completed through a PARC grant. The new pickleball courts are up and being used. This seems to be very popular and has a good following. Another project that will take place is the installation of security cameras in the park to help with public safety. The new system will span the new playground back to the main entrance and bandshell.

### **Deardon Memorial Field**

Memorial Field continues to be the location for Ware High School baseball, as well as other youth sporting organizations. The field is equipped with a lighting system to allow for evening events. The town welcomed back a carnival in 2022 for the first time on Memorial Field and plans are in the works for a 2023 event as well. Weather permitting, a skating rink is constructed in the winter months for public use. We received a grant to replace the current basketball court at Memorial, along with irrigation on the sports field. This work will begin around July.

### **Reed Memorial Pool /Beauregard playground**

The pool is currently still closed as we are in the first stages of a study to see what is needed or possible in order to build a new pool. Along with the pool, we are looking to add a splash pad as part of an upgrade to the playground. The study portion has been completed and we are awaiting the findings.

### **Veterans Memorial Park**

Located on Main Street, the Park continues to be used for different functions throughout the year from Memorial Day parade to the Holiday Flair.

### **Nenameseck Square**

The fountain continues to run in summer months and the square is decorated for the holidays.

## **Kubinski Field**

This field is under the control of the DPW, but we oversee the occasional use on the ballfield.

The Park Department has been and will continue to be a team player when it comes to helping the town out. We help other departments whenever we can to ensure we all work together to make Ware the best we all can.

The Park Commission wishes to thank John Piechota, the Park Manager, for his work and dedication to the Parks Department. John and his crew have done an exceptional job in keeping the Park's facilities maintained and safe.

Respectfully submitted,

William Imbier, Chairman, Park Commissioner  
Ryan Mulligan, Park Commissioner  
Kimberly Swarts, Park Commissioner  
John Piechota, Park Manager



## Pathfinder Regional Vocational Technical High School District

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**Eric Duda**

*Superintendent-Director*

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The Pathfinder Regional Vocational Technical High School District Committee is pleased to present this report to the citizens of the nine-town District.

### **SCHOOL COMMITTEE MEMBERS:**

In the 2022 state elections, incumbents Julie Quink (Hardwick), Lorraine F. Alves (Belchertown), Marie Barbara Ray (Ware), and John Nason (Warren) were re-elected. Newly elected members are Robert Lavoie (Palmer), April Judicki (Granby), and Ronald Keith Valley, Jr. (Monson). William Johnson (Granby) decided not to seek re-election this past November after serving 13 years on the committee. In February 2022, Michael Cavanaugh sadly passed away after serving 48 consecutive years on the committee. He will be remembered for his long-standing dedication and commitment to Pathfinder Tech and deeply missed. Members remaining on the Committee are David Droz (Palmer), Francesco Dell'Olio (Belchertown), Martin Goulet (New Braintree), and Jeffrey Nelson (Oakham).

Ware's population has increased to over 10,000 residents, which per the regional agreement, another school committee member from Ware will be appointed. At the first regular meeting after the November election, a reorganization took place. Julie Quink was re-elected Chairperson, David Droz was re-elected as Vice-Chairperson and Lorraine Alves was re-elected as Secretary. The new Student Representative on the Committee is Morgan Brown of Palmer.

### **ADMISSIONS:**

This fall, Pathfinder Tech introduced the new Community Outreach and Admissions department. In addition to enrollment, this department is responsible for all community engagement efforts, communication, event planning, and media relations.

Pathfinder Tech's enrollment as of October 1, 2022, was 641 students. The freshman class consisted of 186 students which is an increase of 11 students from the previous school year. Overall, enrollment has increased by 12 students since October 1, 2021.

Last year, the school received a total of 273 applications. This year the priority application opened on December 7, 2022. As of December 31, 2022, more than 200 applications have been submitted, the majority of which are for the incoming class of 2027. The admissions team fully anticipates that last year's numbers will be surpassed as the February 1 priority deadline fast approaches and the admissions season continues.





## Pathfinder Regional Vocational Technical High School District

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### COMMUNITY OUTREACH:

Pathfinder Tech's incoming freshman class had an opportunity to begin their high school experience early through our 2022 Summer Bridge orientation program. Three session options were available in July and August and this year featured a morning welcome/information session for students and parents/guardians, followed by a full day of programming for students. Through a series of activities and events, the class of 2026 were able to meet current students and staff to begin forming friendships with each other. Placement testing provided some necessary data and the scavenger hunt activity proved to be an interactive way for students to learn their way around Pathfinder Tech.

Come the fall, and for the first time since 2020, Pathfinder Tech began school without COVID restrictions. We welcomed 186 grade nine students and 13 new grade ten students.

In September, Pathfinder Tech made a vibrant first appearance at the Belchertown Fair. We had our own booth exemplifying the amazing things we do and offered free face-painting and manicures, cookie decorating, bird house creation, and robotics demonstrations to passers-by.

During the months of November and December, Pathfinder Tech held two incredibly successful recruitment events: Showcase, and Career Night. Our Showcase event was the largest in the school's history with 331 students in attendance! Career Night was equally as successful and led to a record number of 125 applications on the opening priority application night.

Finally, the community outreach department has made a push to regularly post on Pathfinder Tech's social media, engaging with current students, families and community members. Content includes event updates, fundraisers, department achievements, student features and athletics updates.

### BUDGET:

During 2022, the school committee adopted a final FY23 budget of \$15,033,018 representing an increase of 3.89% over the FY22 Budget. Subsequently, unanimous approval was received when all nine towns that comprise the Pathfinder Regional District voted to approve their assessments during their 2022 town meetings and town council meetings. The FY23 budget was approved pursuant to the regional school budget statute. The formulation of the annual budget and town assessments is based on the previous school year's October 1 enrollment.

For the FY22 and FY23 school years, Pathfinder Tech is providing free school lunch through government subsidies by the National School Lunch Program (NSLP) and supplemental state funding. District-wide free lunches have significantly benefited students experiencing financial instability due to economic hardships brought on by current inflationary pressures within our state and national economy. In addition to free school lunch, Pathfinder Tech has also utilized its federal COVID Relief funds to provide additional student support in the areas of school health services,





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supplementary counseling services, instructional technology upgrades, professional employment skills instruction and to purchase school committee-approved capital items (which ultimately reduce annual capital budgetary requests to member communities).

While there is an array of challenging social, economic, and pandemic related issues that schools continue to face, Pathfinder Tech continues its commitment to offer a rigorous technical education while providing equally demanding academics. Through the use of data driven decision making, Pathfinder Tech has been able to reallocate and adjust its budget to the current needs of our student population. Through our ability to adapt, Pathfinder Tech continually meets its core objectives while being mindful of budget increases to ensure appropriate services based on state and local requirements. While budgetary challenges exist in the areas of technical supplies and materials costs, transportation costs, health insurance costs, retirement costs, and utility costs; we continually review current and future needs to realign resources in the most fiscally responsible manner. As an example, during contract negotiations in FY22, Pathfinder Tech and its multiple collective bargaining units were able to renegotiate our health insurance plan design and contribution rate in a manner that should minimize or negate health insurance budgetary increases for the next 3-5 years. Ultimately, Pathfinder Tech and its dedicated staff are committed to meeting the educational, social, and emotional needs of our students in order to give them a competitive advantage for further educational or workforce opportunities when they graduate from Pathfinder Tech.

### **HIGHLIGHTS FROM PATHFINDER TECH 2021-2022 SCHOOL YEAR**

To kick off the new year, Pathfinder Tech released a trimester newsletter to all members of the communities we serve. Each academic and technical area was featured with articles and photographs. Newsletter releases continued after trimesters 2 and 3, and the second year of their release began at the close of the first trimester of the 2022-2023 school year.

With the arrival of spring, competition season began for several of our competitive student groups and culminated with state and national competition qualifications. Our rookie FIRST Robotics Competition (FRC) team proved to be a force to be reckoned with and made it to the national competition in Dallas, TX. The FRC robot was created through the efforts of eight technical programs and 63 students. Also making it to the national level of competition were several students from Business Professionals of America and six Pathfinder Tech students qualified to participate in the SkillsUSA National Competition in Atlanta, GA. Several members of our Horticulture program participated in the state level competition of Future Farmers of America.

The spring months of May and June were very busy. In partnership with the Palmer Police Department, Palmer Fire Department, Emergency Medical Services, LifeFlight Services, Beers and Story Funeral Home, and Palmer High School that two of our students participated in, all of our grade 11 students viewed a mock car crash staged in the front of Palmer High School. This





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important event realistically demonstrated what can happen to the victims of car crashes and helped to educate young people about the dangers and impacts of distracted driving or driving under the influence of a substance.

In May, Pathfinder Tech held its annual award events: induction into the National Technical Honor Society (NTHS), and the return of our in-person Annual Awards Night Celebration. Fifty-seven students attained the rigorous GPAs and exemplified the qualities necessary for induction into NTHS. Also, 141 awards were announced and distributed for academic and technical excellence during the Annual Awards Night Celebration.

The Pathfinder Tech Class of 2022 participated in a joyous graduation ceremony on the sprawling campus front lawn on the evening of Friday, June 3rd. The beautiful comprehensive graduation program booklet created by our Business Tech program featured 28 pages celebrating each individual graduate and their accomplishments and earned certifications.

The graduates lined up and proceeded down the front driveway in a dignified march to *Pomp and Circumstance*, passing by personalized graduation signs made specially for each graduate—a gift from the district. Pathfinder Tech’s mathematics instructor Anastasia McWilliams opened the ceremony by singing the national anthem, followed by opening remarks from Julie Quink, School Committee Chairperson; Superintendent Eric Duda, and Assistant Superintendent/Principal Carrie Auffrey. Addresses by our Valedictorian Ethan Griswold, Salutatorian Catalina Mudgett, and Class President Trinity Demore provided inspiring words and glimpses of each student’s personality.

We were delighted to also award 66 scholarships totaling more than \$20,000 during the ceremony to deserving grads of our class of 2022. In addition, five class members were identified as being recipients of the John & Abigail Adams Scholarship for outstanding performance on MCAS.

### **COOPERATIVE EDUCATION AND VOCATIONAL TECHNICAL HIGHLIGHTS**

During 2022, a total of 58 students were employed as part of Pathfinder Tech's Cooperative Education Program and 34 students were employed through the WIOA program. These talented and well-trained students continue to be a highly valued resource to the local labor market.

Pathfinder Tech students thrive with hands-on learning opportunities, where they get to use their analytical skills in real-world experiences. Students access these experiences through the work-request system, where Pathfinder Tech’s member-town municipalities and residents can submit requests for work to be completed at a fraction of the industry rates.

Throughout 2022, Pathfinder Tech received over 700 work requests for the year. Approximately 80% of the technical programs accept work requests from residents and municipalities from the nine member towns, however almost all of the programs provide services within the district,







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resulting in significant savings for taxpayers.

- The Automotive Technology program performed work on 257 vehicles, resulting in a savings of over \$100k to community members, when compared to industry rates. The program also helped service the Palmer Police Department fleet of cruisers, providing substantial savings to the town.
- The CAD/Pre-Engineering program performed a number of work requests, including a project to modify a motorized seat for a special-needs child, as well as printing specialized 3D parts.
- The Carpentry program saved community members approximately \$40k on projects, including a residential garage and a barn addition.
- The Collision Repair and Refinishing program saved community members approximately \$20k through servicing 65 vehicles. This year, the program hosted its 29<sup>th</sup> annual Pathfinder Tech Car Show, awarding 40 trophies and plaques amongst 225 classic cars.
- The Cosmetology program serviced in-person clients. The program also hosted 20 senior citizens from the Palmer Senior Center at a special salon-day event, where students provided haircuts for \$3.
- The Culinary Arts program kicked off their new breakfast offering at their signature restaurant, Perso.
- The Electrical program completed approximately 25 community projects as well as a substantial number of electrical projects on the Pathfinder Tech campus.
- The Horticulture program held their annual spring plant sale, and their winter poinsettia and wreath sale. They also installed a low retaining wall around an improved seating area on the school property. Continuing with their tradition, the Horticulture program decorated Storrowton Village with winter holiday greenery and décor that was typical of the colonial period. In addition, they grew vegetables that were harvested by the Culinary Arts students and served at the school's restaurant. The program was selected to design interpretive floral displays for the Festival of Flowers at the Springfield Museum of Science this past spring. To round out their efforts for the year, they hosted several floral design classes for member-town garden clubs.
- In the fall of 2022, the Plumbing technical program expanded to include an additional staff member, which allows the program to take on outside work requests.
- The Programming and Web Development program hosted a technology recycling drive in the fall in an aim to help both the environment and town residents to remove unwanted technology clutter from their homes and businesses. In the spring, students built new computers for use in the upper-class portion of their technical area. The students researched and specified all the necessary components for the build while working within a budget and saving the district a substantial amount of money. The build included assembling the computers and installing necessary software. Additionally, upper-class students from the program serviced close to 625 help-desk tickets submitted by Pathfinder Tech staff and students. When they aren't servicing staff computers, the Programming & Web Development students work on web design projects for outside customers.





## Pathfinder Regional Vocational Technical High School District

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### SELECT STUDENT ACCOMPLISHMENTS

#### SPRING OF 2022:

- A team of two Business Technology freshmen placed second in the Junior Achievement of Western MA EnTEENpreneur Challenge Pitch Contest! The students created their own company and had 120 seconds to pitch their idea to the sharks (judges).
- All six Business Technology students who competed in the MA BPA State Leadership Conference placed and qualified to attend the national event. The Podcast Team placed 1<sup>st</sup> and the Global Marketing Team placed 2<sup>nd</sup>.
- Three students placed 1<sup>st</sup> in their individual computer events, and one placed 3<sup>rd</sup>. At the BPA National Leadership Conference in Dallas, TX, the Global Marketing Team placed 5<sup>th</sup> nationally.
- Cosmetology students passed state board exams at a 100% passing rate.
- Through the CAD/Pre-Engineering program, five students earned their Certified SolidWorks Associate certification, one student passed two out of three segments of the Certified SolidWorks Professional certification, and 12 students earned the Certified SolidWorks Associate-Additive Manufacturing certification.
- Three Health Assisting juniors and two seniors successfully passed the rigorous CNA exam.
- At the MA Future Farmers of America competition, one student earned 1<sup>st</sup> place in Science Project Food Systems, another student placed 2<sup>nd</sup> in Codit Demonstration, and another student received 3<sup>rd</sup> place in Chainsaw Demonstration.
- During the SkillsUSA MA State Leadership Conference, students brought home a total of 20 medals: 1<sup>st</sup> and 3<sup>rd</sup> in Automated Manufacturing Team, 1<sup>st</sup> in Power Equipment Technology, 1<sup>st</sup> in Mobile Robotics Technology Team, 2<sup>nd</sup> and 3<sup>rd</sup> in Collision Repair Technology, 2<sup>nd</sup> in Customer Service, 2<sup>nd</sup> in Diesel Equipment Technology, 3<sup>rd</sup> in Cosmetology, 3<sup>rd</sup> in Electronics Technology, 3<sup>rd</sup> in Health Knowledge Bowl, and 3<sup>rd</sup> in Plumbing.

#### SUMMER OF 2022

- Four Pathfinder Tech students competed at the SkillsUSA National Leadership Conference in Atlanta, GA. One student earned a bronze medal in Electronics Technology, a team of two students earned bronze medals in Mobile Robotics, and one student earned 10th place and a SkillsUSA Skills Point Award for meeting/exceeding industry standards in Collision Repair.

#### FALL OF 2022

- Four students from the Horticulture program competed in the FFA Floral Design competition at the Big E this year and took home 3<sup>rd</sup>, 8<sup>th</sup>, 10<sup>th</sup>, and 15<sup>th</sup> places.
- The Pathfinder Tech freshman class of 2026 celebrated the announcement of their technical program assignments during the first annual Pathfinder Tech Technical Program Signing Day. At this event, students signed a certificate attesting that they commit to learning





## Pathfinder Regional Vocational Technical High School District

240 Sykes Street, Palmer, MA 01069 • (413) 283-9701 • [www.PathfinderTech.org](http://www.PathfinderTech.org)

technical skills and demonstrating workplace professionalism in their technical program area.

- This fall, approximately 40 juniors and seniors from the carpentry, horticulture, electrical, HVAC and plumbing programs participated in an intensive, week-long pre-apprenticeship training program from the New England Laborers Training Trust Fund. The intent of the program is to create a pipeline of tradesmen and women who are interested in establishing careers on MassDOT highway construction projects. During the program, students learned industry-specific skills (such as work-zone safety, surface lining and grading, and construction math), participated in a hands-on concrete project, and also earned their CPR/First Aid and AED certifications. Several Pathfinder students were offered cooperative education jobs through local public works departments, and over 25% of participants were selected as top-performing students from throughout Massachusetts.
- A team of business technology students took home the 1<sup>st</sup> place trophy from the annual Junior Achievement of Western MA Stock Market Challenge. The student teams had \$1 million to invest in a 60-round competition against teams from other schools around Western Massachusetts.

### ATHLETICS

The Athletic Department continues to offer a program in which all students can participate without fees. The following sports were offered: baseball, basketball, cheerleading, football, golf, lacrosse, soccer, wrestling and softball. In addition, ice hockey was made available through a cooperative agreement with Amherst. Six students enrolled in this inaugural offering which became available in the fall of 2022.

### CURRICULUM

Students at Pathfinder Tech and across the country are still feeling the effects from the global pandemic. Data-driven intervention models were still at the forefront for 2022. In conjunction with the data team, data from progress reports and trimester reports were reviewed to address the high number of students that were failing courses. School vacation extra help was instituted in order to provide extra opportunities for students to make up missing work, or get extra help on particular assignments. All students were scheduled individually based on the courses where they needed help.

Professional development continued to be offered once per month after school with a focus on best practices. During these sessions there are five different presentations for staff to choose from. Each of these sessions is led by a Pathfinder Tech staff member, so that the staff can learn from each other, and share expertise in particular areas. The PDPs that staff receive for this and all other professional development delivered by the district are now tracked and distributed through TechPoint.





## Pathfinder Regional Vocational Technical High School District

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In spring and summer of 2022, a plan was developed to begin building a music program at Pathfinder Tech. A full-time music teacher was hired with a focus on band, instrumental music, and digital music offerings for the 2022-2023 school year. This is part of a larger fine arts initiative that was launched four years ago. Increasing offerings in fine arts for our students has been a focal point and proven to be a valuable educational initiative.

Two new elective courses were offered during the 2022-2023 School Year: Math in Sports, and Exploring Math Through Art. Course offerings are being continuously considered and explored to best educate our students. We will continue to do so through content specific electives.

### GUIDANCE DEPARTMENT

The staff in the Guidance Department continued to assist students to be college and career ready, updating its curriculum and services to help students transition to post-secondary education or the workforce upon graduation. In addition, the counselors ensured that students had access to responsive services that assist them in addressing issues and concerns that interfered with their academic, personal, social or career development. The guidance department is also responsible for managing and overseeing the 504 accommodation plans, which service more than 50 students. This entails scheduling and managing meetings with teachers, students and families to update plans and make sure that appropriate accommodations are in place and students are showing success.

### STUDENT SERVICES

Pathfinder Tech's Student Services department oversees special education, mental health/social emotional learning initiatives, and English learners programming.

In the 2022 school year the department executed the Individual Education Plans (IEPs) of roughly 165 students. The dedicated staff of teachers, paraprofessionals, and student support personnel worked to improve their process of team meetings and IEP development.

In the area of social/emotional learning and mental health, the department moved into the second year of universal implementation of DBT: STEPS-A for 9<sup>th</sup>-graders. A pilot program of universal mental health screening for 9<sup>th</sup>-grade students was initiated at this time and will occur again prior to the completion of the 2021-2022 school year. The intention is that this initiative will inform a tiered system of social emotional support for students beginning in the 2022-2023 school year and will be overseen by the MTSS coordinator. The department also partnered with Care Solace, an agency that acts as a liaison to connect members of the Pathfinder Tech community with the necessary mental health and substance abuse providers.

Currently Pathfinder Tech serves three English-learning students; demographic trends indicate that this number will increase in the coming years. As such, the department submitted and had approved a complete program proposal for EL students from DESE.





# Pathfinder Regional Vocational Technical High School District

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## SPECIAL PROGRAMS

Summer school in 2022 had participation from 53 Pathfinder Tech students and 50 out-of-district students. A total of 159 courses were taken by students from nine different sending districts. Revenue generated from out-of-district students resulted in no charge for Pathfinder Tech students this year. Most of the funding for summer schoolteachers was grant-funded. We also held in-person summer school courses for students who had low achievement throughout the year and needed extra remediation for English or math courses.

The Pathfinder Tech Summer Youth Enrichment Program was in full swing this previous summer and enjoyed great success! Young students from local towns entering grades 4 through 8 participated in a variety of hands-on learning opportunities within 12 different technical programs as well as other exciting areas, such as biking, first responders, and arts & math! The sessions were held over a 3-week period during the month of July, with 292 spots filled over the 3 weeks.

## ADULT EVENING COURSES

2022 marked the beginning of a bold step in the direction of Adult Evening Education with the addition of two new programs: electrical and plumbing. These programs are the start of a long-awaited, rewarding journey. These pilot programs, serving 24 adult learners, were developed in partnership with MassHire. All funding for this offering was secured through a competitive grant award through the Career Technical Initiative, totaling approximately \$280K in funding. The electrical and plumbing programs will run concurrently, with a start date of January 2023 and a projected completion date of June 2023. Each program will consist of 200 hours of classroom time and hands-on experience.

Each adult learner will get the opportunity to learn a large array of trade skills and gain certifications that will enable them to become immediately employable in these respective fields.

Adult evening education will be expanded in the coming months and years to include more offerings that will be of great benefit to the local community.

## CONCLUDING STATEMENT

As Pathfinder Tech enters its 50<sup>th</sup> year of offering high quality career and technical education to our member communities, the school committee wishes to reaffirm its pride in the staff and students. The committee wishes to thank our legislators, town officials, and the several town meetings for their support.

Respectfully submitted,

Julie Quink (Hardwick) Chairperson  
Lorraine F. Alves (Belchertown) Secretary  
Francesco Dell’Olio (Belchertown)  
April Judicki (Granby)  
Jeffrey Nelson (Oakham)  
John Nason (Warren)  
Eric Duda, Superintendent-Director

David Droz (Palmer) Vice-Chairperson  
Robert Lavoie (Palmer)  
Ronald K. Valley, Jr. (Monson)  
Martin Goulet (New Braintree)  
Marie Barbara Ray (Ware)  
Morgan Brown, Student Member



BELCHERTOWN – GRANBY – HARDWICK – MONSON – NEW BRAINTREE – OAKHAM – PALMER – WARE – WARREN

## **PLANNING & COMMUNITY DEVELOPMENT DEPARTMENT**

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### **PLANNING & COMMUNITY DEVELOPMENT OVERVIEW**

The Planning & Community Development Department (PCD) staff continues to support the Planning Board (PB), Zoning Board of Appeals (ZBA), Community Development Authority (CDA), and the Open Space Committee. Our accomplishments reflect the commitment and dedication that these board and committee members have offered through their time and efforts.

### **2022 ACCOMPLISHMENTS OF THE PCD DEPARTMENT**

- Worked with the grants coordinator to secure a \$70,000 grant from the Community Planning Grant Program for a feasibility and adaptive re-use study of the Mary Lane Hospital complex.
- Secured a \$30,000 grant from the REDO program to order and successfully install a digital sign across the street from Town Hall.
- Secured a \$45,075.20 grant from the MassDOT Shared Streets and Spaces program to install 16 pedestrian blinker signs and 10 benches along West Street.
- Worked with the grants coordinator to secure a \$42,740 grant from the Municipality Vulnerability Preparedness (MVP) Program to create a sub-watershed master plan for Muddy Brook. The town contracted with the Pioneer Valley Planning Commission (PVPC) to carry out the work.
- Worked with the grants coordinator and the director of public works to secure a \$496,570 grant from the MassDOT Complete Streets program to reconstruct the roadway and sidewalks along Church Street.
- Made significant progress on reviewing the newly proposed subdivision regulations.
- Implemented several zoning changes at the annual and special town meetings pertaining to craft breweries/distilleries, marijuana delivery, prohibition of urban fill, addition of earth processing, auto salvage, updates to the earth removal bylaw, and a district alteration of the Residential Business (RB) zoning district.
- Coordinated with Pare Corporation to conduct a build-out analysis and traffic operations study of West Street.
- Coordinated with Weston & Sampson to conduct a Phase I and Phase II ESA of the Monroe Street brownfield site (former Ware MGP).
- Partnered with the Town of Hardwick and was awarded the FY21 Community Development Block Grant which provided continuing funding for the Senior Outreach Service Program, the Domestic Violence Victim Safety Enhancement Program, Behavioral Health Network Patch Program, and the Adult Literacy Program. This grant also provided funding for the Façade Improvement Program.
- Successful bidding and coordination of phases II and III of the Ware Rail Trail construction project.
- Coordinated with PVPC to develop zoning language regulating battery storage energy systems and facilities.

## **PLANNING BOARD**

The Planning Board, consisting of five elected members and one appointed alternate member, met regularly during 2022. Meetings are held on the first and third Thursday of the month. It has always been in the Board's best interest to meet as often as necessary to conduct business deemed appropriate under Massachusetts General Laws and the Charter of the Town of Ware. All meetings were video recorded and broadcast via the local public cable access as well as Zoom.

The principal responsibilities of the Planning Board are to foster sound community growth and development while preserving community character, heritage, and natural resources. To do so, the Board reviews and evaluates commercial site plans, subdivisions, subdivision "Approval Not Required" plans (ANRs), proposed zoning bylaws, and zoning map amendments. Responsibilities are contained in the Massachusetts Zoning Act, Chapter 40A, and the Municipal Planning and Subdivision Legislation, Chapter 40A. Local authority and responsibilities are found in the town's Zoning Bylaws, which are adopted and amended at town meetings, and the Board's Subdivision Rules and Regulations.

The Planning Board Members are as follows:

| <b>Name</b>          | <b>Position</b> | <b>Term Expiration</b>       |
|----------------------|-----------------|------------------------------|
| Richard Starodoj     | Chairman        | 2026                         |
| Edward Murphy        | Vice Chairman   | 2024                         |
| Nancy Talbot         | Clerk           | 2027                         |
| Kenneth Crosby       | Member          | 2025                         |
| Christopher DiMarzio | Member          | 2023                         |
| Elizabeth Hancock    | Alternate       | June 30 <sup>th</sup> , 2022 |

## **THE YEAR IN REVIEW**

During the calendar year of 2022, the Planning Board held twenty-three regular meetings, two special meetings, and two joint meetings with the Zoning Board of Appeals (ZBA).

Joshua Kusnierz stepped down as both the Planning Board Chairman and Member to pursue a seat on the Selectboard. He was replaced by Nancy Talbot as a write-in candidate during the Annual Town Elections (April of 2022).

Joseph Knight sadly passed away in June of 2022 and was replaced by Christopher DiMarzio to carry out the remainder of his term.

The following is a list of permits the Planning Board has processed this year, not all may have decisions at this time:

## ENDORSED APPROVAL NOT REQUIRED (ANR's)

- E. Couture 176 Greenwich Road (ANR-2022-01)
- J. Longtin Old Gilbertville Road (ANR-2022-02)
- F. Smith 174 Greenwich Road (ANR-2022-03)
- DC Engineering & Survey Inc Szczygiel Road (ANR-2022-04)
- R. Conrad 184 Greenwich Plains Road (ANR-2022-05)
- M. Parker 34/51 Pine Street (ANR-2022-06)
- C. Campbell Campbell Road (ANR-2022-07)
- DC Engineering & Survey Inc. Coffey Hill Road (ANR-2022-08)
- D. Mendelsohn 4-6 Eddy Street (ANR-2022-09)
- Diocese of Springfield 17 North Street (ANR-2022-10)
- C. Campbell Campbell Road (ANR-2022-11)
- C. Chrabaszcz 252 Belchertown Road (ANR-2022-12)
- J. Richard Penny Lane (ANR-2022-13)

## SPECIAL PERMIT (SP) AND SITE PLAN REVIEW (SPR) APPLICATIONS

- SP-2022-01: The Special Permit of Frederick T. Smith III requesting a one-year extension for the approved earth removal project located on Greenwich Road, Parcel ID 35-0-12, zoned in the Rural Residential (RR) District. **Approved**
- SP-2022-02: The Special Permit of Shawn Cantwell (Shawn's Paint Co) to operate a home-based contractor business out of his private residence at 61 Hardwick Pond Road, Parcel ID 43-0-16, zoned in the Rural Residential (RR) District. **Approved**
- SP-2022-03: The Special Permit of Greenwich Road Realty, LLC., requesting a one-year extension for the approved earth removal project located on Greenwich Road, Parcel ID 35-12-1, zoned in the Rural Residential (RR) District. **Approved**
- SP-2022-04 & SPR-2022-01: The Special Permit and Minor Site Plan Review of Steve Mansfield (Steve & Sons Auto Detailing Inc.) to construct a garage and continue operating a home-based contractor business at 187 Gilbertville Road, Parcel ID 41-0-24, zoned in the Rural Residential (RR) District. **Approved**
- SP-2022-05 & SPR-2022-02: The Special Permit and Minor Site Plan Review of Michael Harris (Green Adventure, LLC) to operate a recreational marijuana establishment at 14 West Street, Parcel ID 56-0-39, zoned in the Downtown Commercial (DTC) District. **Approved**
- SP-2022-06: The Special Permit of Verizon Wireless (d/b/a Cellco Partnership) to construct and operate a 130-foot wireless communications facility at 148 West Street, Parcel ID 56-0-102, zoned in the Highway Commercial (HC) District. **Approved**
- SP-2022-07: The Special Permit of Pamela J. Hausser (The Boston Puppy) to operate a customary home occupation at 73 Hardwick Pond Road, Parcel ID 43-0-14, zoned in the Rural Residential (RR) District. **Approved**
- SP-2022-08: The Special Permit of Jeremy Chapman (Melink Solar Development) requesting a one-year extension for the approved solar project located at 45 Greenwich Plains Road, Parcel ID 22-12-1, zoned in the Rural Residential (RR) District. **Approved**



- SP-2022-10: The Special Permit of Karen Hubacz (Bond Construction Corporation) to conduct an earth removal operation at 219 and 240 Babcock Tavern Road, Parcel ID 4-0-14 & 4-14-2, zoned in the Rural Residential (RR) District. **Ongoing**
- SPR-2022-03: The Minor Site Plan Review of McDonald’s USA, LLC, to convert a one-lane drive-thru into a two-lane drive-thru, at 117-119 West Street, Parcel ID 56-0-111, zoned in the Highway Commercial (HC) District. **Approved**
- SP-2022-11 & SPR-2022-04: The Special Permit and Minor Site Plan Review of Kaily Hepburn (Pineapple Express, LLC) to operate as a marijuana delivery operator at 124 C West Street, Parcel ID 56-0-94, zoned in the Highway Commercial (HC) District. **Approved**

**DEFINITIVE SUBDIVISION PLAN APPLICATIONS**

Fieldstone Commons: The definitive subdivision plan review application by John C. Soper to create a two-lot subdivision (one lot with an approved solar array and the other with a residential use) at 45 Greenwich Plains Road, Parcel ID 22-0-12 & 22-0-1, zoned in the Rural Residential (RR) District. **Approved**

**ZONING BOARD OF APPEALS**

The Zoning Board of Appeals (ZBA) consists of five (5) appointed members and two (2) appointed alternate members, met on an infrequent basis in 2022. The Board meets on the third Wednesday of each month as needed.

The Zoning Board of Appeals (ZBA) is a quasi-judicial body which operates under the authority of Chapter 40A of the General Laws of the Commonwealth for the purpose of promoting the health, safety, convenience, and general welfare of the Town of Ware. The ZBA reviews application requests for variances related to relief from dimension use regulations of the Zoning Bylaw, and Special Permits for non-conformities that are stated in the Zoning Bylaw. The Board may be asked to review applications of appeal submitted by residents or business owners who are aggrieved by a decision made by the Building Commissioner or the Planning Board. The Zoning Board of Appeals reviews requests for Comprehensive Permits submitted under Chapter 40B by developers who wish to create affordable housing.

The Zoning Board of Appeals Members are as follows:

| <b>Name</b>     | <b>Position</b> | <b>Term Expiration (June 30<sup>th</sup>)</b> |
|-----------------|-----------------|---|
| Lewis Iadarola  | Chairman        | 2024  |
| Jodi Chartier   | Vice Chairman   | 2025  |
| Charles Dowd    | Member          | 2023  |
| Greg Eaton      | Member          | 2023  |
| Philip Hamel    | Member          | 2023  |
| David Skoczylas | Alternate       | 2024  |
| S.K. Robinson   | Alternate       | 2025  |

## THE YEAR IN REVIEW

During the calendar year of 2022, the Zoning Board of Appeals held eight (8) regular meetings and two (2) joint meetings with the Planning Board. The Board typically only meets on an as needed basis.

Below is a list of the Appeals, Variances, and Special Permits (Non-Conformities) requests received this year by the Zoning Board of Appeals:

- V-2022-01: The Variance request by Yasser Fares to construct a detached carport within the side yard setback at the residence located on 30 Anderson Road, Parcel ID 10-0-123, zoned in the Rural Residential (RR) District. **Denied**
- V-2022-02 & SP-2022-09: The Variance and Special Permit by Antroy Cleghorn to exceed density regulations to allow for three (3) dwelling units in an existing building at 14 Prospect Street, Parcel ID 61-0-229, zoned in the Downtown Residential (DTR) District. **Approved**
- A-2022-01: The Administrative Appeal on the cease-and-desist issued by the Zoning Enforcement Officer on July 28, 2022, brought up by Paul A. & Gail F. Moryl of 40 Fisherdick Road, Parcel ID 21-0-38, zoned in the Rural Residential (RR) District. **Denied**

## COMMUNITY DEVELOPMENT AUTHORITY

The Community Development Authority (CDA), consists of five (5) appointed members, met regularly during 2022. The Community Development Authority have the following powers and duties:

- Oversee all Community Development Block Grants (CDBG) awarded to the Town and other grants which were obtained through the Planning & Community Development Department
- Oversee loans provided to businesses from the Economic Development Fund
- Oversee loans provided to individuals through any other loan programs administered such as the Septic Loan Program
- Determine which areas of the town constitute decadent, substandard, or blighted and prepare plans for the redevelopment of such areas
- Work with stakeholders, prepare plans and oversee implementation of strategies to revitalize the downtown and Millyard areas
- Participate in general economic development projects; and any other activities as needed to effectuate positive change regarding community or economic development

The Community Development Authority Members are as follows:

| <b>Name</b>     | <b>Position</b> | <b>Term Expiration (June 30th)</b> |
|-----------------|-----------------|------------------------------------|
| Danielle Souza  | Chair           | 2024                               |
| John Carroll    | Member          | 2025                               |
| Brandy Brusco   | Member          | 2024                               |
| S.K. Robinson   | Member          | 2024                               |
| Rhiannon Gresty | Member          | 2023                               |

## **THE YEAR IN REVIEW**

During the calendar year of 2022, the CDA held eleven (11) regular meetings to address numerous topics such as:

- ✓ PVPC grants activities including: Bank Street infrastructure improvements, housing rehabilitation program, social services including adult education, support for young families, domestic violence education and prevention, discussions on Cottage Street design and engineering, and the Façade Improvement Program.
- ✓ Continuing our partnership with the QVDC & QVBAC to support local, small businesses through their loan program and other activities.
- ✓ Allocating CDBG miscellaneous funding to programs such as: the First Time Homebuyer Program, the Veteran’s Memorial Carnival, and the Park Avenue Sewer Project.

## **OPEN SPACE COMMITTEE**

The Open Space Committee, consisting of three residents and two staff members, met only once during 2022. The duty and responsibility of the Open Space Committee is to oversee information which is used to understand the needs of the community relative to open space and recreation. Current projects include the Ware River Blue Trail, and maintenance of the existing Ware Rail Trail. Completed projects include the hard packing of gravel and grading of the remainder of the Rail Trail from Longview Avenue to Robbins Road.

The Open Space Committee’s four goals regarding open space and recreation within Ware are as follows:

- ✓ Goal #1: Provide a broad range of high-quality recreational programs.
- ✓ Goal #2: Manage open space and recreation cohesively and effectively.
- ✓ Goal #3: Preserve the town’s rural characteristics.
- ✓ Goal #4: Increase public awareness of open space and recreation resources.

The Open Space Committee Members are as follows:

|                  |              |
|------------------|--------------|
| Denis Ouimette   | Member       |
| Paul Opalinski   | Member       |
| James Kadra      | Member       |
| Stuart Beckley   | Staff Member |
| Robert Watchilla | Staff Member |

## **FINAL THOUGHTS**

The Planning & Community Development Department has continued to work on the goals and objectives of these various boards and committees this department serves. We will continue to search for funding to help with various planning initiatives in town that are greatly needed. Community/economic development, open space preservation/outdoor recreation, large scale planning and research, zoning and other bylaw updates will continue to be our main objectives. Thank you to all the board and committee members who continue to serve as well as the residents of Ware who continue to give us their support.

Respectfully submitted,

Robert A. Watchilla

*Director of Planning and Community Development*

## **POLICE DEPARTMENT**

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Located at 22 North Street

Business line 413-967-3571

The Ware Police Department is operational 24 hours a day / 7 days a week.

### **Mission Statement**

The Ware Police Department is committed to protecting the lives, property, and rights of all people by working in partnership with the community to fight crime, preserve peace, maintain order, and enforce the law impartially.

The Ware Police Department is dedicated to accomplishing its mission and treating every citizen with respect, compassion, courtesy, and professionalism.

The Ware Police Department has a zero-tolerance response to criminal activity and is determined to be relentless in its pursuit of justice, always remembering that “The police are the public and the public are the police.”

### **Function**

The Ware Police Department is a full-service police department that provides around-the-clock response to calls for service. Functional responsibilities for the Ware Police Department include patrol, answering calls for service, responding to an investigation, report of a crime, criminal activity, illegal narcotics violations, sexual assault investigations, investigating motor vehicle accidents, and motor vehicle law enforcement.

### **Online**

The Ware Police Department’s online citizen reporting system allows people to report criminal activity which can be done anonymously, as well as entering reports on other select incident categories. You can access online reporting by entering the Town of Ware website and linking to the police department. Select “online reporting” to file a report.

The Ware Police Department page provides links to the Registry of Motor Vehicles (DOT), motor vehicle crash reports, firearms licensing information, and specific officer contact information along with other connections to the Ware Police Department.

### **Facebook**

The police department also posts various notifications on their Facebook site, such as recent or major arrests, along with various events, notices, photographs, and information. There have been some changes to the site and everyone is welcome to view it.

**Ware Police Department Activities from January 2022-December 31, 2022**  
(Selected categories)

Calls for service/log entries: 16,027

|   |      |   |      |
|---|------|---|------|
| Arrests                                     | 345  | Suspicious / Wanted – Past              | 96   |
| Summons/Hearings for Criminal Offenses      | 300  | Suspicious / Wanted – In Progress       | 230  |
| Incident Reports                            | 517  | Theft / Larceny – Past                  | 76   |
| Motor Vehicle Violations / Traffic Stops    | 1685 | Theft / Larceny – In Progress           | 23   |
| Verbal Warning                              | 1281 | Traffic Incident / Crash – Past         | 151  |
| Citations Issued                            | 150  | Traffic Incident / Crash – In Progress  | 160  |
| Written Warnings                            | 177  | Traffic V / Hazard / Comp – Past        | 63   |
| Criminal Motor Vehicle Complaints Issued    | 27   | Traffic V / Hazard / Comp – In Progress | 389  |
| Fire Alarm                                  | 159  | Trespass / Unwanted – Past              | 18   |
| Electrical Hazard                           | 11   | Trespass / Unwanted – In Progress       | 51   |
| Fuel Spill – Odor                           | 11   | Juvenile Complaint                      | 21   |
| Gas Leak – Odor                             | 20   | EMS Mutual Aid                          | 294  |
| Mutual Aid / Assist Outside Agency          | 10   | Fire Mutual Aid                         | 15   |
| Outside Fire                                | 22   | Medical Emergency                       | 1745 |
| Structure Fire                              | 33   | Fire / EMS Public Service               | 20   |
| Vehicle Fire                                | 4    | Section 12 / Crisis                     | 16   |
| Custody Issue                               | 6    | Service 209A / Harassment Order         | 190  |
| Abduction                                   | 2    | Safety Hazard / Priority 1              | 8    |
| Administrative                              | 1609 | Safety Hazard / Priority 2              | 44   |
| Alarm                                       | 291  | Safety Hazard / Priority 3              | 21   |
| Animal Complaint                            | 288  | Soliciting                              | 6    |
| Assault – Past                              | 26   | Service of Summons                      | 71   |
| Assault – In Progress                       | 24   | Traffic Assignment                      | 15   |
| Sexual Assault – Past                       | 6    | Transport Service                       | 157  |
| Assist Other Agency – Non-Urgent            | 164  | Warrant Service                         | 97   |
| Assist Other Agency – Urgent                |      | Weapons / Firearms – In Progress        | 16   |
| Suspicious Package                          | 4    | Abandoned 911 Calls                     | 551  |
| B&E / Burglary – Past                       | 22   | Abandoned / Found Property              | 10   |
| B&E / Burglary – In Progress                | 17   | Property Check Parks / Buildings        | 898  |
| Home Invasion                               | 1    | BOLO                                    | 31   |
| Damage / Vandalism / Mischief – Past        | 51   | By-Law Violations                       | 114  |
| Damage / Vandalism / Mischief – In Progress | 11   | Fire Complaints                         | 10   |
| Disturbance / Nuisance – Past               | 93   | Dart Follow-Up                          | 19   |
| Disturbance / Nuisance – In Progress        | 391  | Directed Patrol                         | 24   |
| Disturbance / Domestic – Past               | 37   | Detail / Overtime                       | 459  |
| Disturbance / Domestic – In Progress        | 212  | Fire Alarm Testing                      | 142  |
| DUI / Impaired – In Progress                | 41   | Fire Investigation                      | 17   |
| Drugs – Past                                | 11   | Investigation Follow-Up                 | 661  |
| Drugs – In Progress                         | 10   | General Information                     | 1024 |
| Wanted 290A Violations – Past               | 22   | Robbery – In Progress                   | 1    |
| Wanted 290A Violations – In Progress        | 9    | Carjacking – Past                       | 1    |
| Explosion                                   | 2    | Suicidal / Attempted – Past             | 1    |

|  |     |                                       |     |
|--|-----|---------------------------------------|-----|
| Fraud / Deception                            | 56  | Suicidal / Attempt – In Progress      | 25  |
| Harassment / Stalking / Threat – Past        | 172 | Miscellaneous – Non-Urgent            | 929 |
| Harassment / Stalking / Threat – In Progress | 63  | Miscellaneous – Urgent                | 22  |
| Mental Disorder / Behavioral                 | 49  | Missing / Runaway / Found Person      | 88  |
| Public Service / Keep Arranged               | 44  | Officer Needs Assistance – Non-Urgent | 1   |
| Public Service / Well Being – Non-Urgent     | 219 | Officer Needs Assistance – Urgent     | 1   |
| Public Service / Well Being – Urgent         | 260 |                                       |     |
| Public Service / Keep the Peace – Urgent     | 13  |                                       |     |

## **Emergency 911**

The Town of Ware merged with WESTCOMM to handle the Town’s E-911 calls for Police and Fire. This is a great benefit for the Town of Ware as E-911 is a profession in itself.

## **Structure of the Ware Police Department**

The Ware Police Department has twenty full-time police officer positions. This includes the Chief of Police, one Lieutenant, three sergeants, one Detective, and fifteen patrol officers, including the S.R.O. (School Resource Officer) and K9 Unit, 1 SRT (Special Response Team of Hampden County) member.

## **Goals**

To effectively and efficiently operate the police department, to increase staffing levels to an appropriate level to be proactive in protecting the community we serve, and to reduce the amount of liability that is associated with departments being understaffed, under-trained and under supervised; to continue with proactive drug investigations in hopes of reducing the amount of drug distributors and the amount of drug overdoses within our community, and to remain proactive with domestic violence initiatives to reduce the number of victims and offenders within our community. The ultimate goal is to reduce the criminal activity within our community which will make the Town of Ware a stronger and better community.

## **PROGRAMS / POLICE ACTIVITY / COMMUNITY POLICING**

### **TRIAD**

Detective Bertini of the Ware Police Department has continued to be the primary contact person for TRIAD. This program is a partnership between seniors, law enforcement, and protective services to promote older-adult safety and reduce the fear of crime that older adults tend to experience. This partnership helps to educate the senior community from being targeted by scams or other deceptive practices. The Ware TRIAD Sand for Seniors program is an initiative with the Northampton District Attorney’s Office, Northampton Sherriff’s Office, Ware DPW, and the Ware Police Department where seniors sign up for a 5-gallon bucket of sand. The initial bucket is delivered to them with sand and when they run out, they can use the bucket to refill with sand at the public sand pile at the Highway Department. The Ware Police Department will continue to support these programs.

## **Coffee with A Cop**

The Ware Police Department will continue the Coffee with a COP program. This is a meeting between police officers and the general public for the purpose of getting to know one another, learning about the things police do in their community, and allows an opportunity for those who attend to report incidents or concerns in their neighborhood to the police. These meetings are held at the Senior Center, and food and refreshments have been sponsored by Dunkin Donuts and the Ware Police Union.

## **Jimmy Fund Cancer Walk for Kids**

The Ware Police Department participated in the Jimmy Fund--Dana Farber cancer walks for kids. The walk takes place in the city of Boston and over 200 Massachusetts Chiefs of Police completed the walk. This walk generates thousands of dollars from area communities and police departments, which are donated to Dana Farber. The Ware Police Department has Jimmy Fund canisters placed at numerous local businesses and information can be obtained by calling the Ware Police Department.

## **Domestic Violence**

The Police department remains committed to Domestic Violence initiatives. A local civilian domestic violence advocate works with the police department to review domestic violence cases. Their responsibility is to contact domestic violence victims to provide assistance and referral information.

## **School Initiatives**

The Police Department is committed to being active in promoting a police presence on the Ware School Campus. The department continues to promote school safety by making students and staff aware that we are part of their community and available to assist them with any safety or security concerns. The police department has worked with school staff and state police to improve school safety and work on updating school lockdown procedures.

## **Med Return Box**

The med return box program has continued to be a success. This medication drop box, which is located inside the Ware Police Department lobby allows people to safely discard unwanted prescriptions and over-the-counter-medications. **NO Needles or Liquids.** Needles can be dropped off at the Ware Town Hall in the needle-drop boxes. This med drop box continues to be used throughout the year by many people within the community.

## **Christmas for Kids**

The Ware Police Chief would like to thank everyone who donated to the program, which had another successful year. The Ware Police Department partnered with the Ware Fire Department for Christmas for Kids program, now in its 19th year. In 2022, the program provided gifts for



approximately 60 families for 120 children. Special thanks to those who volunteered their time in making this program a success. They spent countless hours on the paperwork and vetting process. To the volunteers and to those who donated money to the program, I would like to personally say thank you very much for your donations and your valuable time in making sure children throughout the community had a wonderful Christmas.

The following is a list of those who volunteer their time to make this a successful event:

|                           |                                  |
|---------------------------|----------------------------------|
| Darlene Gildert           | Sgt. Diana Gliniecki             |
| Janey Loehr               | Ware Walmart Store and Employees |
| Lori Cebula               | Donna Major                      |
| Dean Gildert              | Lt. Tod Bertini                  |
| Officer Jeannine Bonnayer |                                  |

### **FID and LTC Applicants**

LTC Cards Issued/Renewed – 1543

FID – 55

FID and LTC licenses will be done by appointment, NO CASH will be accepted, CHECKS only.

### **DART Program**

For the past several years Officer Cacela has been a member of the Drug Addiction and Recovery Team (DART), a regional task force that includes police officers and recovery coaches across Hampshire County. As part of the DART program, his mission involves battling the opioid crisis on the front lines. This takes the form of reaching out to people post-overdose, providing intervention for at-risk individuals, spreading information about the nature of addiction, and counseling family members of persons in recovery. Furthermore, the DART program enables Officer Cacela to provide 24/7 transportation to detox facilities, medical clinics, and peer-led meetings.

This is an organic position without rigid parameters, and to that end, Officer Cacela has developed a customized approach tailored to the needs of each individual. His initial encounter often involves a cold call at a person's front door. In almost every case the individual is happy to at a minimum sit down with him and explore their options. They are given Narcan (provided free of charge by the DART program through Hampshire Hope) and instructed on its use, coached in harm reduction techniques to lower the risk of a fatal overdose, and educated on the various paths to recovery. Many individuals agree to an introduction with a recovery coach—also members of DART—who have regular meetings with the individuals and act as guides for more advanced recovery methods. Through the DART program, Officer Cacela has registered, funded, and provided transportation for individuals to painting classes and ceramics workshops. This has been received with great success, and we are in talks with organizations to initiate regularly scheduled programs.

In short, the DART program has played a crucial role in reducing the Town of Ware's fatal overdose rate. It is my hope that we may continue to work in this capacity for many years to come. Thank you.

For more information about the DART program visit: <http://www.hampshirehope.org/dart/>

**The Ware Police Department would like to thank and congratulate Officer Lu-Ann Czapla for her years of service with the Ware Police Department. Officer Czapla started full-time with the Ware Police Department on October 27, 1985, and retired on May 1, 2022. Thank you for your dedication to this profession and the Town of Ware.**

**Thank you to the Ware Residents for your continued support of the Ware Police Department.**

## DEPARTMENT OF PUBLIC WORKS

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Located at 4 ½ Church Street

I am pleased to submit this my first annual report that documents some of the major activities of the Ware Department of Public Works (DPW) during 2022.

During 2022, the Main Street project was completed in the summer, under the direction of MassDOT and Ludlow Construction. Beyond routine DPW operations, which include sweeping, brush mowing, tree removal and trimming, line painting, patching, cleaning, and repairing catch basins, maintenance of trucks and equipment and snow removal operations on Ware's 86 miles of road, the Highway Division, under the direction of Highway Supervisor Chuck Niedzwiecki, also completed the following projects:

- Rental of a small paver and application of 570 tons of bituminous concrete to shim sections of River Road, Bondsville Road, and Buckley Court. This work was completed with the use of Highway Department equipment and personnel, using only town funds.
- Milling and resurfacing 3,600<sup>+/-</sup> feet of Upper Church Street, using approximately 1,600 tons of bituminous concrete, and milling and resurfacing 1,500<sup>+/-</sup> feet of Chestnut Street and Greenway Avenue with approximately 750 tons of bituminous concrete. Chapter 90 State Aid funds were used in completing these resurfacing projects.
- The six following named streets were milled and resurfaced using 1,360 tons of bituminous concrete purchased with state provided Winter Recovery Assistance Program (WRAP) funds: Vlontis Avenue, Pleasant Terrace, Mattson Boulevard, Boivin Avenue, Gould Street, and Webb Court.
- Removal, installation, and backfilling of new Cape Cod type berm; catch basin and manhole repairs; installations; and raising of the structures to grade were completed with highway department equipment and personnel.

Two new pieces of equipment were acquired during 2022: a new Wausau SnoGo snow blower and snowplow attachments for the recently purchased John Deere front-end loader. These are welcome replacements of obsolete snow removal equipment that will insure our continued high level of performance. Additionally, a replacement of our ten-wheel dump truck that has become unreliable was approved at the Fall Town Meeting and is scheduled to be delivered in the Fall of 2023.

Water Division employees under the direction of water division supervisor Andrew Lalashius continued to supply the system's 2,321 customers with drinking water. The meter replacement program has continued to be successful, replacing old water meters with new remote reading meters. This past year, water department personnel changed approximately 170 meters, leaving approximately 350 meters to be serviced or replaced. Several defective fire hydrants were repaired and replaced, ensuring firefighting reliability. Approximately 10 water main breaks and 12 service line leaks were repaired. The crew maintained the system's buildings and grounds and responded to service calls at water users' locations.

The water system's customers continue to experience discolored water because of iron and manganese in the public water supply. The plan to build a new filtration plant, having been voted down in 2021, needs to be reconsidered. Semi-annual flushing, in the spring and fall, has continued and diminished the number of calls for discolored water. The flushing program is designed to clean the pipes in a single direction starting at the Church Street storage tank and moving outward to the edges of town. Streets are isolated using gate valves so water can flow in only one direction, thereby scouring the pipes at maximum velocity. The work was conducted overnight this year, which minimized customer inconvenience quite effectively.

The Town's Water Pollution Control Plant (WPCP) was constructed in 1965 as a primary treatment plant and upgraded to secondary/advanced treatment in 1983. The equipment at the facility is simply wearing out and obsolete. The facility's discharge permit expired in September 2018 and a new permit, set to go into effect in March of 2023, will impose discharge limits for phosphorus, nitrogen, copper, and aluminum. This facility will not be able to meet these new standards without substantial capital investment.

The Selectman/Sewer Commissioners have approved ARPA funding for the installation/construction of a new screening device at the WPCP. The screening device will remove unwanted trash and debris so the influent waste stream can be biologically treated. The amount of trash, mostly the "disposable wipes" the WPCP has been receiving, is fouling every pump, check valve, and tank at the facility, including the collection system and the associated pump station at Webb Court. The three full time wastewater operators are continually removing the debris and maintaining these areas in efforts to avoid process issues, equipment failure, and loss of control over the facility. The screener device installation is the first step of the much-needed improvements to the Wastewater Treatment Plant.

I would like to thank all the DPW employees for their hard work and excellent cooperation during 2022, that has made my assumption of the director's duties successful.

A special acknowledgement goes to Gilbert (Gibby) St. George-Sorel, for his contributions during his 40+ years of service to the Town of Ware; he is missed by all in the Department.

Respectfully submitted,

Geoff McAlmond, DPW Director

## TOWN CLERK

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I am pleased to once again, submit the Annual Report to the residents of the Town of Ware.

|   |      |
|---|------|
| Registered Voters in Ware as of January 1, 2022   | 6566 |
| Registered Voters in Ware as of December 31, 2022 | 7167 |

Vital Records processed and recorded for the year:

|        |    |           |    |        |     |
|--------|----|-----------|----|--------|-----|
| Births | 72 | Marriages | 38 | Deaths | 119 |
|--------|----|-----------|----|--------|-----|

Fees collected as part of the service delivery in this office are as follows for the year 2022:

|  |              |
|--|--------------|
| Vital Records                              | \$ 23,364.00 |
| Dog Licensing and Late Fees                | \$ 20,966.09 |
| Building Code Violations                   | \$ 200.00    |
| Fire Code Violations                       | None         |
| By-Law Violations                          | \$ 600.00    |
| Marijuana                                  | \$ 100.00    |
| Snow Removal                               | \$ 500.00    |
| Storage of Flammables Annual Licensing Fee | \$ 3,800.00  |

Unlike when I first took office, with Mary Lane Hospital open for business, we now are considered a resident community – meaning we receive records in most instances rather than create vital records (Births and Deaths), however the need for records to be produced has increased over the last three years as individuals are securing a REAL ID. Genealogy is also on the increase as individuals try to find family members, establish records of family trees, etc.

In 2020, mail-in voting was available for the state election in September and November; it is fair to say that most voters took advantage of casting their ballots by mail. This new method of voting naturally has had an impact on local budgets and yes, there was some reimbursement for the added costs borne by cities and towns. The monies returned to the Town of Ware were for postage, mailing costs and any additional necessary supplies to provide this benefit to the voters. Cities and towns were not reimbursed for salaries unless additional personnel were hired to do this laborious and time consuming task. To ensure accuracy and to maintain security of data entry and mailing of the appropriate ballots to the voters, these tasks were kept to the Town Clerk and Assistant Town Clerk. In the future, as this has now become an unfunded mandate, I am sure there will be a need to hire additional staffing.

In 2022 the Votes Act was passed allowing for early voting and vote-by-mail to all voters for each state primary and state election. Early voting/vote-by-mail will be an option for cities and towns to either allow or not allow (a vote by the Selectboard 45 days prior must be taken).

The early voting for all state primaries will be for one week to include a Saturday and/or Sunday; additionally, there will be a two-week early voting in-person period for the state election to include two weekend days. These are unfunded mandates which the MA Town Clerks Association

members are working to have funded appropriately, not only for supplies, but for time to ensure this benefit to voters continues.

Records preservation, destruction of records according to the state retention schedule and several other items continue to be done in a timely fashion in addition to the normal day to day activities of this three-person department office.

Respectfully submitted:  
Nancy J. Talbot  
Town Clerk

## TOWN COLLECTOR REPORT

| TAX   | Levy Year<br>2022 | Levy Year<br>2021 | Levy Year<br>2020 | Levy Year<br>2019 | Levy Year<br>Prior Years | Totals              |
|---|-------------------|-------------------|-------------------|-------------------|--------------------------|---------------------|
| <b>Real Estate Taxes</b>                    | 229,277.50        | 15,758.86         | (2,005.59)        | -                 | -                        | <b>243,030.77</b>   |
| <b>Personal Property Taxes</b>              | 2,885.02          | 8,938.41          | 1,679.92          | 840.14            | 3,699.89                 | <b>18,043.38</b>    |
| Deferred Property Taxes                     |                   |                   |                   |                   |                          | -                   |
| Taxes in Litigation                         |                   |                   |                   |                   |                          | -                   |
| <b>Motor Vehicle Excise</b>                 | 88,677.87         | 28,825.16         | 11,936.22         | 10,734.50         | 43,591.19                | <b>183,764.94</b>   |
| Sealers Weights & Measures                  |                   |                   |                   |                   | 250.00                   | <b>250.00</b>       |
| <b>Tax Liens/Tax Title</b>                  |                   | 458,364.75        |                   |                   |                          | <b>458,364.75</b>   |
| <b>Tax Possessions</b>                      |                   | 266,590.35        |                   |                   |                          | <b>266,590.35</b>   |
| <b>Other Excise Taxes</b>                   |                   |                   |                   |                   |                          | -                   |
| <b>Boat Excise</b>                          |                   | 38.00             | 20.00             | 68.00             | 123.00                   | <b>249.00</b>       |
| <b>Farm Animal Excise</b>                   |                   |                   |                   |                   |                          | -                   |
| Classified Forest Land                      |                   |                   |                   |                   |                          | -                   |
| <b>User Charges Receivables</b>             |                   |                   |                   |                   |                          |                     |
| Water                                       |                   | 110,272.32        |                   |                   |                          | <b>110,272.32</b>   |
| Sewer                                       |                   | 93,851.65         |                   |                   |                          | <b>93,851.65</b>    |
| Water/Sewer Liens                           | 24,110.79         | -                 |                   |                   |                          | <b>24,110.79</b>    |
| <b>Utility Liens Added to Taxes</b>         |                   |                   |                   |                   |                          | -                   |
| <b>Departmental &amp; Other Receivables</b> |                   |                   |                   |                   |                          | -                   |
| <b>Special Assessment Receivable</b>        |                   |                   |                   |                   |                          |                     |
| Unapportioned assessments                   |                   |                   |                   |                   |                          | -                   |
| Apportioned assessments                     |                   |                   |                   |                   |                          | -                   |
| Committed interest added to taxes           |                   |                   |                   |                   |                          | -                   |
| Apportioned assessments not yet due         |                   |                   |                   |                   |                          | -                   |
| Suspended assessments                       |                   |                   |                   |                   |                          | -                   |
| Special assessments tax liens               |                   |                   |                   |                   |                          | -                   |
| <b>Totals</b>                               | <b>344,951.18</b> | <b>982,639.50</b> | <b>11,630.55</b>  | <b>11,642.64</b>  | <b>47,664.08</b>         | <b>1,398,527.95</b> |

## TOWN MANAGER

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To the Residents and Businesses of the Town of Ware:

This past year of 2022 was one of continued progress and planning. Based on the spirit and work of leaders, residents, businesses and agencies, there is a lot to look forward to in coming years. Progress proceeds at different paces, but progress is being made in all areas of town – growth, economic development, health and services, infrastructure, to name a few.

Thank you to Town Meeting, the Selectboard and the Finance Committee, who along with the Town's Finance team have increased the Town's fiscal stability and reserves. With conservative budget oversight and investments in capital, the town was able to hold back on budget spending to save taxpayers over \$400,000. This reduction was permanently formalized by residents' adoption of an override. The Stabilization and reserve funds are in a strong position as revenues in 2021 and 2022 made it possible to increase savings.

The closure of Mary Lane center moves forward. As Baystate Health moves operations to Palmer, the Town received a grant to hire architects and planners to assist the Town with identifying the best future re-use of the site. This work will continue in 2023. It is an opportunity for the Town for future growth. Other anticipated growth will come from the commercial zoning amendment on Palmer Road, the growing occupancy at Cedarbrook, and the downtown efforts of businesses and the Ware Business and Civic Association. The Selectboard has approved agreements with Cannabis retail and cultivation facilities as well as proposed growth of construction waste removal. These payments assist the ability of the Town in providing services.

Working with the towns of Palmer and Monson, an upgraded Animal Control Shelter was established. Under the leadership of the Senior Center, Ware continues to expand services and plans to improve its Age and Dementia Friendly status. The Selectboard authorized the use of Federal American Rescue Plan (ARPA) funds for a screen at the wastewater plant and to fund a Grants Coordinator for the Town. The coordinator position has greatly paid off with grants received for climate change, hazard mitigation, economic planning, sidewalk improvements on Church Street, pedestrian, and road improvements on West Street, planning for reuse of Mary Lane and restoration of the Reed pool. Seventeen businesses were approved for façade and sign improvements with grant funds.

Thank you to all groups and individual volunteers and those who serve on committees, all who inspired numerous events in town. Events improve the town, bring visitors and add to the quality of life in Ware. Events include the Town Clean Up on Earth Day, Workshop13's Rock the Park and cultural happenings, Halloween and Ware Flair drive throughs, rail trail work, fireworks, a new carnival, holiday youth activity, pickleball, Eagle Scout projects, Domestic Violence Awareness Walk, parades, and youth sports. So many, many volunteers who gave time to make these events happen. Thank you to all who work to show Ware Cares.

Thank you to recent retiree Officer LuAn Czaplá for many years of service.

With fond memories and deep gratitude for years of DPW service, we will miss Gibby.

2022 was another good year of progress for the Town of Ware. There is more to come. This is a beautiful town with caring people that will draw investment. Positive outlook and outcome are daily tasks for all of us. Thank you for your help.

Thank you for the opportunity to serve the Town and its residents.

Stuart Beckley, Town Manager



## ANNUAL TOWN ELECTION – APRIL 11, 2022

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In accordance with the accompany warrant, the Inhabitants of the Town of Ware, qualified to vote in the elections of the town, Precincts A, B & C, met at the Ware Town Hall, 126 Main Street on Monday, April 11, 2022, at seven o'clock in the forenoon. The warrant calling the town election having previously been posted, according to the by of the town, met all legal requirements.

Cards of Instructions for Voters, Cards of Penalties of Corrupt Practices at the Elections, Specimen Ballots, etc. having previously been posted in the Town Hall outside the voting rails, the ballot boxes were set at naught. The polls were declared open by the Warden George Staiti.

The polls closed at eight o'clock. The total ballots cast were Three Hundred Eighty (380). The election results are as follows for the offices appearing on the ballot:

|   | <u>Precinct A</u> | <u>Precinct B</u> | <u>Precinct C</u> | <u>Total</u> |
|---|-------------------|-------------------|-------------------|--------------|
| <b>SELECTMEN FOR THREE YEARS – Vote for One</b> |                   |                   |                   |              |
| Joshua Adam Kusnierz                            | 89                | 116               | 120               | 325          |
| Write Instructions                              | 8                 | 3                 | 6                 | 17           |
| Blanks  | <u>10</u>         | <u>13</u>         | <u>15</u>         | <u>38</u>    |
| Total   | 107               | 132               | 141               | 380          |

### SCHOOL COMMITTEE FOR THREE YEARS – Vote for Two

|                           |           |           |           |            |
|---------------------------|-----------|-----------|-----------|------------|
| Christopher T. Desjardins | 84        | 110       | 115       | 309        |
| Brian P. Winslow          | 65        | 82        | 94        | 241        |
| Write Ins                 | 0         | 0         | 0         | 0          |
| Blanks                    | <u>65</u> | <u>72</u> | <u>73</u> | <u>210</u> |
| Total                     | 214       | 264       | 282       | 760        |

### BOARD OF ASSESSORS FOR THREE YEARS – Vote for One

|                              |           |           |           |           |
|------------------------------|-----------|-----------|-----------|-----------|
| Gerald Francis Fountain, Jr. | 83        | 113       | 119       | 315       |
| Write Ins                    | 0         | 0         | 1         | 1         |
| Blanks                       | <u>24</u> | <u>19</u> | <u>21</u> | <u>64</u> |
| Total                        | 107       | 132       | 141       | 380       |

### BOARD OF HEALTH FOR THREE YEARS – Vote for One

|                                     |           |            |            |            |
|-------------------------------------|-----------|------------|------------|------------|
| Write Ins:                          |           |            |            |            |
| Jennifer McMartin                   | 24        | 24         | 30         | 78         |
| All others (less than 5 votes each) | 6         | 5          | 10         | 21         |
| Blanks                              | <u>77</u> | <u>103</u> | <u>101</u> | <u>281</u> |
| Total                               | 107       | 132        | 141        | 380        |

PARK COMMISSIONER FOR THREE YEARS – Vote for One

|                  |           |           |           |           |
|------------------|-----------|-----------|-----------|-----------|
| Ryan E. Mulligan | 82        | 113       | 123       | 318       |
| Write Ins        | 1         | 1         | 1         | 3         |
| Blanks           | <u>24</u> | <u>18</u> | <u>17</u> | <u>59</u> |
| Total            | 107       | 132       | 141       | 380       |

CEMETERY COMMISSIONER FOR THREE YEARS – Vote for One

|                                     |           |            |            |            |
|-------------------------------------|-----------|------------|------------|------------|
| Write Ins:                          |           |            |            |            |
| Paul Harper                         | 9         | 22         | 11         | 42         |
| All others (less than 5 votes each) | 7         | 1          | 7          | 15         |
| Blanks                              | <u>91</u> | <u>109</u> | <u>123</u> | <u>323</u> |
| Total                               | 107       | 132        | 141        | 380        |

PLANNING BOARD FOR FIVE YEARS – Vote for One

|                                     |           |            |            |            |
|-------------------------------------|-----------|------------|------------|------------|
| Write Ins:                          |           |            |            |            |
| Nancy Talbot                        | 3         | 8          | 1          | 12         |
| All others (less than 5 votes each) | 9         | 4          | 8          | 21         |
| Blanks                              | <u>95</u> | <u>120</u> | <u>132</u> | <u>347</u> |
| Total                               | 107       | 132        | 141        | 380        |

A true copy attest: Nancy J. Talbot  
Town Clerk, Ware

## ANNUAL TOWN MEETING – MAY 9, 2022

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The meeting was not able to begin at 6:30 p.m. as scheduled as there were only seventy-four (74) voters present. The Moderator indicated we would wait to see if additional voters would attend; however, at 6:52 p.m., with only ninety-six (96) voters present, the meeting was rescheduled to Monday, May 23, 2022, at 6:30 p.m.

### RESCHEDULED MEETING

May 23, 2022

The quorum was not reduced by a vote of the Board of Selectmen as indicated in the posted notice, therefore the requirement of one hundred (100) voters present was maintained.

At 6:25 p.m., there were 60 voters; at 6:30 p.m., 77 voters; and at 6:33 p.m., 95 voters. At 6:36 p.m. there were 108 voters present, and the meeting began at 6:37 p.m. with a count of 115.

In accordance with the accompanying warrant, the Inhabitants of the Town of Ware, Precincts A, B, and C, qualified to vote in town affairs, met at Ware High School 237 West Street.

The warrant calling the meeting and return of service by the Constable was read at the request of the Moderator.

The Moderator reviewed rules of procedure, noted exits and requested that pagers and cellphones be silenced; she then reviewed the use of the new clickers, and several questions were used to show voters that their votes were counted and in fact, secret.

Action as follows on Articles 1 through 35:

### ***FISCAL YEAR 2022***

ARTICLE 1. Passed by greater than 4/5 in favor (122 Yes, 6 No) that the town appropriate \$4,929.26 to pay unpaid bills from prior fiscal years of the Fire Station, Senior Center, Town Clerk and Water Departments and to meet said appropriation by *transferring* \$4,929.26 from available Free Cash.

ARTICLE 2. Passed by a Majority in favor (115 Yes, 10 No) that the Town amend the following line items of the Fiscal Year 2022 Town Budget:

| <u>Account #</u> |                               | <u>Amount</u> |
|------------------|-------------------------------|---------------|
| 141-5200         | Assessor Purchase of Services | \$50,000.00   |
| 423-5400         | Snow & Ice Supplies           | \$40,012.00   |
| 918-5100         | Immunization & Physicals      | \$ 3,000.00   |
| 194-5700         | Facilities Maintenance        | \$35,840.00   |

And to fund these increases by *transfer* as follows from:

| <u>From</u> | <u>Description</u>         | <u>Amount</u> |
|-------------|----------------------------|---------------|
| 141-5200    | Principal Assessors Salary | (\$50,000.00) |
| 423-5100    | Snow & Ice Salaries        | (\$17,512.00) |
| 913-5100    | Unemployment               | (\$25,500.00) |
| 752-5900    | Short Term Debt            | (\$35,840.00) |

ARTICLE 3. **This article was defeated** by a Majority (41 Yes, 89 No) to appropriate \$32,000.00 to purchase a portable restroom.

ARTICLE 4. Passed by a Majority vote in favor (105 Yes, 19 No) that the town appropriate \$500,000.00 to fund the Other Post-Employment Benefits (OPEB) Liability Trust fund and to meet said appropriation by *transferring* \$500,000.00 from available Free Cash.

ARTICLE 5. Passed by a Majority vote in favor (104 Yes 22 No) that the town appropriate \$200,000.00 to fund the Stabilization Fund and to meet said appropriation by *transferring* \$200,000.00 from available FREE CASH.

ARTICLE 6. Passed by a Majority vote in favor (103 Yes, 19 No) that the town appropriate \$200,000.00 to fund the Capital Stabilization Fund and to meet said appropriation by *transferring* \$200,000.00 from available Free Cash.

### ***FISCAL YEAR 2023***

#### CONSENT MOTION

Articles 7,8,9,10,11,12,13,14 and 15 to be “passed by consent in accordance with the motions shown below.”

Article 13 removed from the “consent agenda” and to be voted on separately.

Articles 7, 8, 9, 10, 11, 12, 14 and 15 passed by a Majority vote in favor (103 Yes, 6 No) as follows:

ARTICLE 7. That the town accept the report of the Finance Committee as printed in the Annual Town Report and available on the Town of Ware website and at this meeting.

ARTICLE 8. That the town authorize the Treasurer/Tax Collector with the approval of the Board of Selectmen to enter into Compensating Balance Agreements during Fiscal Year 2023 as permitted by Massachusetts General Laws, Chapter 44 §53F.

ARTICLE 9. That the town accept and appropriate any Grant Funds awarded in the Town of Ware under Massachusetts Community Development Fund by the Executive Office of Housing and Economic Development and to authorize the Board of Selectmen and Community Development Authority to expend the funds in accordance with the terms and conditions of the grant.

ARTICLE 10. That the town accept all State and Federal Educational Grants in any amount as may be awarded for the direct educational expenditures for Fiscal Year 2023 to be expended by the Pathfinder Regional Technical High School District.

ARTICLE 11. That the town accept all State and Federal Educational Grants in any amount as may be awarded for the direct educational expenditures for Fiscal Year 2023 to be expended by the Ware Public Schools.

ARTICLE 12. That the town authorize the Board of Selectmen and Town Manager to apply for, accept and expend any grants or donations from State or Federal governments or private agencies, individuals or institutions.

ARTICLE 14. That the town establish FY 2023 spending limits for the revolving funds listed in the Town of Ware’s General Bylaw and authorize such expenditure limits to remain in place from fiscal year to fiscal year unless revised by Town Meeting prior to July 1 for the ensuing fiscal year as follows:

| <b>Authorized Revolving Fund</b>         | <b>Fiscal Year Expenditure Limit</b> |
|--|--------------------------------------|
| Senior Center Rental                     | \$20,000.00                          |
| Ware Public Schools Athletic Advertising | \$100,000.00                         |
| Community Development Septic Repair      | \$25,000.00                          |
| Community Development                    | \$120,000.00                         |
| Cemetery Maintenance and Burial          | \$10,000.00                          |
| Bulky Waste                              | \$15,000.00                          |

ARTICLE 15. That the town fix the salaries of the several elected officers of the town for the fiscal year 2023 as follows:

|                              |                 |
|------------------------------|-----------------|
| Town Moderator               | \$ 250.00       |
| Chairman, Selectmen          | \$2,652.00      |
| Members, Selectmen           | \$2,232.00 each |
| Chairman, Board of Assessors | \$3,800.00      |
| Members, Board of Assessors  | \$3,100.00 each |
| Members, Planning Board      | \$ 800.00 each  |
| Members, Board of Health     | \$ 654.50 each  |

and further that no town Board of Commission shall be authorized to employ any of its members for an additional salary or compensation except for the Board of Registrars, Finance Committee, Planning Board and Recreation Commission, and further provided that the Board of Health may appoint one or more its members to witness percolation and deep-hole tests and to perform other paid functions required by the Board of Health.

ARTICLE 13. Passed by a Majority vote in favor (123 Yes, 8 No) that the town appropriate Four Hundred Twenty-One Thousand Eight-Hundred Sixty-one Dollars and no cents (\$421,861.00) to be expended for road repairs in anticipation of reimbursement by the Commonwealth of Massachusetts Highway Department under the Chapter 90 State Highway Aid Program and meet

said appropriation by authorizing the Treasurer to borrow the sum of Four Hundred Twenty-One Thousand Eight-Hundred Sixty-one Dollars and no cents (\$421,861.00) under the provisions of the Massachusetts General Laws Chapter 44, §6 and/or any other relevant sections of the Massachusetts General Laws Chapter 44.

ARTICLE 16. Passed with a Majority in favor (112 Yes, 18 No) that the town appropriate for the **Water Enterprise Fund** the following sums for Fiscal Year 2023:

|  |                     |
|--|---------------------|
| Salaries   | \$331,220.00        |
| Operating Expenses                               | \$433,300.00        |
| Capital  | \$ 78,500.00        |
| <u>Budgeted Surplus to Separate Reserve Fund</u> | <u>\$197,834.00</u> |
| Total  | \$1,040,854.00      |

and that \$1,040,854.00 be raised from Department Receipts to meet said appropriation.

ARTICLE 17. Passed with a Majority in favor (93 Yes, 34 No) that the town appropriate for the **Sewer Enterprise Fund** the following sums for Fiscal Year 2023:

|                    |                     |
|--------------------|---------------------|
| Salaries           | \$273,850.00        |
| Operating Expenses | \$574,750.00        |
| Capital            | \$105,000.00        |
| <u>Total</u>       | <u>\$953,600.00</u> |

and that \$793,280.00 be raised from Department Receipts, \$105,000.00 from available Free Cash and \$55,320.00 be raised from taxation to meet said appropriation.

ARTICLE 18. Passed by a Majority vote in favor (87 Yes, 12 No) that the town Raise and Appropriate from taxation \$33,008,045.00 and transfer \$200,000.00 from available Free Cash for a total appropriation of \$33,208,045.00 to defray the charges and expenses of the town, including debt and interest for Fiscal Year 2023.

(FY 2023 Budget attached here)

ARTICLE 19. Passed by a Majority vote in favor (85 Yes, 16 No) that the town appropriate \$35,000.00 to fund the Employee Compensated Absences Reserve Fund and to meet said appropriation by transferring \$35,000.00 from available Free Cash.

ARTICLE 20. Passed by a 2/3 Majority in favor (91 Yes, 10 No) that the town amend the Town's Vacant and Unkempt Property General Bylaw by adopting the **highlighted language as attached to the Annual 2022 Town Meeting packet.**

VACANT AND/OR UNKEMPT PROPERTIES

1. REGULATION OF INADEQUATELY MAINTAINED VACANT OR UNKEMPT PROPERTIES

(a) PURPOSE:

The purpose of this bylaw is to help protect the health, safety and welfare of the citizens of the Town of Ware by preventing blight, protecting property values and neighborhood integrity, protecting the Town's resources, avoiding the creation and maintenance of nuisances and ensuring the safe and sanitary maintenance of dwellings.

Inadequately maintained vacant buildings or unkempt properties are at an increased risk from fire, unlawful entry, and other public health and safety hazards. This bylaw will help secure the welfare of the Town's residents and neighborhoods by requiring all property owners, including lenders, trustees, service companies and the like to properly maintain vacant and/or unkempt residential and commercial properties.

(b) DEFINITIONS:

Commercial Property: Any property that contains one or more structures or units used, intended or designed to be occupied for any business type activity that is owned or leased by a corporation, LLC, partnership, or any other legal holding entity.

Owner: Every person, entity, service company, property manager or real estate broker who alone or severally with others:

1. Has legal or equitable title to any dwelling; dwelling unit; or parcel of land, vacant or otherwise; in any capacity including but not limited to agent, executor, executrix, administrator, trustee or guardian of the estate of the holder of legal title, or
2. Has care, charge or control of any dwelling; dwelling unit; parcel of land, vacant or otherwise; in any capacity including but not limited to agent, executor, executrix, administrator, trustee or guardian of the estate of the holder of legal title, or
3. Is a mortgagee in possession of any such property; or
4. Is an agent, trustee, or other appointed by the courts and vested with possession or control; or
5. Is an officer or trustee of the association of unit owners of a condominium; each such person is bound to comply with the provisions of these minimum standards as if he or she were the owner; or
6. Is a trustee who holds, owns or controls mortgage loans for mortgage-backed securities transactions and has initiated a foreclosure process.

Property: Any real, residential or commercial property, or portion thereof, located in the Town of Ware, including buildings or structures situated on the property. For purposes of this section, property does not include property owned or subject to the control of the Town of Ware or any governmental bodies.

Residential Property: Any property that contains one or more dwelling units used, intended, or designed for living purposes.

Unkempt Property: Any residential or commercial property that has any type of overgrown vegetation or plantings that have overgrown to a point that rodents, animals, or varmints can dwell

within. Any property where debris, trash, junk or garbage has accumulated on the ground, driveway, sidewalks, etc., shall be determined as unkempt.

Vacant Property: Any residential property that is unoccupied for a period greater than one hundred eighty (180) days by a person or persons with the legal right to reside therein.

(c) REGISTRATION OF VACANT BUILDING:

1. Vacant properties must be registered with the Building Commissioner on forms provided in the Building Department. All registrations must state the individual owner's or agent's name, mailing address, physical address if different, telephone number and email address. The mailing address shall not be a P. O. Box. If the owner or agent does not have an address in the Commonwealth of Massachusetts or the address is not within 30 miles from the Town of Ware, the owner must designate and retain a local agent or local property management company responsible for the security and maintenance of the property. This designation shall state the individual's or company's name, telephone number, email address and local mailing address. This mailing address shall not be a P. O. Box.
2. An annual registration fee of \$25.00 shall be required. All property registrations are valid for one calendar year. Subsequent annual registrations are due within 30 days of the expiration of the previous registration. The failure to timely register a vacant building shall be a violation of this bylaw. Within the context of this bylaw, "timely" shall mean registration no later than thirty (30) days after a building becomes vacant. Once the property is no longer vacant or is sold, the owner must provide proof of sale or written notice of occupancy to the Building Commissioner.
3. The owner or owner's agent shall inspect and maintain the property on a monthly basis for the duration of the vacancy per the "requirements for adequate maintenance" as stated in this bylaw. The property shall be posted and maintained with updated information of the 24-hr. contact telephone number of local individual or property management company. The posting shall be on the front door of the property.

(d) REQUIREMENTS FOR ADEQUATE MAINTENANCE:

Owners of vacant or unkempt properties, as defined in Section (b), must fulfill the following minimum adequate maintenance requirements for such property they own.

1. Maintain vacant or unkempt properties subject to this section in accordance with the relevant Sanitary, Building and Fire Codes.
2. Secure vacant properties subject to this section to prevent unauthorized entry and exposure to the elements.
3. Maintain vacant or unkempt properties subject to this section in accordance with regulations promulgated by the Building Commissioner pertaining to the external/visible maintenance of the property, including but not limited to the maintenance of major systems, the removal of trash and debris, and the upkeep of lawns, shrubbery, and other landscape features.
4. Repair or replace broken windows or doors within thirty (30) days.
5. For properties vacant for six months or more whose utilities have been shut off, remove, or cut and cap such utilities to prevent accidents.



6. Compliance with this subsection shall not relieve the owner of any applicable obligations set forth in any other codes, regulations, covenant conditions or restrictions, and/or homeowner or condominium association rules and regulations.

(e) NOTICE OF FAILURE TO ADEQUATELY MAINTAIN VACANT OR UNKEMPT PROPERTY

Upon identifying a vacant or unkempt property as failing to meet the minimum maintenance requirements set out in Section (d), the Building Commissioner will notify the owner in writing of maintenance deficiencies at the owner's last known address. If any maintenance deficiency is not corrected within thirty (30) days of said notice, or if a maintenance plan is not approved by the Building Commissioner within thirty (30) days of said notice, the Building Commissioner may impose fines as set in Section 7.6.2 of the Zoning Bylaws.

(f) INSPECTIONS:

The Building Commissioner, the Board of Health, the Chief of Police and the Fire Chief or their designees shall have the authority to periodically inspect any property subject to this section for compliance. The Building Commissioner shall have the discretion to determine when and how such inspections are to be made, provided that the time and manner of such inspections are reasonably calculated to ensure that this section is enforced.

(g) PENALTIES

This bylaw may be enforced through any lawful means, including but not limited to, enforcement by criminal indictment or complaint pursuant to MGL Chapter 40, Section 21 or by non-criminal disposition pursuant to MGL Chapter 40, Section 21D. For the purpose of non-criminal enforcement, the enforcing persons shall be the Zoning Enforcement Officer or the Fire Chief of the Town of Ware. If enforced pursuant to non-criminal disposition, the civil penalty for each such violation shall be set forth in Section 7.6.2 of the Town of Ware's Zoning Bylaws.

(h) ENFORCEMENT:

The Building Commissioner or the Fire Chief or their designee shall enforce all provisions of this section, including any regulation promulgated hereunder, and shall institute all necessary administrative or legal action to assure compliance.

(i) SEVERABILITY:

If any provision of this Section is held to be invalid by a court of competent jurisdiction, then such provision shall be considered separate and apart from the remaining provisions, which shall remain in full force and effect.

ARTICLE 21. Passed with Eighty-seven (87) in favor and Nine (9) opposed that the Town amend the Town's Zoning Bylaw by amending Section §1 (General Provisions), §2 (Definitions), §4.2

(Use Table), §4.3 (Operational Standards), §4.8.5 (Earth Removal) and §4.8 (the marijuana bylaw) as attached to the Annual 2022 Town Meeting packet. (see attached)

ARTICLE 22. Passed with Eighty (86) in favor and Nineteen (19) opposed that the Town amend the Town's Zoning Bylaws to add a new Section §4.8.3H: Temporary Moratorium of the Siting of Large Scale Solar Battery Storage Facilities, as listed in the Town Meeting Packet.

ARTICLE 23. Passed with Seventy-eight (78) in favor and Eleven (11) opposed that the Town amend Article 5 of the Town of Ware, Massachusetts Home Rule Charter as follows:

5-10 Housing Authority. The Ware Housing Authority will consist of five (5) members, and they shall serve for five (5) year staggered terms. Four (4) members shall be appointed by the Town Manager. One (1) member shall be appointed by the Commonwealth of Massachusetts. The Ware Housing Authority shall have all the powers that are conferred upon a housing authority by state law, and such additional duties and powers as may be provided by Charter, bylaw, or otherwise, and not inconsistent with said grant of powers conferred by state law.

And to amend Article 7 of the Town of Ware Massachusetts Home Rule Charter as follows: 7-6 Housing Authority Repealed.

ARTICLE 24. Passed with Eighty-one (81) in favor and Thirty-two (32) opposed that the Town appropriate \$100,000.00 from available Free Cash for the Town's share of the purchase and equipping of a Regional Animal Control Shelter, including all costs incidental and related thereto.

ARTICLE 25. Passed with Ninety-six (96) in favor and Eight (8) opposed that the Town vote to accept the fourth paragraph of MGL Chapter 40, §5B and consistent with the authority set forth therein, establish a Special Purpose Stabilization Fund, the purpose of which is to appropriate funds to offset the yearly tax levy and further, to dedicate 50% of the Adult Use Marijuana local excise tax imposed by the Town pursuant to MGL Chapter 64N, §3 to the Road Repair Stabilization Fund, for a minimum of three years, effective for Fiscal Year 2023 beginning on July 1, 2022.

ARTICLE 26. **This article was defeated** by a vote of Thirty-five (35) in favor and Seventy-four (74) opposed to establish the position of Tree Warden in accordance with MGL Chapter 41, Section 106 to be appointed by the Selectboard.

ARTICLE 27. Passed with Eighty-one (81) in favor and Nineteen (19) opposed that the Town appropriate \$390,000.00 to purchase and equip an ambulance for the Fire Department, including all costs incidental and related thereto, and to meet said appropriation by *transferring* \$390,000.00 from available Free Cash.

ARTICLE 28. Passed with Eighty-three (83) in favor and Fourteen (14) opposed. that the Town appropriate \$180,000.00 from available Free Cash to purchase a snowblower, including all costs incidental and related thereto, for the Department of Public Works.

ARTICLE 29. Passed with Ninety (90) in favor and Fourteen (14) opposed that the Town appropriate \$75,000.00 from available Free Cash to purchase and outfit a tractor for the Parks Department, including all costs related and incidental thereto.

ARTICLE 30. Passed with Ninety-five (95) in favor and Thirteen (13) opposed that the Town appropriate \$250,000.00 from available Free Cash for the design, purchase and installation of a playground in Grenville Park, including all costs related and incidental thereto, for the Parks Department.

ARTICLE 31. Passed by a vote of Seventy-nine in favor and Twenty-one (21) opposed that the Town appropriate \$515,000.00 to design, purchase and install an updated Supervisory Control and Data Acquisition (SCADA) system for the Water Department, including all costs incidental and related thereto, and appropriate \$515,000.00 from Water Retained Earnings for said purposes.

ARTICLE 32. Passed by a Majority vote in favor that the Town appropriate \$100,000.00 to purchase and install fire hydrants, including all costs incidental and related thereto, and to appropriate \$100,000.00 from Water Retained Earnings for said purposes.

ARTICLE 33. Voted to dismiss this article by a vote of One Hundred One (101) in favor and Six (6) opposed. (Update of Operations and Maintenance Manual for the Water Pollution Control Plant)

ARTICLE 34. Voted to dismiss this article by a vote of One Hundred One (101) in favor and Six (6) opposed. (RE: Quaboag Connector)

ARTICLE 35. Voted with Sixty (60) in favor and Forty-two (42) opposed that the Town appropriate \$100,000.00 to be used to address impacts related to marijuana use and retail establishments.

There being no further business a motion was made and seconded to dissolve this town meeting. Passed unanimously.

A true copy attest: Nancy J. Talbot  
Town Clerk, Ware, MA

**SPECIAL TOWN MEETING – NOVEMBER 14, 2022**

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In accordance with the accompanying warrant, the Inhabitants of the Town of Ware, Precincts A, B, & C, qualified to vote in town affairs met on Monday, November 14, 2022 at 6:30 PM at Ware High School 237 West Street.

The quorum requirement per Town of Ware Charter in the amount of One Hundred (100) registered voters was met with more than One Hundred Forty Five (145) voters present at 6:44 PM, the meeting was called to order by the Moderator Kathleen Coulombe.

The Moderator went over instructions on use of the "clickers" issued to each voter who was checked in; a welcome and an outline of how "town meeting" Is conducted as well as the requirements of voting was done. Exits noted and a request to silence all cellphones, pagers was requested; as well as a request by the Moderator as to the time to address each article by anyone wishing to speak.

Action as follows was taken under:

ARTICLE 1. This article did not pass (request to pay \$22,260.00 in unpaid bills of Fire Department, Sewer Department, Highway and School Department, Streetlights and Police Department from FY 2022). (Motion to reconsider passed, thereafter vote did not pass to approve unpaid bills for FY 2022).

ARTICLE 2. Passed by a Majority in favor (104 Yes, 54 No) that the Town amend the following line items of the FY 2023 Town Budget by adding the following additional amounts:

| Account # | Department                     | Amount             |
|-----------|--------------------------------|--------------------|
| #141-5200 | Assessors Purchase of Services | \$60,000.00        |
| #162-5100 | Elections — Salaries           | \$ 8,000.00        |
| #162-5400 | Elections - Supplies           | \$ 5,000.00        |
| #2445200  | Sealer of Weights & Services   | \$ 4,800.00        |
| #175-5123 | Planning Intern Salary         | \$ 2,688.00        |
|           | <u>Total</u>                   | <u>\$80,488.00</u> |

And to pay for such amendments by transferring \$60,000.00 from Line Items #141-5120 Assessors Salaries, transferring \$2,688.00 from line items 175-5700 Planning Department Other Charges and raising \$17,800.00 from taxation.

ARTICLE 3. Passed by a Majority vote of One Hundred Thirty-four (134) in favor and Twenty-seven (27) opposed pursuant to MGL, Chapter 41, Section 1 IOA that the Office of the Town Clerk may remain closed on any or all Saturdays and to treat Saturdays as a legal holiday for purposes of calculating time frame for filing matters in that office.

ARTICLE 4. This article was dismissed by a vote of One Hundred Thirty-four (134) in favor and Twenty-four (24) opposed. (Create a Rural Residential Business Overlay District).

ARTICLE 5. Passed by a vote of One Hundred Fifteen (115) in favor with Forty-seven (47) opposed to amend the Zoning Bylaw to alter the district boundary of the Residential Business (RB) Zoning District at 256 West Street (a property currently split into two separate zoning districts) as indicated on the map shown at the Planning Board Public Hearing on November 3, 2022, and included in the town meeting packet.

ARTICLE 6. Passed by a vote of One Hundred forty-one (141) in favor with Sixteen (16) opposed that the Town amend the Zoning Bylaw to include language in the Zoning Bylaw prohibiting the use of Contaminated Sediments and Soil as Fill Material (otherwise known as Urban Fi(l), and amending sections 2.2 (Definitions), 4.7 (Prohibited Uses), and 4.9.2 (Aquifer Protection) of the Zoning Bylaws as presented at the Planning Board public hearing on November 3, 2022 and included in the town meeting packet as follows:

52.2: Definitions

Addition of "Contaminated Sediments"

Contaminated Sediments — Sediments containing oil and/or hazardous material associated with a release for which notification is required by 310 MR 40.0300 and 40.1600

Addition of "Contaminated Soils"

Contaminated Soils — Soil containing oil and/or hazardous material at concentrations equal to or greater than a release notification threshold established by 310 MR 40.0300 and 40.1600.

Addition of "Fill Material"

Soil, sediments, rock and/or stone obtained off-site that is used to fill holes, or depressions, create mounds, or otherwise artificially change the grade or elevation of real property.

Addition of "Historic Fill"

Historic Fill — Fill Material that based on the weight of evidence and consistent with the Conceptual Site Model (see 310 CMR 40.0006): (a) was emplaced before January 1, 1983;  
(b) may contain, but is not primarily composed of, construction and demolition debris, reworked soils, dredge spoils, coal ash, wood ash or other solid waste material;  
(c) was contaminated with metals, hydrocarbons, and/or polycyclic aromatic hydrocarbons prior to emplacement, at concentrations consistent with the pervasive use and release of such materials prior to 1983;  
(d) does not contain oil or hazardous materials originating from operations or activities at the location of emplacement;  
(e) is not and does not contain a generated hazardous waste, other than Oil or Waste Oil;  
(f) does not contain chemical production waste, manufacturing waste, or waste from processing of metal or mineral ores, residues, slag, or tailings; and

(g) does not contain waste material disposed in a municipal solid waste dump, burning dump, landfill, waste lagoon or other waste disposal location.

54.72 Prohibited Uses

Addition of 54.7.F:

“The use of Contaminated Sediments and Contaminated Soils as Fill Material (see 52.2) to fill holes or depressions, create mounds, or otherwise artificially change the grade or elevation of real property”

54.9.2: Aquifer Protection Addition of

54.9.2.C2.b:

Prohibited Uses:

Disposal of teachable wastes with the exception of subsurface waste disposal systems approved through Title V;

"The use of Contaminated Sediments and Contaminated Soils as Fill Material (see 52.2) to fill holes or depressions, create mounds, or otherwise artificially change the grade or elevation of real property.”

ARTICLE 7. Voted to dismiss this article by a Majority vote of One Hundred Forty-six (146) in favor and Eleven (11) opposed. (Scenic Road Bylaw).

ARTICLE 8. Passed by a vote of One Hundred Forty two (142) in favor and Seventeen (17) opposed to amend the position of Tree Warden to an appointed position, pursuant to MGL Chapter 41, Section 106; and further to authorize the Town Manager to provide for the appointment for such office for a term not to exceed three years, unless otherwise provided by law.

ARTICLE 9. Passed with a vote of One Hundred Forty eight (148) in favor with Seven (7) opposed that the Town (a) appropriate \$120,000.00 from FREE CASH for the purpose of planning, designing, improving, renovating and/or equipping, including but not limited to irrigation; a reconstructed basketball court with lights and furniture, at the park know as Memorial Field at 31 Monroe Street, containing a total of four acres of land, more or less, and identified on Assessors Map 57 as Lot 62; including without limitation all costs incidental or related thereto;(b) transfer the care, custody and control of the Memorial Park to the Ware Parks Commission for and to dedicate said Park to park and active recreation purposes under the provisions of G.L. Chapter 45, Section 3; and (c) authorize the Board of Selectmen and/or its designee to apply for and accept on behalf of the Town funds granted under the PARC Grant Program and/or any other funds, gifts, grants, under any federal and/or other state program in any way connected with the scope of this article, and enter into all agreements and execute any and all instruments as may be necessary or convenient to effectuate the foregoing project.

ARTICLE 10. Passed by a vote of One Hundred Thirty Nine (139) in favor and Ten (10) opposed that the Town appropriate the sum of \$200,000.00 from Water Enterprise Reserves for the purpose of funding a lead service line inventory and development of a replacement plan, including all costs

incidental or related thereto, and further to authorize the Selectboard and Town Officers to take all related actions necessary or appropriate to carry out the purpose of this article, including the execution of contracts in excess of three years to undertake or assist with the inventory and plan, and the submission, on behalf of the Town, of any and all applications deemed necessary for grants and/or reimbursements from any state or federal programs and to receive and accept such grants or reimbursements for this purpose.

ARTICLE 11. Passed by a vote of One Hundred Forty-One (141) in favor and Four (4) opposed that the Town appropriate the sum of \$175,000.00 from FREE CASH for the Ware Wastewater Asset Management Project which was submitted to be on the Massachusetts 2023 Drinking Water State revolving Fund Asset Management Planning Project List. If awarded the grant by Mass DEP, the total project cost of \$175,000.00 is comprised of a \$105,000.00 grant (60% of the total project cost) which the Town will be reimbursed for in two payments of approximately \$52,500 each at approximately the 50% and 100% project completion state by Mass DEP and the Massachusetts Clean Water Trust. The balance of the project will be comprised of in-kind services provided by Town valued at \$35,000.00 and a cash contribution valued at \$35,000.00 and to authorize the Selectboard and Town Officers to take all related actions necessary or appropriate to carry out the purpose of this article; including the execution of contracts in excess of three years to undertake or assist with said assessment, and the submission, on behalf of the Town, of any and all applications deemed necessary for grants and/or reimbursements from any state or federal programs and to received and accept such grants or reimbursements for this purpose.

ARTICLE 12. This article was dismissed by a vote of One Hundred Forty (140) in favor with Two (2) opposed. (To acquire property at 73-75 Main Street)

ARTICLE 13. Passed by a vote of One Hundred Thirty Seven (137) in favor and Two (2) opposed that the Town establish the Opioid Settlement Account in accordance with MGL Chapter 40, 55 B, said Stabilization Fund is being established for the purpose of future expenditures related to opioid recovery and that the funds received from the Opioid Settlement be deposited in this Stabilization Account effective for Fiscal Year 2023 beginning on July 1, 2022.

ARTICLE 14. Passed by a vote of One Hundred Eleven (111) in favor with Twenty-Seven (27) opposed that the Town appropriate \$370,000.00 to purchase and equip a 10-wheel dump truck for the Department of Public Works, and to meet said appropriation by transferring \$370,000.00 from FREE CASH.

There being no further action needed, a motion was made and seconded to adjourn this Special Town Meeting at 8:49PM.

A true copy attest: Nancy J. Talbot  
Town Clerk Ware

**STATE PRIMARY – SEPTEMBER 06, 2022**

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In accordance with the accompanying warrant, the Inhabitants of the Town of Ware, qualified to vote in the elections of the town, Precincts A, B & C met at Ware Town Hall at seven o'clock in the forenoon. The warrant calling the State Primary Election, having been previously posted according to the bylaw of the Town of Ware met all legal requirements.

Cards of Instruction to Voters, Cards of Penalties of Corrupt Practices at Elections, Specimen Ballots, etc. having been previously posted I the Ware Town Hall outside the voting area and rails, the ballot boxes were set at naught. The polls were declared open by the Warden George Staiti at seven in the morning.

The polls closed at eight o'clock. The total ballots cast were One Thousand Two Hundred and Seven (1207). Democratic Party – 777, Republican Party – 430. Results as follows by party of the votes cast for each office and candidate:

**DEMOCRATIC PARTY BALLOT**

| <b><u>OFFICE</u></b>       | <b><u>Precinct A</u></b> | <b><u>Precinct B</u></b> | <b><u>Precinct C</u></b> | <b><u>Total</u></b> |
|----------------------------|--------------------------|--------------------------|--------------------------|---------------------|
| <b>GOVERNOR</b>            |                          |                          |                          |                     |
| Sonia Rosa Chang-Diaz      | 48                       | 42                       | 41                       | 131                 |
| Maura Healey               | 180                      | 153                      | 293                      | 626                 |
| Write Ins                  | 2                        | 1                        | 0                        | 3                   |
| Blanks                     | <u>5</u>                 | <u>7</u>                 | <u>5</u>                 | <u>17</u>           |
| Total                      | 235                      | 203                      | 339                      | 777                 |
| <b>LIEUTENANT GOVERNOR</b> |                          |                          |                          |                     |
| Kimberley Driscoll         | 36                       | 35                       | 54                       | 125                 |
| Tami Gouveia               | 23                       | 21                       | 29                       | 73                  |
| Eric P. Lesser             | 170                      | 137                      | 249                      | 556                 |
| Write Ins                  | 2                        | 0                        | 0                        | 2                   |
| Blanks                     | <u>4</u>                 | <u>10</u>                | <u>7</u>                 | <u>21</u>           |
| Total                      | 235                      | 203                      | 339                      | 777                 |
| <b>ATTORNEY GENERAL</b>    |                          |                          |                          |                     |
| Andrea Joy Campbell        | 72                       | 51                       | 110                      | 233                 |
| Shannon Erika Liss-Riordan | 103                      | 91                       | 149                      | 343                 |
| Quentin Palfrey            | 51                       | 48                       | 63                       | 162                 |
| Write Ins                  | 2                        | 0                        | 0                        | 2                   |
| Blanks                     | <u>7</u>                 | <u>13</u>                | <u>17</u>                | <u>37</u>           |
| Total                      | 235                      | 203                      | 339                      | 777                 |



SECRETARY OF STATE

|                        |          |          |          |           |
|------------------------|----------|----------|----------|-----------|
| William Francis Galvin | 181      | 151      | 269      | 601       |
| Tanisha M. Sullivan    | 48       | 47       | 63       | 158       |
| Write Ins              | 2        | 0        | 0        | 2         |
| Blanks                 | <u>4</u> | <u>5</u> | <u>7</u> | <u>16</u> |
| Total                  | 235      | 203      | 339      | 777       |

TREASURER

|                     |           |           |           |            |
|---------------------|-----------|-----------|-----------|------------|
| Deborah B. Goldberg | 194       | 166       | 294       | 654        |
| Write Ins           | 2         | 0         | 0         | 2          |
| Blanks              | <u>39</u> | <u>37</u> | <u>45</u> | <u>121</u> |
| Total               | 235       | 203       | 339       | 777        |

|                      |                          |                          |                          |                     |
|----------------------|--------------------------|--------------------------|--------------------------|---------------------|
| <b><u>OFFICE</u></b> | <b><u>Precinct A</u></b> | <b><u>Precinct B</u></b> | <b><u>Precinct C</u></b> | <b><u>Total</u></b> |
|----------------------|--------------------------|--------------------------|--------------------------|---------------------|

AUDITOR

|                        |           |           |           |           |
|------------------------|-----------|-----------|-----------|-----------|
| Christopher S. Dempsey | 87        | 77        | 110       | 274       |
| Diana Dizoglio         | 123       | 103       | 195       | 421       |
| Write Ins              | 2         | 0         | 0         | 2         |
| Blanks                 | <u>23</u> | <u>23</u> | <u>34</u> | <u>80</u> |
| Total                  | 235       | 203       | 339       | 777       |

REPRESENTATIVE IN CONGRESS

|                 |           |           |           |           |
|-----------------|-----------|-----------|-----------|-----------|
| Richard E. Neal | 207       | 178       | 305       | 690       |
| Write Ins       | 3         | 0         | 0         | 3         |
| Blanks          | <u>25</u> | <u>25</u> | <u>34</u> | <u>84</u> |
| Total           | 235       | 203       | 339       | 777       |

COUNCILLOR

|                |           |           |           |            |
|----------------|-----------|-----------|-----------|------------|
| Paul M. DePalo | 183       | 162       | 283       | 628        |
| Write Ins      | 2         | 0         | 0         | 2          |
| Blanks         | <u>50</u> | <u>41</u> | <u>56</u> | <u>147</u> |
| Total          | 235       | 203       | 339       | 777        |

SENATOR IN GENERAL COURT – Worcester & Hampshire District

|             |           |           |           |           |
|-------------|-----------|-----------|-----------|-----------|
| Anne M Gobi | 211       | 183       | 304       | 698       |
| Write Ins   | 4         | 0         | 0         | 4         |
| Blanks      | <u>20</u> | <u>20</u> | <u>35</u> | <u>75</u> |
| Total       | 235       | 203       | 339       | 777       |

REPRESENTATIVE IN GENERAL COURT – Fifth Worcester District (Precinct A only)

|           |            |
|-----------|------------|
| Write Ins | 2          |
| Blanks    | <u>233</u> |
| Total     | 235        |

REPRESENTATIVE IN GENERAL COURT – First Hampden District (Precinct B & C)

|           |            |            |          |
|-----------|------------|------------|----------|
| Write Ins | 1          | 1          | 2        |
| Blanks    | <u>202</u> | <u>338</u> | <u>0</u> |
| Total     | 233        | 339        | 572      |

DISTRICT ATTORNEY – Northwestern District

|                   |           |           |           |            |
|-------------------|-----------|-----------|-----------|------------|
| David E. Sullivan | 198       | 169       | 286       | 653        |
| Write Ins         | 2         | 0         | 0         | 2          |
| Blanks            | <u>35</u> | <u>34</u> | <u>53</u> | <u>122</u> |
| Total             | 235       | 203       | 339       | 777        |

SHERIFF – Hampshire County

|                      |          |          |          |          |
|----------------------|----------|----------|----------|----------|
| Patrick E. Cahillane | 124      | 107      | 190      | 421      |
| Yvonne C. Gittelson  | 28       | 22       | 43       | 93       |
| Caitlin Sara Sepeda  | 74       | 63       | 95       | 232      |
| Write Ins            | <u>1</u> | <u>0</u> | <u>1</u> | <u>2</u> |
| Total                | 235      | 203      | 339      | 777      |

**REPUBLICAN PARTY BALLOT**

|                      |                          |                          |                          |                     |
|----------------------|--------------------------|--------------------------|--------------------------|---------------------|
| <b><u>OFFICE</u></b> | <b><u>Precinct A</u></b> | <b><u>Precinct B</u></b> | <b><u>Precinct C</u></b> | <b><u>Total</u></b> |
|----------------------|--------------------------|--------------------------|--------------------------|---------------------|

GOVERNOR

|               |          |          |          |          |
|---------------|----------|----------|----------|----------|
| Geoff Diehl   | 45       | 77       | 98       | 220      |
| Chris Doughty | 39       | 55       | 110      | 204      |
| Write Ins     | 0        | 3        | 0        | 3        |
| Blanks        | <u>2</u> | <u>1</u> | <u>0</u> | <u>3</u> |
| Total         | 86       | 136      | 208      | 430      |

LIEUTENANT GOVERNOR

|                |          |          |          |           |
|----------------|----------|----------|----------|-----------|
| Leah V. Allen  | 35       | 43       | 75       | 153       |
| Kate Campanale | 46       | 82       | 128      | 256       |
| Write Ins      | 0        | 3        | 0        | 3         |
| Blanks         | <u>5</u> | <u>8</u> | <u>5</u> | <u>18</u> |
| Total          | 86       | 136      | 208      | 430       |

ATTORNEY GENERAL

|                       |           |           |           |           |
|-----------------------|-----------|-----------|-----------|-----------|
| James R. McMahon, III | 74        | 107       | 181       | 362       |
| Write Ins             | 1         | 0         | 0         | 1         |
| Blanks                | <u>11</u> | <u>29</u> | <u>27</u> | <u>67</u> |
| Total                 | 86        | 136       | 208       | 430       |

SECRETARY OF STATE

|                |           |           |           |           |
|----------------|-----------|-----------|-----------|-----------|
| Rayla Campbell | 72        | 104       | 173       | 349       |
| Write Ins      | 0         | 3         | 0         | 3         |
| Blanks         | <u>14</u> | <u>29</u> | <u>35</u> | <u>78</u> |
| Total          | 86        | 136       | 208       | 430       |

TREASURER

|           |           |            |            |            |
|-----------|-----------|------------|------------|------------|
| Write Ins | 1         | 1          | 1          | 3          |
| Blanks    | <u>85</u> | <u>135</u> | <u>207</u> | <u>427</u> |
| Total     | 86        | 136        | 208        | 430        |

AUDITOR

|               |           |           |           |           |
|---------------|-----------|-----------|-----------|-----------|
| Anthony Amore | 70        | 99        | 169       | 338       |
| Write Ins     | 1         | 0         | 1         | 2         |
| Blanks        | <u>15</u> | <u>37</u> | <u>38</u> | <u>90</u> |
| Total         | 86        | 136       | 208       | 430       |

REPRESENTATIVE IN CONGRESS – First District

|                     |           |           |           |           |
|---------------------|-----------|-----------|-----------|-----------|
| Dean James Martilli | 73        | 99        | 175       | 347       |
| Write Ins           | 0         | 2         | 0         | 2         |
| Blanks              | <u>13</u> | <u>35</u> | <u>33</u> | <u>81</u> |
| Total               | 86        | 136       | 208       | 430       |

COUNCILLOR – Seventh District

|              |           |           |           |           |
|--------------|-----------|-----------|-----------|-----------|
| Gary Galonek | 71        | 98        | 168       | 337       |
| Write Ins    | 0         | 0         | 0         | 0         |
| Blanks       | <u>15</u> | <u>38</u> | <u>40</u> | <u>93</u> |
| Total        | 86        | 136       | 208       | 430       |

| <u>OFFICE</u> | <u>Precinct A</u> | <u>Precinct B</u> | <u>Precinct C</u> | <u>Total</u> |
|---------------|-------------------|-------------------|-------------------|--------------|
|---------------|-------------------|-------------------|-------------------|--------------|

SENATOR IN GENERAL COURT – Worcester & Hampshire District

|                        |           |           |           |           |
|------------------------|-----------|-----------|-----------|-----------|
| James Anthony Amorello | 73        | 96        | 174       | 343       |
| Write Ins              | 0         | 0         | 0         | 0         |
| Blanks                 | <u>13</u> | <u>40</u> | <u>34</u> | <u>87</u> |
| Total                  | 86        | 136       | 208       | 430       |

REPRESENTATIVE IN GENERAL COURT -Fifth Worcester District

|                           |          |  |  |  |
|---------------------------|----------|--|--|--|
| Donald P. Berthiaume, Jr. | 80       |  |  |  |
| Write Ins                 | 0        |  |  |  |
| Blanks                    | <u>6</u> |  |  |  |
| Total                     | 86       |  |  |  |

REPRESENTATIVE IN GENERAL COURT – First Hampden District

|               |  |           |           |           |
|---------------|--|-----------|-----------|-----------|
| Todd M. Smola |  | 112       | 180       | 292       |
| Write Ins     |  | 0         | 1         | 1         |
| Blanks        |  | <u>24</u> | <u>27</u> | <u>51</u> |
| Total         |  | 136       | 208       | 430       |

DISTRICT ATTORNEY – Northwestern District

|           |           |            |            |            |
|-----------|-----------|------------|------------|------------|
| Write Ins | 9         | 0          | 1          | 10         |
| Blanks    | <u>77</u> | <u>136</u> | <u>207</u> | <u>420</u> |
| Total     | 86        | 136        | 208        | 430        |

SHERIFF – Hampshire County

|           |           |            |            |            |
|-----------|-----------|------------|------------|------------|
| Write Ins | 1         | 10         | 3          | 14         |
| Blanks    | <u>85</u> | <u>126</u> | <u>205</u> | <u>416</u> |
| Total     | 86        | 136        | 208        | 430        |

A true copy attest: Nancy J. Talbot  
Town Clerk, Ware

## STATE ELECTION – NOVEMBER 08, 2022

In accordance with the accompanying warrant, the Inhabitants of the Town of Ware, qualified to vote in the elections of the town, Precincts A, B & C, met at the Ware Town Hall, 126 Main Street on Tuesday, November 8, 2022, at seven o'clock in the forenoon. The warrant calling the state election, having been previously posted in accordance with the bylaw of the town, met all legal requirements.

Cards of instruction for voters, cards of penalties of corrupt practices at the elections, specimen ballots, etc. having previously been posted in the town hall outside the voting rails, the tabulators were set at naught. The polls were declared open by the Warden, George Staiti.

The polls were closed at eight o'clock. The total ballots cast were Three Thousand Four Hundred Thirteen (3,413). The election results as follows for those offices appearing on the ballot are:

|   | <u>Precinct A</u> | <u>Precinct B</u> | <u>Precinct C</u> | <u>Total</u> |
|---|-------------------|-------------------|-------------------|--------------|
| <u>Governor and Lieutenant Governor</u> |                   |                   |                   |              |
| Diehl and Allen                         | 369               | 581               | 761               | 1711         |
| Healey and Driscoll                     | 481               | 455               | 668               | 1604         |
| Reed and Everett                        | 21                | 27                | 25                | 73           |
| Write-In                                | 0                 | 0                 | 0                 | 0            |
| Blanks                                  | <u>6</u>          | <u>9</u>          | <u>10</u>         | <u>25</u>    |
| Total                                   | 877               | 1072              | 1464              | 3413         |

### Attorney General

|                       |           |           |           |           |
|-----------------------|-----------|-----------|-----------|-----------|
| Andrea Joy Campbell   | 472       | 449       | 643       | 1564      |
| James R. McMahon, III | 395       | 600       | 792       | 1787      |
| Write In              | 0         | 0         | 0         | 0         |
| Blanks                | <u>10</u> | <u>23</u> | <u>29</u> | <u>62</u> |
| Total                 | 877       | 1072      | 1464      | 3413      |

### Secretary of State

|                        |           |           |           |           |
|------------------------|-----------|-----------|-----------|-----------|
| William Francis Galvin | 510       | 529       | 750       | 1789      |
| Rayla Campbell         | 326       | 500       | 669       | 1495      |
| Juan Sanchez           | 30        | 26        | 26        | 82        |
| Write Ins              | 0         | 0         | 0         | 0         |
| Blanks                 | <u>11</u> | <u>17</u> | <u>19</u> | <u>47</u> |
| Total                  | 877       | 1072      | 1464      | 3413      |

Treasurer

|                     |            |            |            |            |
|---------------------|------------|------------|------------|------------|
| Deborah B. Goldberg | 540        | 593        | 825        | 1958       |
| Cristina Crawford   | 234        | 315        | 444        | 993        |
| Write Ins           | 1          | 1          | 3          | 5          |
| Blanks              | <u>102</u> | <u>163</u> | <u>192</u> | <u>457</u> |
| Total               | 877        | 1072       | 1464       | 3413       |

Auditor

|                          |           |           |           |            |
|--------------------------|-----------|-----------|-----------|------------|
| Anthony Amore            | 369       | 551       | 745       | 1665       |
| Diana Dizoglio           | 382       | 370       | 553       | 1305       |
| Gloria A. Caballero-Roca | 41        | 35        | 42        | 118        |
| Dominic Giannone, III    | 26        | 32        | 27        | 85         |
| Daniel Riek              | 24        | 30        | 32        | 86         |
| Write In                 | 0         | 0         | 0         | 0          |
| Blanks                   | <u>35</u> | <u>54</u> | <u>65</u> | <u>154</u> |
| Total                    | 877       | 1072      | 1464      | 3413       |

Representative in Congress

|                     |           |           |           |           |
|---------------------|-----------|-----------|-----------|-----------|
| Richard E. Neal     | 500       | 501       | 703       | 1704      |
| Dean James Martilli | 353       | 549       | 739       | 1632      |
| Write In            | 0         | 2         | 0         | 2         |
| Blanks              | <u>24</u> | <u>29</u> | <u>22</u> | <u>75</u> |
| Total               | 877       | 1072      | 1404      | 3413      |

Councillor

|                |           |           |           |            |
|----------------|-----------|-----------|-----------|------------|
| Paul M. DePalo | 480       | 442       | 633       | 1555       |
| Gary Galonek   | 365       | 540       | 761       | 1705       |
| Write In       | 0         | 0         | 0         | 0          |
| Blanks         | <u>32</u> | <u>51</u> | <u>70</u> | <u>153</u> |
| Total          | 877       | 1072      | 1464      | 3413       |

Senator in General Court

|                        |           |           |           |           |
|------------------------|-----------|-----------|-----------|-----------|
| Anne M. Gobi           | 539       | 546       | 752       | 1837      |
| James Anthony Amorello | 322       | 506       | 680       | 1508      |
| Write In               | 0         | 0         | 1         | 1         |
| Blanks                 | <u>16</u> | <u>20</u> | <u>31</u> | <u>67</u> |
| Total                  | 877       | 1072      | 1464      | 3413      |

Representative in General Court - Fifth Worcester District

|                           |            |  |  |            |
|---------------------------|------------|--|--|------------|
| Donald R. Berthiaume, Jr. | 618        |  |  | 618        |
| Write In                  | 5          |  |  | 5          |
| Blanks                    | <u>254</u> |  |  | <u>254</u> |
| Total                     | 877        |  |  | 877        |

Representative in General Court – First Hampden District

|               |  |            |            |            |
|---------------|--|------------|------------|------------|
| Todd M. Smola |  | 890        | 1183       | 2073       |
| Write In      |  | 7          | 4          | 11         |
| Blanks        |  | <u>175</u> | <u>277</u> | <u>452</u> |
| Total         |  | 1072       | 1464       | 2536       |

District Attorney – Northwestern District

|                   |            |            |            |             |
|-------------------|------------|------------|------------|-------------|
| David E. Sullivan | 610        | 670        | 941        | 2221        |
| Write In          | 6          | 7          | 9          | 22          |
| Blanks            | <u>261</u> | <u>395</u> | <u>514</u> | <u>1170</u> |
| Total             | 877        | 1072       | 1464       | 3413        |

Sheriff – Hampshire County

|                      |            |            |            |             |
|----------------------|------------|------------|------------|-------------|
| Patrick J. Cahillane | 603        | 674        | 943        | 2220        |
| Write In             | 9          | 10         | 21         | 40          |
| Blanks               | <u>265</u> | <u>388</u> | <u>500</u> | <u>1153</u> |
| Total                | 877        | 1072       | 1464       | 3413        |

Pathfinder Regional School Committee – Belchertown

|                   |            |            |            |             |
|-------------------|------------|------------|------------|-------------|
| Lorraine F. Alves | 541        | 631        | 879        | 2051        |
| Write In          | 0          | 5          | 3          | 8           |
| Blanks            | <u>336</u> | <u>436</u> | <u>582</u> | <u>1354</u> |
| Total             | 877        | 1042       | 1464       | 3413        |

Pathfinder Regional School Committee – Palmer

|               |            |            |            |             |
|---------------|------------|------------|------------|-------------|
| Robert Lavoie | 532        | 627        | 877        | 2036        |
| Write In      | 0          | 3          | 1          | 4           |
| Blanks        | <u>345</u> | <u>442</u> | <u>586</u> | <u>1373</u> |
| Total         | 877        | 1042       | 1464       | 3413        |

Pathfinder Regional School Committee – Ware

|                  |            |            |            |             |
|------------------|------------|------------|------------|-------------|
| Mary Barbara Ray | 553        | 644        | 951        | 2148        |
| Write In         | 0          | 5          | 3          | 8           |
| Blanks           | <u>324</u> | <u>423</u> | <u>510</u> | <u>1257</u> |
| Total            | 877        | 1072       | 1464       | 3413        |

Pathfinder Regional School Committee – Monson

|                       |            |            |            |             |
|-----------------------|------------|------------|------------|-------------|
| Ronald K. Valley, Jr. | 509        | 602        | 845        | 1956        |
| Write In              | 0          | 3          | 3          | 6           |
| Blanks                | <u>368</u> | <u>467</u> | <u>616</u> | <u>1451</u> |
| Total                 | 877        | 1042       | 1464       | 3413        |

Pathfinder Regional School Committee – Hardwick

|                |            |             |             |             |
|----------------|------------|-------------|-------------|-------------|
| Kristen Aiesi  | 2          | 0           | 0           | 2           |
| Julie Quink    | 4          | 4           | 4           | 12          |
| Jarrold Harmon | 1          | 0           | 0           | 1           |
| All others     | 0          | 8           | 6           | 14          |
| Blanks         | <u>870</u> | <u>1060</u> | <u>1454</u> | <u>3384</u> |
| Total          | 877        | 1072        | 1464        | 3413        |

Pathfinder Regional School Committee – Granby

|                 |            |             |             |             |
|-----------------|------------|-------------|-------------|-------------|
| Kristen Aiesi   | 1          | 0           | 0           | 1           |
| Ruth Galica     | 1          | 0           | 0           | 1           |
| William Johnson | 0          | 0           | 2           | 2           |
| All others      | 0          | 7           | 4           | 11          |
| Blanks          | <u>875</u> | <u>1065</u> | <u>1458</u> | <u>3398</u> |
| Total           | 877        | 1072        | 1464        | 3413        |

Pathfinder Regional School Committee – Warren

|                 |            |             |             |             |
|-----------------|------------|-------------|-------------|-------------|
| Kristen Aiesi   | 1          | 0           | 0           | 1           |
| John Mason      | 1          | 0           | 0           | 1           |
| John Nason      | 0          | 1           | 0           | 1           |
| William Johnson | 0          | 0           | 2           | 2           |
| All others      | 0          | 6           | 4           | 10          |
| Blanks          | <u>875</u> | <u>1065</u> | <u>1458</u> | <u>3398</u> |
| Total           | 877        | 1072        | 1464        | 3413        |

QUESTION # 1

Do you approve of the adoption of an amendment to the constitution summarized below, which was approved by the General Court in joint sessions of the two houses on June 12, 2019 (yeas 147 – nays 48); and again, on June 9, 2021 (yeas 159 – nays 41)?

SUMMARY

This proposed constitutional amendment would establish an additional 4% state income tax on that portion of annual taxable income in excess of \$1 million. This income level would be adjusted annually by the same method used for federal income-tax brackets, to reflect increases in the cost of living. Revenue from this tax would be used, subject to appropriation by the state Legislature, for public education, public colleges and universities, and for the repair and maintenance of roads, bridges, and public transportation. The proposed amendment would apply to tax years beginning on or after January 1, 2023.



A YES VOTE would amend the state Constitution to impose an additional 4% tax on that portion of incomes over one million dollars to be used, subject to appropriation by the state Legislature, on education and transportation.

A NO VOTE would make no change in the state Constitution relative to income tax.

|        |           |
|--------|-----------|
| YES    | 1517      |
| NO     | 1839      |
| BLANKS | <u>57</u> |
| TOTAL  | 3413      |

## QUESTION # 2

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2022?

### SUMMARY

The proposed law would direct the Commissioner of the Massachusetts Division of Insurance to approve or disapprove the rates of dental benefit plans and would require that a dental insurance carrier meet an annual aggregate medical loss ratio for its covered dental benefit plans of 83 percent. The medical loss ratio would measure the amount of premium dollars a dental insurance carrier spends on the members' dental expenses and quality improvements, as opposed to administrative expenses. If a carrier's aggregate medical loss ratio is less than 83 percent, the carrier would be regulated to refund the excess premiums to its covered individuals and groups. The proposed law would allow the Commissioner to waive or adjust the refunds only if it is determined that issuing refunds would result in financial impairment for the carrier.

The proposed law would apply to dental benefit plans regardless of whether they are issued directly by a carrier, through the connector, or through an intermediary. The proposed law would not apply to dental benefit plans issued, delivered, or renewed to a self-insured group or where the carrier is acting as a third-party administrator.

The proposed law would require the carriers offering dental benefit plans to submit information about their current and projected medical loss ratio, administrative expenses, and other financial information to the Commissioner. Each carrier would be required to submit an annual comprehensive financial statement to the Division of Insurance, itemized by market group size and line of business. A carrier that also provides administrative services to one or more self-insured groups would also be required to file an appendix to their annual financial statement with information about its self-insured business. The proposed law would impose a late penalty on a carrier that does not file its annual report on or before April 1.

The Division would be required to make the submitted data public, to issue an annual summary to certain legislative committees, and to exchange the data with the Health Policy Commission. The Commissioner would be required to adopt standards requiring the registration of persons or entities not otherwise licensed or registered by the Commissioner and criteria for the standardized reporting and uniform allocation methodologies among carriers.

The proposed law would allow the Commissioner to approve dental benefit policies for the purpose of being offered to individuals or groups. The Commissioner would be required to adopt regulations to determine eligibility criteria.

The proposed law would require carriers to the group product base rates and any changes to group rating factors that are to be effective on January 1 of each year on or before July 1 of the preceding year. The Commissioner would be required to disapprove any proposed changes to base rates that are excessive, inadequate, or unreasonable in relation to the benefits charge. The Commissioner would also be required to disapprove any change to group rating factors that is discriminatory or not actuarially sound.

The proposed law set forth criteria that, if met, would require the Commissioner to presumptively disapprove a carrier's rate, including if the aggregate medical loss ratio for all dental benefit plans offered by a carrier is less than 83 percent.

The proposed law would establish procedures to be followed if a proposed rate is presumptively disapproved or if the Commissioner disapproves a rate.

The proposed law would require the Division to hold a hearing if a carrier reports a risk-based capital ratio on a combined entity basis that exceeds 700 percent in its annual report.

The proposed law would require the Commissioner to promulgate regulations consistent with its provisions by October 1, 2023. The proposed law would apply to all dental benefit plans issued, made effective, delivered, or renewed on or after January 1, 2024.

A YES VOTE would regulate dental insurance rates, including by requiring companies to spend at least 83% of premiums on member dental expenses and quality improvements instead of administrative expenses, and by making other changes to dental insurance regulations.

A NO VOTE would make no change in the law relative to the regulations that apply to dental insurance companies.

|        |           |
|--------|-----------|
| YES    | 2029      |
| NO     | 1309      |
| BLANKS | <u>75</u> |
| TOTAL  | 3413      |

### QUESTION # 3

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representative on or before May 4, 2022?

### SUMMARY

The proposed law would increase the statewide limits on the combined number of licenses for the sale of alcoholic beverages for off-premises consumption (including licenses for "all alcoholic

beverages” and for “wines and malt beverages”) that any one retailer could own or control from 9 to 12 licenses in 2023, to 15 licenses in 2027, and to 18 licenses in 2031.

Beginning in 2023, the proposed law would set a maximum number of “all alcoholic beverages” licenses that any one retailer could own or control at 7 licenses unless a retailer currently holds more than 7 such licenses.

The proposed law would require retailers to conduct the sale of alcoholic beverages for off-premises consumption through face-to face transactions and would prohibit automated or self-checkout sales of alcoholic beverages by such retailers.

The proposed law would alter the calculation of the fine that the Alcoholic Beverages Control Commission may accept in lieu of suspending a license issued under the State Liquor Control Act. The proposed law would modify the formula for calculating such fee from being based on the gross profits on the sale of alcoholic beverages to being based on the gross profits on all retail sales.

The proposed law would also add out-of-state motor vehicle licenses to the list of the forms of identification that any holder of a license issued under the State Liquor Control Act, or their agent or employee, may choose to reasonably rely on for proof of a person’s identity and age.

A YES VOTE would increase the number of licenses a retailer could have for the sale of alcoholic beverages to be consumed off premises, limit the number of “all alcoholic beverages” licenses that a retailer could acquire, restrict use of self-checkout, and require retailers to accept customers’ out-of-state identification.

A NO VOTE would make no change in the laws governing the retail sale of alcoholic beverages.

|        |           |
|--------|-----------|
| YES    | 1059      |
| NO     | 2265      |
| BLANKS | <u>89</u> |
| TOTAL  | 3413      |

QUESTION # 4

Do you approve of a law summarized below, which was approved by the House of Representatives and the Senate on May 26, 2022?

SUMMARY

This law allows Massachusetts residents who cannot provide proof of lawful presence in the United States to obtain a standard driver’s license or learner’s permit if they meet all the other qualifications for a standard license or learner’s permit, including a road test and insurance and provide proof of their identity, date of birth, and residency. The law provides that, when processing an application for such a license or learner’s permit or motor vehicle registration, the registrar of motor vehicles may not ask about or create a record of the citizenship or immigration status of the

applicant, except as otherwise required by law. This law does not allow people who cannot provide proof of lawful presence in the United States to obtain a REAL ID.

To prove identity and date of birth, the law requires an applicant to present at least two documents, one from each of the following categories: (1) a valid unexpired foreign passport or a valid unexpired Consular Identification document; and (2) a valid unexpired driver's license from any United States state or territory, an original or certified copy of a birth certificate, a valid unexpired foreign national identification card, a valid unexpired foreign driver's license, or a marriage certificate or divorce decree issued by any state or territory of the United States. One of the documents presented by an applicant must include a photograph and one must include a date of birth. Any documents not in English must be accompanied by a certified translation. The registrar may review any documents issued by another country to determine whether they may be used as proof of identity or date of birth.

The law requires that applicants for a driver's license or learner's permit shall attest, under the pains and penalties of perjury, that their license has not been suspended or revoked in any other state, country, or jurisdiction.

The law specifies that information provided by or relating to any applicant or license-holder will not be a public record and shall not be disclosed, except as required by federal law or as authorized by Attorney General regulations, and except for purposes of motor vehicle insurance.

The law directs the registrar of motor vehicles to make regulations regarding the documents required of United States citizens and others who provide proof of lawful presence with their license application.

The law also requires the registrar and the Secretary of the Commonwealth to establish procedures and regulations to ensure that an applicant for a standard driver's license or learner's permit who does not provide proof of lawful presence will not be automatically registered to vote.

The law takes effect on July 1, 2023.

A YES VOTE would keep in place the law, which would allow Massachusetts residents who cannot provide proof of lawful presence in the United States to obtain a driver's license or permit if they meet the other requirements for doing so.

A NO VOTE would repeal this law.

|        |           |
|--------|-----------|
| YES    | 1201      |
| NO     | 2127      |
| BLANKS | <u>85</u> |
| TOTAL  | 3413      |

#### QUESTION # 5

Shall the Town of Ware be required to reduce the amount of real estate and personal taxes to be assessed for the fiscal year beginning July first, two thousand and twenty-three by an amount equal to \$400,000.00?

|        |            |
|--------|------------|
| YES    | 2033       |
| NO     | 1140       |
| BLANKS | <u>240</u> |
| TOTAL  | 3413       |

**NON-BINDING FOR PRECINCT A VOTERS ONLY**

**QUESTION # 6**

Shall the representative from this district be instructed to introduce and vote for legislation that puts a fee on the carbon content of fossil fuels to compensate for their environmental damage and returns most of the proceeds in equitable ways to individuals as a cash-back dividend?

|        |           |
|--------|-----------|
| YES    | 352       |
| NO     | 448       |
| BLANKS | <u>77</u> |
| TOTAL  | 877       |

A true copy attest:      Nancy J. Talbot  
    Town Clerk, Ware

## TOWN TREASURER REPORT

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### Cash Reconciliation for June 30, 2022

|   |                       |                                 |
|---|-----------------------|---------------------------------|
| <b>Town Treasurer's Cash and Investments</b>                          |                       | <u>19,115,826.87</u>            |
| <b>Other trust funds not in custody of Treasurer</b>                  |                       | -                               |
| <b>Total Cash and Investments</b>                                     |                       | <u>19,115,826.87</u>            |
| <b>Accountant's / Auditor's Cash and Investments</b>                  |                       |                                 |
| <b>(Per balance sheet)</b>  |                       | <u>19,115,826.87</u>            |
| General Fund  |                       | <u>12,683,699.69</u>            |
| Special Revenue Funds   |                       | <u>27,932.40</u>                |
| Capital Projects Funds  |                       | <u>72,709.35</u>                |
| Enterprise Funds  |                       | <u>2,006,474.86</u>             |
| Trust and Agency Funds  |                       | <u>4,325,010.57</u>             |
| <b>Total per general ledger</b>                                       |                       | <u>19,115,826.87</u>            |
| <b>Reconciling Items</b>  |                       |                                 |
| Warrants Payable  |                       | -                               |
| Deposits in Transit   |                       | -                               |
| <br><b>Total Adjusted Accountant's/Auditor's Cash and Investments</b> |                       | <br><u><u>19,115,826.87</u></u> |
| <br><b>Treasurers Report</b>  |                       |                                 |
| <b>Cash on hand 07/01/2021</b>  | <u>17,414,270.13</u>  |                                 |
| <b>Cash on hand 06/30/2022</b>  |                       | <u><u>19,115,826.87</u></u>     |
| <br><b>Tax Titles held 07/01/2021</b>                                 | <br><u>486,654.91</u> |                                 |
| New commitments   | <u>73,885.74</u>      |                                 |
| Payments  | <u>(102,175.90)</u>   |                                 |
| Moved to Possessions  | -                     |                                 |
| <b>Tax Titles held 06/30/2022</b>                                     |                       | <u><u>458,364.75</u></u>        |
| <br><b>Tax Possessions held 07/01/2021</b>                            |                       | <br><u><u>266,590.35</u></u>    |
| New Possessions   |                       |                                 |
| Sold at Auction   |                       | -                               |
| <b>Tax Possessions held 06/30/2022</b>                                |                       | <u><u>266,590.35</u></u>        |

## QUABOAG CONNECTOR

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### **Quaboag Connector Total Trips (Rides) Break Down 2017 - 2022**

Ecolane Tracking – Started Using Software April 2021

While using the **Ecolane software** from **April 2021 – Dec. 31st, 2022** – There has been **19,680** rides that were scheduled and completed.

**The Quaboag Connector** has completed a **grand total** of **53,300** rides **to date**. **Date ranges from Jan 2017– Dec. 31<sup>st</sup>, 2022**

Of these trips: **Palmer Rides to Work rides equal 121** provided for **Dec. 2022**. Total is included in the chart above.

Of these trips: **Senior Van rides equal 98** for the month of **Dec. 2022**. Total is included in the chart above.

Of these trips: **Baystate van rides equal 115** for the month of **Dec. 2022**. Total is included in the chart above.

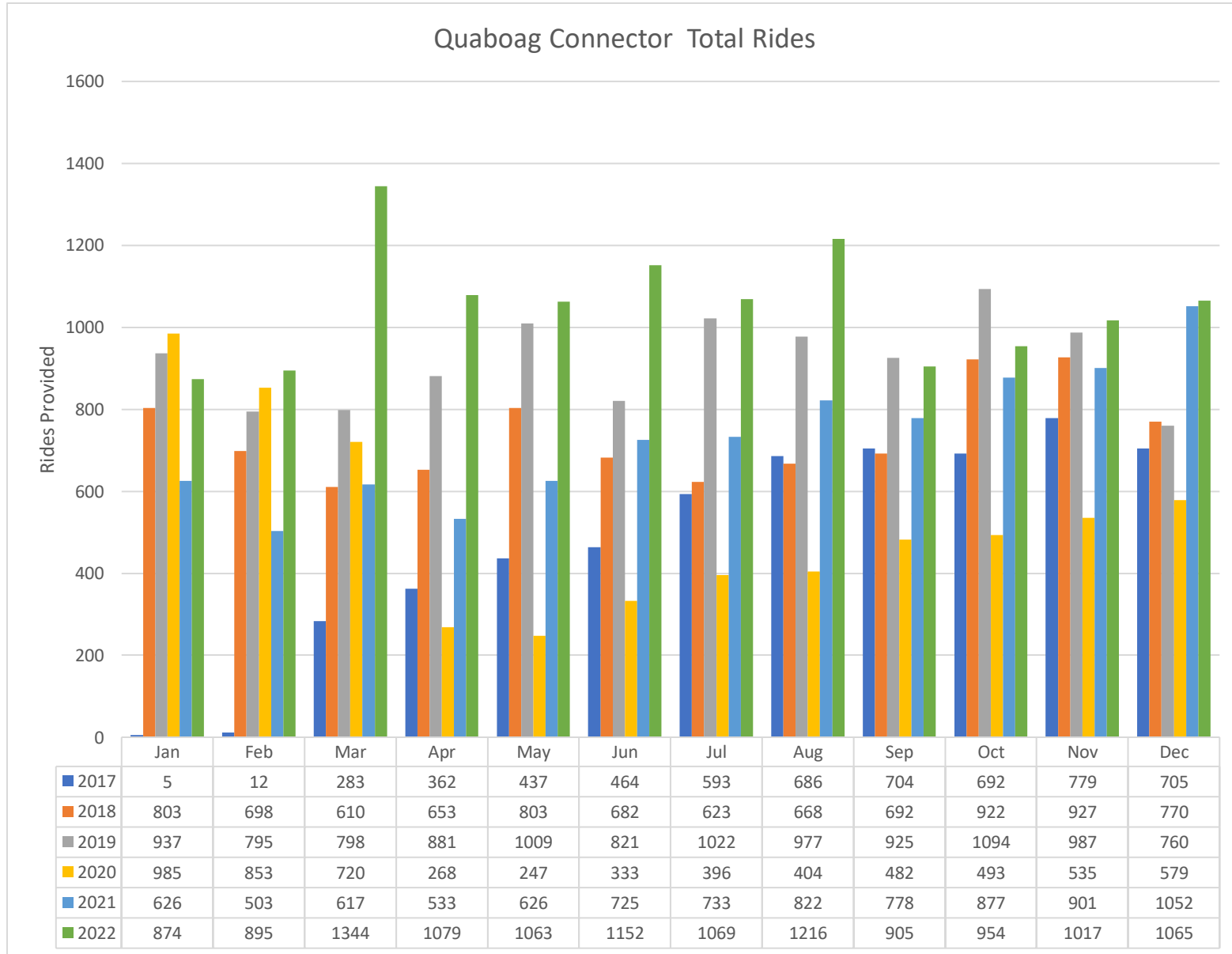
Of these trips: **Veterans rides equal 127** for the month of **Dec. 2022**. Total is included in the chart above.

Of these trips: **Quaboag Connector rides equals 604** for the month of **Dec. 2022**. Total is included in the chart above.

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## Trip Count Report - This report counts only completed trips.

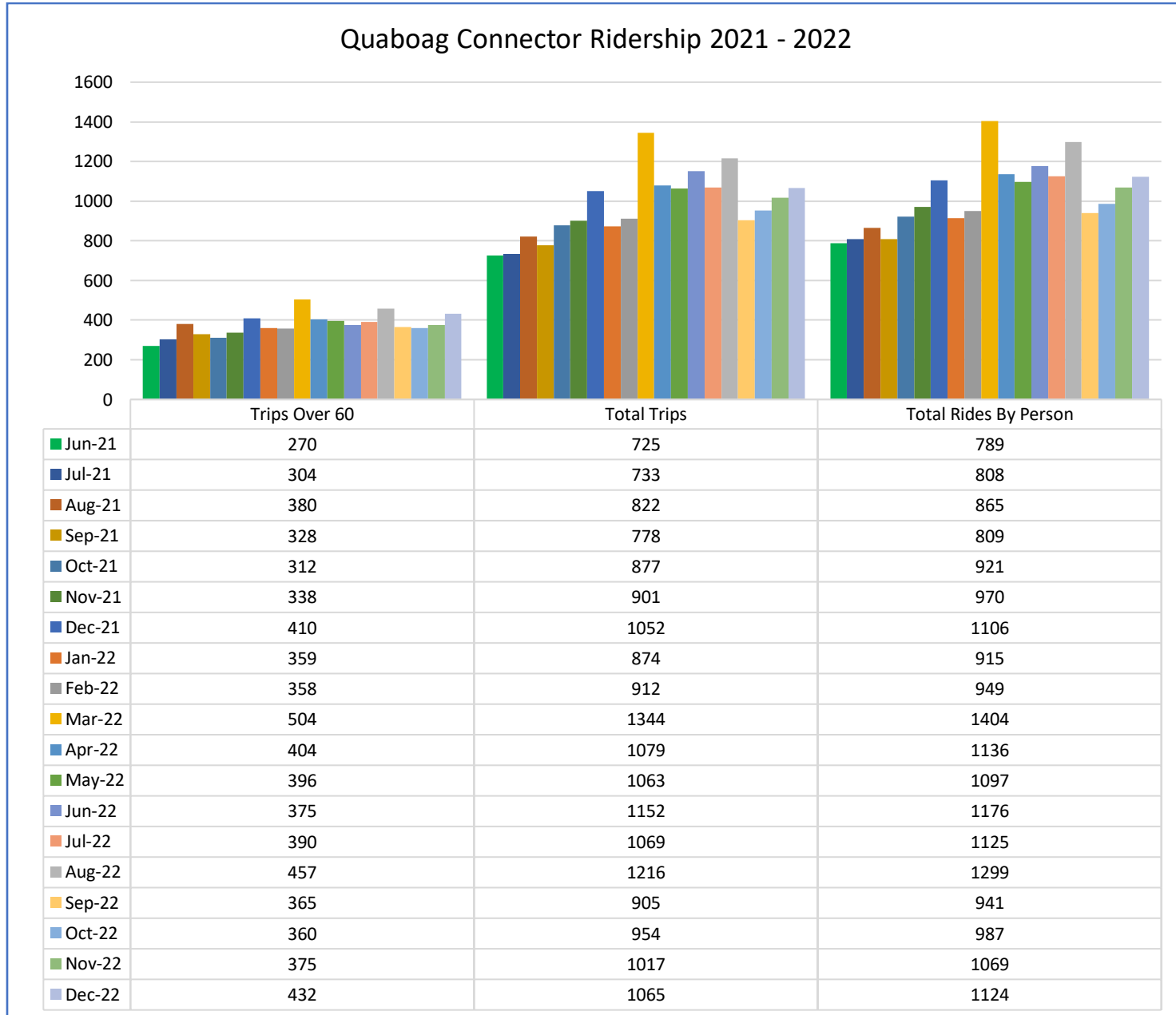
Date range: 01/01/2017 – 12/31/2022. Provider types: Baystate, General Public, Palmer Rides to Work, Senior and Veterans





**Trip Count Report - This report counts only completed trips. Date range: 06/01/2021 – 12/31/2022.**

**Provider types: Baystate, General Public, Palmer Rides to Work, Senior and Veterans**



## QUABOAG HILLS SUBSTANCE USE ALLIANCE AND COMMUNITY HEALTH PROJECTS

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Based on local health assessments and concerns about the impact of substance use in our communities, in July 2014, individuals and agencies came together to establish the Quaboag Hills Substance Use Task Force. The town of Ware was a key founder and supporter of this regional effort and has continued to serve as a major partner and the primary fiscal agent since that time.

In mid-2017, the Task Force was renamed the *Quaboag Hills Substance Use Alliance*. The Alliance is a diverse group of representatives from public safety, law enforcement, public schools, higher education, early childhood programs, businesses, health care, clergy, treatment providers, town officials, civic leaders, youth organizations, and families affected by substance use. We support expanded and effective substance use prevention, intervention, harm reduction, treatment, and recovery services in our region. In the rural Quaboag Hills geographic service area, the Alliance works in close collaboration with its local and county-wide partners at the margins of three Massachusetts Counties, Hampden, Hampshire, and Worcester Counties. QHSUA serves the towns of: Barre; Belchertown; Brimfield; Brookfield; East Brookfield; Hardwick; Holland; Hubbardston; Monson; New Braintree; North Brookfield; Oakham; Palmer; Spencer; Wales; Ware; Warren; and West Brookfield.

The Alliance's mission is to work collaboratively and with cultural awareness, to prevent and reduce substance misuse, especially among youth; to break down stigma associated with substance use disorder; to reduce health problems resulting from substance use disorder; to contribute to community efforts to expand access to treatment services; and to value all pathways to recovery.

The Alliance is funded by a 10-year Drug Free Communities (DFC) Support Program grant (\$125,000 per year for 10 years) from the Centers for Disease Control (CDC); a 5-year, \$300,000 per year Strategic Prevention Framework-Partnership for Success (SPF- PFS) prevention grant and a 4-year (\$48,000 per year) Sober Truth on Preventing Underage Drinking (STOP) grant from the federal Substance Abuse and Mental Health Services Administration (SAMHSA). The Alliance also received \$20,400 in funding from the National Association of City and County Health Officers (NACCHO) and the Public Health Institute of Western Massachusetts (PHIWM) to conduct the "Implementing Overdose Prevention Strategies at the Local Level" project in its Hampden County towns. We have also received funding from the Community Foundation of Western Massachusetts (\$22,000) and the Public Health Services Commissioned Officers Foundation (\$5,000).

Since its founding, the QHSUA has had the goal to support and advocate for a peer-driven recovery center in our region, as is available in many other cities across the state. QHSUA is a key partner in the regional Recovery Center of Hope (RCH) and supports grant-seeking and advocacy for such comprehensive services. The Western Massachusetts Training Consortium is the RCH program manager and fiscal agent. The Center is located in downtown Ware.

From 2022 to 2024, the QHSUA is an active member of the National Institute of Health's HEALing Communities Study in partnership with Western Mass Training Consortium and Boston Medical Center. In Hampshire County, Ware and Belchertown are the study's selected communities. This study aims to dramatically reduce opioid overdose deaths in participating

communities with interventions that look at the effectiveness of coordinated systems of care designed to increase the number of individuals receiving medication to treat Opioid Use Disorder, increase the distribution of naloxone (brand name Narcan), and reduce high-risk opioid prescribing.

Regionally, the Alliance partners with the Hampshire County Heroin and Opioid Prevention and Education (HOPE) project co-lead by the Northwestern District Attorney; the Strategic Planning Initiative for Family and Youth (SPIFFY) Coalition, addressing underage drinking and marijuana use in Hampshire County; and is a member of the Hampden County District Attorney's Addiction Task Force (HCAT) and the Worcester County District Attorney's Opioid Task Force.

In 2022, more staff were hired under additional funding awarded to the town of Ware as the fiscal agent to support broader community health initiatives including:

- The Better Together grant, a 3-year (\$200,000 total) grant from Baystate Wing Hospital to address education to employment with a focus on career readiness for children, youth, and young adults. The Quaboag Valley Community Development Corporation and Holyoke Community College are key partners. This collaboration is designed to reduce poverty and increase community health by engaging youth and young adults in improving access to the resources needed to improve educational and vocational outcomes and achieve living wage employment.
- The Quaboag Hills Community Health Improvement Plan (CHIP), a 3-year project funded at almost \$68,000 per year. A CHIP is a roadmap that is part of a long-term effort to enhance the health of a community and is developed collaboratively by the community and focuses on addressing and improving priority health issues. The Quaboag Hills Community Health Improvement Plan is a collaborative project of the town of Ware, the Pioneer Valley Planning Commission, and the Quaboag Valley Community Development Corporation. The project is funded and supported by the Massachusetts Department of Public Health and Health Resources in Action. The CHIP vision is that all Quaboag Hills region residents will have equitable opportunities to participate in a process addressing social determinant of health inequities in our region. This process will lead to improved health outcomes by improving their quality of life. The CHIP project mission is to gather and analyze data to measure inequities in the Quaboag Hills region so that they can be addressed and improved. A key focus is to engage with the rural populations that frequently experience inequities due to isolation and long distances to social services and health centers.
- The Rural Vaccine Equity Initiative (RVEI); a 3-year project funded at over \$88,000 per year. The project is designed to help devote more and appropriate resources to rural communities to address their unique needs for COVID-19 vaccination and mitigation and support needed infrastructures. Funded by the Mass Department of public Health's State Office of Rural Health (SORH) and the New England Rural Health Association, this initiative supports community-based organizations (CBOs), provides rural specific technical assistance, MDPH staff to assist with navigating resources, and a peer learning network. This three-year initiative allows rural communities to both meet immediate needs for COVID-19 mitigation and implement long-range strategies to ensure resiliency from the factors that created poor outcomes during the COVID-19 pandemic.

- The Quaboag Valley Food Policy Council with Ware as the fiscal sponsor (grant of \$30,000), develops and establishes a Food Policy Council (the Council), that focuses on reducing hunger and food insecurity while it increases the availability of healthy foods at an affordable cost in the Quaboag Valley region. The Quaboag Valley Food Policy Council service area aligns with the towns within the Quaboag Valley cluster for the Rural Vaccine Equity Initiative grant. The towns served are Belchertown, Brimfield, Brookfield, East Brookfield, Holland, Monson, North Brookfield, Palmer, Wales, Ware, Warren and West Brookfield. The goal of the Food Policy Council is to bring together food producers, food consumers, food distributors, and policy makers to assess and examine food access within the Quaboag Valley Region. The Council addresses the immediate and pressing needs of the community for food in an urgent way, while also continuing to focus on systems, policies, and project goals to make the food system more equitable and accessible, and to further prevent and reduce food insecurity.

Submitted by:

Gail Gramarossa, MPH, CHES  
Prevention Director for the Town of Ware

## VETERANS SERVICES

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The Office of Veterans Service continues to reach out into the community to let Veterans and widows the services offered by the Commonwealth thru the Town of Ware.

Since COVID hit, I have been periodically reaching out to the elderly I serve to be sure they are ok and not in need of anything. I have had a supply of COVID kits which I offer to anyone who needs them.

The office continues to find alternate income resources for those in receipt of Chapter 115.

As always if you know of any Veteran or spouse of a Veteran in need of some services, please have them contact me at the number above.

In closing I would like to thank the Selectboard for another 3-year appointment as your Veterans Service Officer.

It is a pleasure to work for a Town that cares so deeply for its Veterans!  
Remember Freedom is not Free!!

Sincerely,

Mark Avis  
VSO

## SUPERINTENDENT OF SCHOOLS

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As we move forward with COVID in our rearview mirror, there are several initiatives that the district has taken on for the 2022/23 school year. To help set a course to the future, the district established a committee to build a Strategic Plan in consultation with The Management Solution. The Strategic Planning Committee has been meeting since October looking at data, collecting information, and reaching out to all stakeholders to determine steps forward in building the plan. Once the plan is complete it will be presented to the school committee for approval.

Another initiative was to plan how to best spend the Elementary & Secondary School Emergency Relief Fund (ESSER) that was provided to school by the federal government to address the impact of COVID-19. Some of the projects completed at this time include the following:

- Purchasing of Chromebooks, making us a 1:1 district
- Edgenuity Online Curriculum
- Improvement of ventilation at SMK, WMS, & JS High School
- Addition of two social workers hired for two years
- Adding a High School Dean of Students position for two years
- New boilers for the JS High School
- Remodeling of the JS High School Fitness Room
- Purchasing 10 spinning cycles for the high school PE classes
- Updating Social Studies and Science Curriculum

Some of the upcoming projects for the spring 2023 include the following:

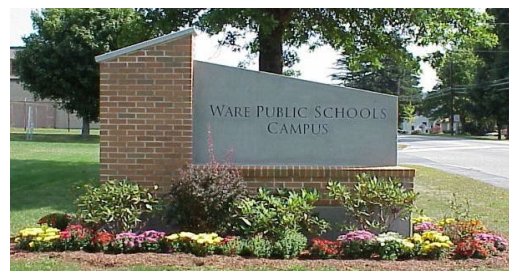
- Pre-K Playground
- Replace SMK Playground
- Replace track at Veterans' Field
- Air Conditioning for WMS Library & Cafeteria
- Replace univents at WMS

This year also finds the district in negotiations with all units: teachers, paraprofessionals, custodians, and secretaries. Negotiations with teachers began in November and continues at this time. Negotiations with the paraprofessionals, custodians, and secretaries will take place shortly thereafter.

The Manufacturer's Partnership Council continues to meet since its inception in December 2018. Strong connections between local manufacturers have taken place which provides students with opportunities to have internships with a possibility of a job offer after graduation. A win/win situation for everyone involved. Ware Public Schools continues to provide students and families with a solid education with opportunities for all.

Respectfully submitted,

Dr. Marlene A. DiLeo Superintendent of Schools



## WARE JUNIOR SENIOR HIGH SCHOOL

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Ware Junior Senior High School (WJSHS), home of “The Ware Way,” serves approximately 500 students in grades 7 through 12. Mr. Eugene M. Rich serves as Principal and Mr. Thomas Shamgochian serves as the Dean of Students and Athletic Director. Ms. April Huckaby began the school year as our Assistant Principal, however, she retired effectively in January. The Assistant Principal position is now filled by Mr. David Fredette.

WJSHS opened the 2022-2023 school year implementing a full, in-person educational model. We were able to welcome approximately 108 (new/grade 7) incoming students and their families to the WJSHS Learning Community during this school year.

We have been able to provide additional academic support for all students through major expansions within our technology and infrastructure. Each student continues to receive a Chromebook and internet access has been made available for all who might need it. We continue to utilize Canvas as our Learning Management Platform System. We have paired Canvas with Edgenuity, which provides us with additional curriculum supports, adding utility to many of our courses.

This year, Ware Junior Senior High School continues to partner with Holyoke Community College, offering students the opportunity to participate in our popular CNA course, along with some additional college level courses that students can take and are eligible to receive college credit. We are also utilizing our Project Lead the Way, Innovative Pathways, Computer Science, and Code. Org Grants, which have provided us with the opportunity to bring innovative courses to our students in the areas of engineering, manufacturing, and computer science. Some of the specific courses include engineering, CAD, computer science and computer programming. We are planning on adding additional courses in computer science to our current program of studies for next school year.

Our school continues to work with our Manufacturing Partnership Council to bring local businesses into our schools and to provide connections for all that are involved. Students have been provided with networking opportunities with companies such as Quabbin Wire, Vibram, and FlexCon. This partnership has also been instrumental in assisting us with the development of our Maker Space. This space has become home to our CAD, manufacturing, and engineering programs. Despite some recent challenges within the job market, we have been able to hire a full-time engineering teacher to instruct these courses. Ms. Amanda Morrissette will be delivering the curriculum and instruction, but it is her experience as a project manager that will provide excitement to the variety of projects that are planned. She is looking to apply her expertise to our programming, adding intuitive practices and rigor to every course.

Ware Junior Senior High School students continue to be community service-oriented, especially members of the National Honor Society, National Art Honor Society, Spanish National Honor Society, Student Council, and the Junior/Senior High School Leadership Council. These organizations work to give back to both the school and the community at-large through a number of events. Some of these events include clothing drives, food drives, school supply drives, and raising money for a variety of charities. Through the enthusiasm and dedication of several of our

teachers and students, our school now houses a food/clothing closet. This space is open to any student who would like to take advantage of the plethora of offerings that are made available through the generous donations that have been received.

We are thrilled to report that we have been able to increase student engagement by bringing back our weekly scheduled Student Advisory period. This opportunity is made available to our students and has been well received and attended. We currently have over two hundred fifty students participating in our advisory program.

This year we have added a vibrant after-school program that runs four days per week. We were able to secure a grant through our partnership with the 21<sup>st</sup> Century Community Learning After School Program. There are nearly sixty students enrolled in this new program and we are adding new students every week.

As a way to empower our students to have a voice in the function of the school, we continue to utilize a Student Leadership Council, which has grown and now includes students in grades 7-12. We currently have over twenty students serving. This group of young adults from all grades meet with the administration monthly to discuss a variety of cares and concerns that the student body may have.

Ware Junior Senior High School educators will continue to hold students to high academic, civic, and social expectations, while working to meet each learner's individual needs as each one prepares for his or her future.

Respectfully submitted,

Mr. Eugene M. Rich, Principal  
Ware Junior Senior High School





## WARE MIDDLE SCHOOL

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In a safe, and challenging environment, we strive to build a bridge between elementary and secondary learning. We encourage open communication, mutual respect, and good citizenship, promoting lifelong success.

Ware Middle School is the middle school for the Ware Public Schools, with a current enrollment of 250 students in Grades 4, 5 & 6. The school implements three educational models to ensure that students are supported developmentally and academically. Our fourth-grade students learn four core subjects within a contained classroom with one familiar teacher. As students transition to fifth grade, they learn four core subjects implementing a team approach with teachers presenting ELA/Social Studies and Math/Science together. Our sixth grade is set up to prepare them for their transition to junior high with all learners having the opportunity to rotate between four content areas classrooms. All students participate weekly in physical education, digital media, library, art, and music classes.

### **Academics**

English, math, social studies and science are the cornerstones of our academic plan at Ware Middle School. We are focused as a staff on assessing students, discussing their individual needs, and setting goals to improve their learning. We utilize the data gathered from all assessments to drive our instruction and work with families to strengthen bonds of communication related to their child's academics. We have seen definitive gains on MAP, BAS, DIBELS 8, and MCAS testing scores throughout all grade levels. The information collected through student assessments continues to drive instruction and ultimately results in higher levels of student achievement. Through assessment, students are grouped by ability and instructional need to better facilitate learning activities that meet the needs of each student. This allows us the ability to provide interventions for every student to continually progress as individuals toward and beyond grade level expectations.

Our staff utilizes Houghton-Mifflin *Wonders* for ELA within their grade levels and augments the readings through selected young adult literature books. Guided reading and skills-based learning occurs on a continuous basis and several of our staff members have been trained on Linda-Mood Bell, an integrated reading program. All grade levels utilize the Go Math curriculum with access to ST Math to strengthen students' content area knowledge.

### **Student Incentive Programs**

The Middle School continues to offer many programs in our continuous effort to meet the needs of all our students. WMS provides a program which encourages students to follow the Six Pillars of Character: Trustworthiness, Respect, Responsibility, Fairness, Caring, and Citizenship. Students are nominated by their classroom teacher and recognized and awarded with a certificate every other month during an all-school assembly. This year, our adjustment counselor Ms. Jock, has encouraged our 6<sup>th</sup> grade students to be active participants in the all-school assembly. Students create short skits related to the corresponding month's character trait. The process includes students developing a written script, working with other students as actors and actresses, and

presenting their finished work to the entire student body at our monthly all-school assembly. It is a timely process, but one that students and staff look forward to watching.

Through a partnership with the Collaborative for Educational Services and the MA Department of Elementary and Secondary Education, WMS has been awarded a grant-funded 21<sup>st</sup> Century Community Learning After School program. This program is structured to provide students with additional learning and enrichment opportunities beyond what might otherwise be available to them. The program operates from 3:15--5:30 p.m. daily with evening transportation available to those students in need. After school offerings include Escape Room Mysteries, Pickle Palooza, Books and Building, Winter Stem, Crafts and Board Games.

Ware Middle School strives for all students to develop their love of reading with friends, families, or quietly on their own. We have continued a tradition started at SMK, which announces all students' birthdays, and each student has the opportunity to select a book and bookmark to develop their own personal libraries at home.

SMK & WMS have partnered with the Springfield Thunderbirds and will once again this year take part in their "Stick to Reading Program". This is a language-arts reading program that encourages children in grades K through 6 to read for fun. Every student who completes six hours of recreational reading over the course of six weeks is awarded a free ticket to a Falcons game in April and reduced tickets for family members to attend, along with a visit from the Thunderbirds' mascot, Boomer.

Ware Middle School ensures that all children have nutritious meals for breakfast and lunch during the school year and summer. We are fortunate that the students of Ware Public Schools take part in the Universal Breakfast/Lunch Program which provides a meal to every student free of charge.

The Ware Middle School staff can be found before the school day starts and after the school day ends, offering tutoring support for students. The Ware Middle School Building also provides space and facilities during non-school hours for PTO events, Title 1 night events, Recreational League Sports, and community groups.

## **Safety**

The safety of the students at WMS has always been our number one priority. In conjunction with our district's Safety Officer, we have participated in practice lockdown drills and administrators have had intense training involving the Ware Police Department, in coordination with the Massachusetts State Police. We continue to learn the most up-to-date information on how to handle problems if they occur and are working closely with law enforcement to coordinate our efforts.

Every staff member monitors students continually in a concerted effort to safeguard the physical well-being of the students. It is equally important that the emotional safety of the students is also protected. This is addressed through the reinforcement of the Six Pillars of Character, which have been previously mentioned, as well as curriculum elements which are taught at various points of the year.

## **Staff Development**

WMS staff continue to take part in professional development and training to ensure that our students continue to develop through experience and exposure to strong academic content. As this school year began, students in Grades 4–6 continued their journeys using “Go Math.” The ability to offer students consistency in the introduction of math concepts throughout their K-6 education will ensure our students access to increased academic achievement. We continue to deepen student knowledge as we present curriculum in English language arts and mathematics, which align with state and national standards. Teachers continue to be engaged in professional development and collaborative meetings as they transition throughout the school year. Teachers and administrators have spent time formulating team and individual goals aimed to further enhance quality of education. This is another endeavor that has required learning and teamwork along the way.

## **MCAS**

Our 4<sup>th</sup> – 6<sup>th</sup> grade students will take the next generation of the MCAS Math, ELA, and 5<sup>th</sup> grade Science assessments beginning in April of 2023. Ware Middle School teachers and administrators have spent time analyzing the Spring 2022 MCAS results implementing an item analysis of all student responses to develop focus areas from the information gathered. This analysis has assisted in driving the upcoming year’s instruction. Those students who need an alternative assessment will do so utilizing an MCAS ALT model, by creating binders that provide examples that students can use to demonstrate they are accessing their grade level content. This process begins in the fall and is being put together for our most needy learners.

## **Student Leadership Council**

We strongly believe that leadership begins at a very early age, and it is our desire to nurture students as they grow and develop. The Ware Middle School Leadership Council is led by Mrs. Elizabeth Musnicki, who guides 12 student representatives from grades 4-6. The Leadership Council is responsible for the daily building announcements and leading students in the Pledge of Allegiance each morning. They offer after school events and are responsible for set-up, clean-up, monitoring of any snack station, and meeting and greeting students as they enter.

## **The Ware Middle School Parent Teacher Organization (PTO)**

The Ware Middle School PTO for 2022-23 will continue to provide funding and volunteer personnel for a variety of field trips, projects, and programs to provide an abundance of educational experiences for all of our students. The officers include, Mrs. Katie Rasys, PTO President; Mrs. Kim Senecal, Vice President; Mrs. Jacki Koczur, Treasurer; and Ms. Shauna Collette as Secretary.

Over the course of the 2022-23 school year, the Ware Middle School PTO has offered students with the opportunity to take part in the following after school activities: The Monster Mash, Elf Grams, Open Gyms, and Holiday Happenings, and will end the year with a school dance.

Respectfully submitted,  
Kimberly S. Thompson, Principal, Ware Middle School

## STANLEY M. KOZIOL ELEMENTARY SCHOOL

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**The Stanley M. Koziol Elementary School seeks to provide a nurturing, positive, safe learning community for all students. We encourage and support students to develop respect for self and others, to grow intellectually in content knowledge & problem-solving skills, and to become informed & active citizens of their community.**

### STANLEY M. KOZIOL ELEMENTARY SCHOOL

Stanley M. Koziol Elementary School is the elementary school for the Ware Public Schools. SMK continues to contain classes of grade levels Preschool through Grade 3 as of the 2022-2023 school year. We currently have 3 preschool classrooms, 4 kindergarten classrooms, 4 first grade classrooms, 4 second grade classrooms, and 4 third grade classrooms. Total student enrollment is 388 as of January 24, 2023.

### SAFETY

The safety of the students at SMK has always been our number one priority. In conjunction with our district's Safety Officer, we have participated in practice lockdown drills and shelter-in-place protocol. Administrators have received intensive training from the Ware Police Department, in coordination with the Massachusetts State Police, relating to evacuation drills. We continue to learn, using virtual meetings, the most up-to-date information on how to handle problems if they occur and are working closely with law enforcement to coordinate our efforts. Throughout the year, we have developed a strong partnership with the Ware Fire Department, which conducts fire drills, as well as teaching all students the importance of fire safety at home.

Every staff member monitors students continually in a concerted effort to safeguard the physical well-being of the students. It is equally important that the emotional safety of the students is also protected.

### ACADEMICS

Literacy, math, and writing are an integral part of the curriculum at SMK. The information collected through student assessment continues to drive instruction and ultimately results in higher levels of student achievement. The Ware Public Schools Grades Kindergarten through 6 currently implement the reading program called *Wonders* by McGraw-Hill, which is in its 4<sup>th</sup> year of implementation. Students who need additional reading support receive small group services from our reading specialist and special education teachers assigned by grade level. Teachers in Kindergarten through Grade 3 are continuing to utilize practices supported by DESE and Mass Literacy in their respective practices. Literacy centers are also a trend in our elementary classrooms.

Writing occurs across many disciplines here, including math, science, social studies, art, physical education, and music. The Wonders Program itself offers students multiple opportunities to write within the literacy block. In addition, classrooms have a separate writing block. We are continuing to use good literacy practices learned through our previous participation in DESE's Early Literacy Program with a focus on writing and student engagement strategies.

Kindergarten through grade 3 utilizes the program “GoMath”, which has proven to be an engaging and interactive approach to teaching and is linked directly to the state standards for math. The district is also in its 3<sup>rd</sup> year of utilizing a program called “ST Math” in grades K-6. ST Math is a visual instructional online program that uses the brain’s innate spatial-temporal (ST) reasoning to solve mathematical problems. Each grade level has a targeted number of minutes to achieve weekly and students are rewarded with incentives provided by “Jiji the Penguin”, which is the program’s mascot. Students who need additional math support receive small group services in the classroom with the math interventionist/coach.

## **MEASURING PROGRESS WITH STUDENT GROWTH**

SMK staff measures student progress regularly to ensure instruction is being delivered at the appropriate developmental level. Student progress is measured through multiple assessments including: DIBELS, DRA, PAST, QPS, MAP (for Grades 2 and 3 only), Progress Monitoring, “GoMath” Chapter Assessments, pre- and post-writing assessments, MCAS, Bracken Readiness Assessment, and BAS.

## **STUDENT INCENTIVE PROGRAMS**

The Elementary School continues to offer many programs to meet the needs of all students. The “SMK Superstars” program encourages students to follow the Six Pillars of Character: Trustworthiness, Respect, Responsibility, Fairness, Caring, and Citizenship. Students are nominated by their classroom teacher, recognized, and awarded with a certificate each month.

Mrs. Hill, our adjustment counselor, uses the Six Pillars of Character in her “Character Counts” program. Mrs. Hill also works with all students to be “Bucket Fillers” at SMK. This concept is based on the idea that each of us has an invisible bucket. It is constantly being filled or emptied, depending on what others say or do, as well as what we say or do. Students are recognized several times during the week when they are filling other students’ buckets.

We will once again participate in the “Stick to Reading” challenge presented by the Springfield Thunderbirds this year. This reading initiative encourages children in grades K through 6 to read during the month of March and record all books. Every student who submits a reading log will receive one free ticket to a Thunderbirds hockey game in April.

Through a partnership with the Collaborative for Educational Services and the MA Department of Elementary and Secondary Education, SMK has been awarded a grant-funded 21<sup>st</sup> Century Community Learning After School program. This program is structured to provide students with additional learning and enrichment opportunities beyond what might otherwise be available to them. The program operates from 3:15pm to 5:30pm daily with evening transportation available to those students in need. After-school offerings include LEGO Challenge, Creation Station, Storybook STEAM, Fantastic Fables, and Working Inside Out.

We are involved in making sure that all children have nutritious meals for breakfast and lunch during the school year and summer. Ware Public Schools takes part in the Universal Breakfast & Lunch Program, which provides a meal to every student free of charge. The SMK Elementary School Building also provides space and facilities for the KidStop Program, which offers before- and after-school care for students in grades K-6.

## **STAFF DEVELOPMENT**

SMK staff are continuing to strengthen their understanding of the importance of strong foundational reading skills and phonics development in the scope of teaching reading. The ability to offer students comprehensive reading instruction that covers all aspects of teaching reading is a powerful tool for students beyond SMK. In addition, with each classroom having access to a Smart TV, teachers are engaging with technology and still learning how to use them most effectively in the classroom to engage all learners. Educators continue working with the Teacher's Evaluation System per their contracts. We have spent time formulating team and individual goals aimed to further enhance the quality of instruction and education of students. This is another endeavor that has required learning and teamwork along the way.

## **MCAS 2023**

Our Grade 3 students will take part in MCAS this spring: specifically, two ELA Sessions that will take place in April and two Math Sessions that will take place in May. This assessment will be computer based. Students who need an alternative assessment will do so through the state approved MCAS ALT pathway.

## **SCHOOL COUNCIL**

The School Council has struggled to take off this school year. There has been a lack of interest within the community and with parents able to make the meetings. We will keep trying to get this off the ground this year and explore virtual meeting options.

## **STUDENT COUNCIL**

SMK has a Student Council this school year for grades 2 and 3 students. Students were allowed to apply to represent their respective classrooms. There are a total of 8 students on the Student Council.

## **THE STANLEY M. KOZIOL PARENT TEACHER ORGANIZATION**

The Stanley M. Koziol PTO will continue to facilitate funding and volunteer personnel for a variety of field trips, projects, events, and programs to provide an abundance of educational experiences for all our students. The officers include Mrs. Audrie Vantangoli, President; Margaret Orszulak, Vice President; Lisa Kaczuwka, Treasurer; and Meghan Lagimoniere, Secretary. Meetings take place on the first Monday of the month and are held in the SMK Library at 5:30pm.

Respectfully Submitted,

*Pamela Iwasinski*

Principal  
Stanley M. Koziol Elementary School

## **YOUTH AND COMMUNITY COUNCIL**

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The Ware Youth and Community Council started in late Spring of 2022. A committee of five Ware residents' productivity developed different activities to support youth inclusion.

In our initial program, the council reached out to Ware Public School for Youth Employment and Training Initiative (YETI) youth members, but at the end of the 2021-2022 school year, there was no response.

We then had the council's first appearance in the community in the Summer of 2022. YCC was covering the information booth at the carnival. The council developed a survey that could be completed at the carnival. It promoted our goals and would give the council a direction influenced by responses. Analysis of the responses showed of the most interest was for a splash pad, activities in the park, and a youth community center - respectively in that order.

The next community event the YCC participated in was National Night Out. The council hosted a scavenger hunt. The inclusion of more than 30 local youth promoted exercise/activity, problem-solving, and team cooperation.

Our winter event was hosted in the great room of the town hall. Over a dozen different families enjoyed the treats, crafts, and holiday movies.

It is our goal to continue to promote youth inclusion at town events. This Spring we hope to support the YETI program once again. We appreciate the opportunity provided by the town hall with the use of the Great Hall to host our Youth Community events.

Please feel free to contact me with any questions or comments.

Briana Anair, A.S.Hum.Servs.  
Youth & Community Council