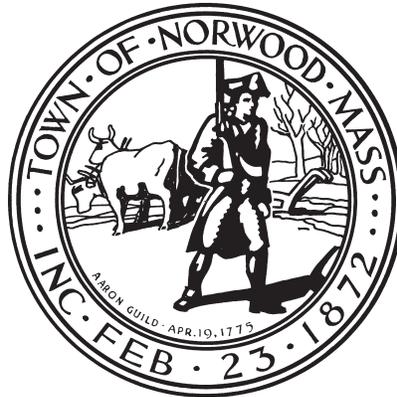


**NORWOOD**  

---

**MASSACHUSETTS**  
**2016**  
**ANNUAL TOWN REPORT**





Greetings to all residents of Norwood:

On behalf of the Norwood Board of Selectmen and our staff, it is my pleasure to present this 2016 Annual Town Report. This report provides a brief summary of the work performed by our town employees and the numerous volunteers serving on our town boards and committees. Our dedicated staff has given us services that few other towns have, with real estate taxes that are well below a high percentage of other Massachusetts towns.

This past year has been unlike others in several areas. Yet, we, your Board of Selectmen, met these challenges head on and dealt with them in the best interest of all of our citizens. Some detractors say that Norwood is nothing like it was; that this idyllic town is not in very good shape. To those I say this: Nothing is as it was. Life keeps moving on. I think all of us in Norwood do a great job reacting to the times. Nothing in our lives is guaranteed. Norwood will always be Norwood. That is why so many individuals and businesses want to come here, to be part of our town.

The Board of Selectmen sincerely thanks all those who provide our town with unselfish service. This includes all of our citizens who volunteer without hesitation, giving their time, talents and energy to assist their neighbors in need, and those who organize community events. Their extraordinary efforts make Norwood more than a town; they make it into the wonderful community in which to live and raise our families.

I would like to close by asking that if you don't participate in our town then please consider stepping forward. We always need volunteers to be on committees or in other areas to help our town. You can be involved a few hours a year or more. There are many committees and boards to choose from. The area we need people most is service as a Town Meeting Member. Town Meeting is where the final and most important decisions about our town are made. You need ten signatures to get on the ballot to be a Town Meeting Member at the annual election the first Monday in April. And, it's only six or so nights a year. Why not now?

Sincerely,

Allan D. Howard, Chairman  
Norwood Board of Selectmen

## **ABOUT THE COVER**

Ellis Pond - Norwood's gem is a place where longtime residents have fond memories, playing hockey or ice-skating on the pond in winter, or biking around the pond as youngsters. This public space offers residents access to a canoe launch and sitting areas with outstanding views of the natural beauty that is Ellis Pond.

This photo was taken Oct 15, 2016 on the Ellis Pond Dam.

Photo provided by Peter Bamber.

# TABLE OF CONTENTS

## GENERAL GOVERNMENT

Board of Selectmen .....	4
Airport Commission .....	8
Cable Commission.....	10
Town Clerk .....	11
Town Meeting.....	12
Births.....	49
Marriages.....	55
Deaths .....	62

## EDUCATION

Norwood Public Schools.....	68
High School .....	72
Middle School .....	76
Elementary Schools.....	79
Willett Early Childhood Center.....	84
Blue Hills Regional High School .....	86

## PUBLIC SAFETY

Police Department .....	88
Animal Control Officer.....	93
Fire Department.....	94
Building Department .....	96
Public Works .....	98
Light Department .....	100
Permanent Building Construction Committee (PBCC) .....	102

## HUMAN SERVICES

Board of Health.....	103
Veterans' Department .....	106
Council on Aging.....	106
Human Resources & Personnel Board.....	108
The Arc of South Norfolk .....	115
Retirement Board.....	116

## CULTURAL AND LEISURE ACTIVITIES

Recreation Department.....	118
Morrill Memorial Library .....	119

## DEVELOPMENT

Historical Commission .....	124
Planning Board .....	124
Board of Appeals .....	126
Conservation Commission.....	126
Engineering Department.....	127
Finance Commission .....	128
Budget Summary .....	130
Debt Schedules .....	136
Financial Reports.....	138
Annual Financial Statements.....	140
Town Treasurer .....	208
Board of Assessors.....	228

## COUNTY

Norfolk County Mosquito Control Project.....	229
Norfolk County Registry of Deeds .....	229

## REFERENCE

Federal and State Representatives .....	231
Town of Norwood Elected Officials .....	232
Town of Norwood Appointed Officials .....	232
Talent Bank.....	234
Map of Norwood .....	236

# BOARD OF SELECTMEN

## NORWOOD BOARD of SELECTMEN - 2016



Seated left to right:

Thomas F. Maloney; Helen Abdallah Donohue; Allan D. Howard, Chairman;  
William J. Plasko; Paul A. Bishop

# BOARD OF SELECTMEN

## REPORT OF THE SELECTMEN FOR THE YEAR 2016

Paul A. Bishop 44 Hawthorne Street	2017
Allan D. Howard 30 Blossom Street	2017
William J. Plasko 507 Nahatan Street	2018
Helen Abdallah Donohue 1027 Washington Street	2019
Thomas F. Maloney 28 Geraldine Drive	2019

### ORGANIZATION

Allan D. Howard, Chairman

Frances L. Jessoe, Clerk  
Christina K. Mulvehill, Assistant

The Meetings of the Board of Selectmen during the year 2016 were held primarily in the Harry B. Butters Chambers, Room 34, Norwood Memorial Municipal Building, on Tuesday evenings, with some meetings being conducted in other locations from time to time as required.

During regular meetings and a number of special or emergency meetings in calendar year 2016, the Board of Selectmen conducted public hearings as mandated by statute or policy. They also held innumerable public meetings and conferences on specific problems and subjects of interest and concern to the community. The Board also met monthly with Department Heads.

This year a winter concert series was presented and held at Norwood High School. This was a welcome event during the winter months. Our congratulations to the Concerts on the Common Committee who have dedicated so much time to make this an enjoyable time for everyone.

Helen Abdallah Donohue was reelected at the Annual Election which took place on Monday, April 4, 2016 and the Board welcomed Thomas F. Maloney to the Board of Selectmen. The Board elected Allan D. Howard, Chairman.

Throughout the year the Board worked closely with and supported many volunteer organizations in Town. Once again Norwood came together on Friday, April 8th for a gala performance of "Dancing with the Norwood Stars". This was the 8th year the Circle of Hope Foundation has held this fundraiser which is hosted by our Chairman of the Board of Assessors Timothy J. McDonough Circle of Hope President, and former Norwood Senior High School Principal George Usevich. Funds are raised to assist residents of Norwood who find themselves in need due to a catastrophic medical event. The event was very successful.

Student Government Day was held on Tuesday, April 12th. The students spent the morning with Town Department Heads and then participated in a mock Town Meeting held at the Community

Room at the Police/Fire Station followed by a luncheon at the Olde Colonial Cafe. Town employees as well as the students have always enjoyed this day.

Anthony Mastandrea was appointed to serve as Norwood's representative to the MBTA Advisory Board. Bernard S. Cooper was appointed to serve as Norwood's Alternate.

Superintendent of Public Works and Town Engineer Mark Ryan and Assistant Superintendent Gary Schorer continue to serve as Designees to the Neponset River Watershed Association.

The Board would like to commend Chief Anthony Greeley and the members of the Norwood Fire Department who battled a multi-alarm fire on June 16th on Endicott Street at a soap factory that had been closed for 15 years. There was no loss of life and the Fire Department was able to insure that no other buildings were damaged. The Board would also like to extend their gratitude to the Norwood Police Department, Norwood Light Department and Department of Public Works who all worked together during the night of this fire.

The Board of Selectmen at their meeting on June 28th voted to set up a committee of 7 to look into concerns that the public and town officials have regarding the current status of issues related to the Norwood Commerce Center. It will be called the Norwood Commerce Center Review Committee. This committee would consist of Selectman Thomas Maloney, Town Manager, Town Planner, Board of Health Director and members of the community. Chairman Howard appointed Toni Eosco, Loretta MacEachern and Margaret Cibotti as citizen representatives to the Committee.

Ernest Boch Jr. presented a check to the Board which was the yearly donation named in honor of Andrew and Ernest Boch. The Board reviewed and considered each request. This year's recipients included many worthy local organizations.

The Farmer's Market opened with many vendors on our Town Common. The Market is a wonderful place to purchase fresh produce, baked goods, fresh fish and to meet your neighbors and friends. It was well attended and enjoyed by all.

Chairman Howard appointed Selectman Bishop to be the Board's representative to a Management Task Force to evaluate the information needs of the town for the future. Selectman Bishop is also the Board's representative regarding the new Web page for the Town of Norwood.

Selectman Helen Abdallah Donohue was appointed as the Board's representative to the Norfolk County Advisory Board and the Capital Outlay Committee. Selectman Donohue continued her excellent work on the South Norwood Committee.

The Town of Norwood welcomed Fox 25 Zip Trip to the Norwood Common on August 5th. Norwood's own Lee Kennedy, founder of the Circle of Hope, was honored as our home town hero.

The Board voted to appoint Selectman Thomas Maloney to be the Board's liaison to the Personnel Board.

# **BOARD OF SELECTMEN**

The Board of Selectmen voted on September 13, 2016, to set up a Committee for a possible charter change to change the Town Clerk & Accountant position into two positions. The representatives will be former Town Clerk & Accountant Robert M. Thornton, Selectman William J. Plasko, Judith Langone, Chairman of the Finance Commission and two town meeting members. This change would take effect after the retirement of the current Town Clerk & Accountant. On September 27, 2016, Chairman Howard appointed Town Meeting Members Michael Sheehan and Edward Duggan to the Committee.

Brides and grooms used the Walter J. Dempsey Bandstand as a background for their wedding vows and photographs. Young and old alike were brought together at the Bandstand on Sunday evenings to listen to the music of our Summer Concert Series. On Wednesday evenings Summerfest was held at the Walter J. Dempsey Bandstand. The summer concert series started on July 3 and the last was August 28th. The Pops Night was held on July 24th and was the highlight of the concert season. There was a big crowd and wonderful music. These concerts were enjoyed by all our residents and attended by members of surrounding communities as well.

Norwood Day festivities began on Friday evening, September 9, 2016, at the Coakley Middle School field with a display of fireworks sponsored by David Spiegel. This is the 14th Annual Norwood Day. Saturday's festivities were held under a beautiful sunny sky. The event is put together by the Town under the sponsorship of Recreation Superintendent Gerry Miller and his committee. They worked all year getting this event together. There is local entertainment; games, prizes, crafters, sidewalk sales and kiddie rides. A wonderful time was had by all.

Selectman Thomas Maloney was appointed to be the Board's representative to the Town Facilities Committee.

The Farmer's Market will be having a winter market this year at the VFW. They will start in November and hope it will be as successful as the summer market on the common.

Ballot Question #4 to legalize recreational marijuana was passed by the residents of the Commonwealth of Massachusetts, but was rejected by the Town of Norwood. Selectman Plasko was appointed to represent the Board and work with Town Counsel to bring recommendations to the Board regarding putting a ballot question on the spring election to block the opening of marijuana shops in the town of Norwood.

Chairman Howard appointed the following Selectmen to work on union negotiations; Selectman Donohue, Public Safety, Selectman Plasko, Public Works & Fire, Selectman Bishop, Clerical, Selectman Maloney, Norwood Light & Broadband and the Chairman will work on both Police unions.

The annual tree lighting was held on Sunday, November 27th with visits from Santa and Mrs. Claus and the traditional reading of "T'was the Night Before Christmas" by Selectman Helen Abdallah Donohue. The Circle of Hope held their annual Luminary Night on Saturday, December 3th with the Town Common surrounded by luminary lights in remembrance of loved ones. Luminaries circled the Common and lined the pathways creating a beautiful and inspirational evening.

The Board continues to meet with the State and Massachusetts Highway Department for a firm commitment to improve traffic & gridlock along all major routes surrounding our Town.

The Board has worked closely with the Finance Commission and the School Committee to deal with budget constraints through its participation on the Budget Balancing Committee. The Board was represented by Chairman Allan D. Howard and Selectmen William J. Plasko.

As Electric Light Commissioners, the Board won unanimous approval at Town Meeting to purchase the property at 136 Access Road with plans to convert it into a new garage and office facility for the Department. Design plans are currently underway. Also as Electric Light Commissioners, the Board met regularly with Light Department managers to discuss recommendations on the future purchase of power and expansion of cable operations and telephone service.

The Board of Selectmen continued to monitor the Town's position regarding the proposed 40B Davis Marcus and Avalon Bay developments before the Zoning Board of Appeals. The Selectmen had advised the Zoning Board of Appeals of its support for asserting it had reached the 1.5% safe harbor status to deny these applications. In December the Town learned that the Housing Appeals Committee had found against the Town in the Zoning Board of Appeals denial of the Davis Marcus application. After review of the decision with counsel, the Selectmen issued a statement that it continues to believe the Town's position is sufficiently strong and its reasoning compelling enough to continue to pursue this issue in the courts following a hearing before the Zoning Board of Appeals in accordance with state regulations.

Selectman Bishop and the Board as well as many residents of the Town continued to work diligently to support the Downtown area.

The Board of Selectmen would like to express our sincere gratitude to the hundreds of citizens who volunteer their time and energy on committees and commissions. These residents make Norwood the wonderful town that it is. We are also very grateful to the dedicated and effective service rendered by the Town's work force. These employees are dedicated to the ideals of public service. Finally, the Board expresses its sincere appreciation to its department heads, our Staff and the General Manager for their leadership and hard work.

# LICENSES & PERMITS

## LICENSES AND PERMITS

On application therefore and after appropriate investigation, licenses and permits were granted, renewed or transferred for various activities as delineated under Massachusetts General Laws, as amended, including, but not limited to, the following: on and off-premises liquor licenses, common victualer licenses, one-day all alcoholic beverages and wine and malt beverages licenses, dance permits, music and entertainment licenses, juke box and automatic amusement device licenses, lodging house licenses, licenses for storage of volatile inflammable fluids, taxi-cab and limousine licenses, Class I, II and III Motor vehicle licenses, billiard parlor licenses, tag days, parades, and other special event permits.

## LICENSES 2016

### RETAIL PACKAGE STORE --

#### All Alcoholic Beverages - Fee \$2,100.

Olga A., Nicholas Abdallah and Helen Abdallah Donohue, 1041 Washington Street  
Folsom Companies, Inc., dba Broadway Liquors, 50 Broadway  
GWRP Enterprises Inc., dba The Wine XPress, 151 Boston Prov. Turnpike  
Rama Wines and Spirits, 898 Washington Street  
Route 1 Liquor Mart, Inc., dba Baystate Wine & Spirits, 426 Walpole Street  
Shree Yamunama Inc., dba Norwood Wines & Liquors, 140 Nahatan Street

### RETAIL PACKAGE STORE --

#### Wines & Malt Beverages --Fee \$1,300

Cedar Markets, Inc., 13 E. Cottage Street  
K. Hurley Inc., dba Hurley's Beer and Wine, 36 Vanderbilt Ave.  
Leonard Fabiano, dba North End Style Deli, 445 Walpole Street  
Mohammad A. Rahman, dba Convenient Food Mart, 492 Walpole Street  
Norwood Mobil, Inc., 971 Boston Providence Turnpike  
Soung Lee, Inc., dba Shurfine Market, 448 Nahatan Street

### RESTAURANTS -- All Alcoholic Beverages -- Fee \$3,100

Anelise, Inc., dba Acapulo's Mexican Family Restaurant, 500 Boston Prov. Turnpike  
Bamboo Café Inc., Dba Bamboo Café, 663 Washington Street  
Bertucci's Restaurant Corporation, 1405 Boston Providence Turnpike  
Bobcon, Inc., dba Conrad's Pub II, 728 Washington Street  
Boncaldo, Inc., dba Bon Caldo's, 1381 Boston Prov. Turnpike  
Byblos Restaurant, Inc., dba Byblos, 678 Washington Street  
The Chateau Restaurant of Norwood, Inc., 404 Boston Providence Turnpike  
The Colonial House Restaurant, Inc., 33 Savin Avenue  
Dublin, Inc., dba Shamrock Pub, 175-179 Railroad Avenue  
Four Provinces Realty Inc., dba Napper Tandy's, 46-48 Day Street  
Fuji Hibachi Restaurant, Inc., 1200 Boston Providence Tnpk.  
Grand Slam Restaurant Concepts, LLC, dba Jake n JOES, 475 Boston Providence Tnpk.

Hibachi Steakhouse, Inc., dba Hibachi Steak House, 315 Morse St.  
Irish Heaven, Inc., dba Concannon's Village, 60 Lenox Street  
KE Restaurant, Inc., dba New Golden Abacus, 1275 Boston Providence Turnpike  
Let's Eat (Norwood) LLC, dba Sky Restaurant Bar, 1369 Boston Prov. Turnpike  
Lewis Restaurant & Grille, Inc., 86-92 Central Street  
Limey's Norwood, Inc., dba Limey's Pub, 659 Washington Street  
Lou & Deb's Inc., dba Lou & Deb's, 198 Central Street  
Norwood Country Club, Inc., 400 Boston Providence Turnpike  
Olde Colonial Café, Inc., 171 Nahatan Street  
Outback Steakhouse of Florida, LLC, dba Outback Steakhouse, 1210 Boston Prov. Tnpk.  
Star Corporation, dba Cafe Venice, 1086 Washington Street  
Tuscany Pizzeria & Grill, Inc., 1210 Boston Providence Turnpike

### RESTAURANTS -- Wines and Malt Beverages -- Fee \$2,000.00

Chipotle Mexican Grill of Colorado, LLC, 1415 Boston Providence Turnpike  
Daunia, Inc., dba Vico Ristorante Italiano, 89B Central Street  
Fatsimare Corp., dba Feisty Greek, 38 Vanderbilt Avenue  
Minas Café, Inc., dba Minas Café Brazilian Steak House, 1241-1243 Washington Street  
MBR Group, Inc. dba Minerva Indian Cuisine, 500 Boston Providence Turnpike  
Royal Pizza, Inc., 1001 Boston Providence Turnpike  
Shabu Lee, Inc., dba Shabu Lee, 654 Washington Street  
Siam Lotus, Inc., 1331 Boston Providence Turnpike  
Storyboard, LLC, dba Norwood Theatre, 109 Central Street  
Taso's Euro Café, Corp., dba Taso's Euro Café, 125 Access Road  
Thai Boo LLC, dba Thai Boo Cuisine, 712 Washington Street  
To Beirut, Inc., dba To Beirut, 15 Cottage Street East  
Victoria's Café, LLC, dba Victoria's Café, 655 Washington Street

### INNHOLDER -- All Alcoholic Beverages -- Fee \$5,000.00

Courtyard Management Corp., dba Courtyard by Marriott, 300 River Ridge Road  
Neponset River LLC, dba Four Points Hotel-Norwood, 1151 Boston Providence Tnpk.  
Norwood Hotel Operator LLC, dba Hampton Inn, 434 Boston Providence Tnpk.  
32 Guild Street Inc., 32 Guild Street

### CLUB -- All Alcoholic Beverages -- Fee \$1,200.00

Norwood Lodge B.P.O. Elks, #1124, 152 Winslow Avenue  
Veterans of Foreign Wars Building Association, Post #2452, 193 Dean Street  
Workmen's Hall of Norwood, Inc., 99½ Wilson Street

Respectfully submitted,

Allan D. Howard, Chairman  
William J. Plasko  
Helen Abdallah Donohue  
Paul A. Bishop  
Thomas F. Maloney

# AIRPORT COMMISSION

## 2016 ANNUAL REPORT OF THE NORWOOD AIRPORT COMMISSION

The Norwood Airport Commission (NAC) is pleased to submit its annual report for calendar year 2016.

A five-member commission, the NAC is appointed by the Board of Selectmen, with individual members serving three-year terms. NAC's responsibilities include overseeing the stewardship, development, operations and management of Norwood Memorial Airport, which encompasses some 672 acres. Day-to-day management is handled by Airport Manager, Russ Maguire, and his assistant, Mark Raymond.

Norwood Memorial Airport is one of 30 public use airports within the Commonwealth that exclusively provides general aviation (non-military, non-airline) services. These offerings include transportation alternatives for corporate officers and business persons, television and sports personalities, as well as local, state, national and international officials and statesmen. Other airport services include: charter flights, electronic newsgathering for two major Boston news stations (Channel 5 and 25), traffic reporting, pipeline patrol, aerial spraying by the Norfolk County Mosquito Control, personal transport, flight instruction, plus air cargo services. The State Police Air Wing, though no longer a tenant on the Norwood Airport, still relies on our fueling and maintenance support. And our weather station provides up-to-the-minute meteorological conditions reported throughout the day by both national and regional news stations.

Our facility operates 24 hours a day, seven days a week. This is especially critical for residents throughout the Commonwealth and northeastern United States who depend on emergency medical transports from the Norwood Airport. In particular, our air ambulance and inter-hospital organ donor flights provide time-critical, life-saving access to specialized medical centers in Boston, Providence and New York.

Several years ago, the Massachusetts Department of Transportation (MassDOT) released the findings of its study on the economic impact of the state's public use airports. Accordingly, Norwood Airport annually generates more than \$51 million in total economic activity, second only to Westfield-Barnes among the state's 30 general aviation airports. Regarding visitor-related economic impacts, in particular, Norwood Airport ranked first. The study found that more than 9,800 transient aircraft—based outside the local area—use the airport annually. This translates to more than 23,000 visitors arriving at the Norwood Airport each year, visitors who in turn spend money off-airport. Norwood Airport users take advantage of our hotels, restaurants and retail outlets. And according to MassDOT's study, visitor-related spending alone, when re-circulated in the local economy, totals more than \$12.8 million annually in economic output.

As for the airport's diversity of service, in addition to the private, corporate and charter aircrews/passengers who utilize our facility for personal and profession-related transport, a number of companies also call Norwood Memorial Airport home. The following is a list of companies and agencies based here in 2016, to include the services provided by each:

**MassDOT/Aeronautics** - State aircraft for industry support, inspections, investigations

**Flight Level** - Line services, aircraft maintenance, fueling, hangar services, terminal operations, car rentals (through AVIS)

**Boston Air Charter** - Charter services

**Kestrel Aviation** - Charter services

**New Horizon Aviation** - Fixed-wing flight training, sightseeing tours, aircraft rentals

**Norwood Air Multi Training** - Fixed-wing flight training, aircraft rentals

**Blue Hill Helicopters** - Helicopter flight training/aircraft rentals

**Boston Executive Helicopters** - Sightseeing tours, charter, helicopter flight training, hangar services, aerial photo and survey

**Aerial Productions** - Video production; Dept. of Defense support, power line surveys

**Elite Aero Services** - Aircraft detailing

**Midwest Air Traffic Services** - Air traffic control (under FAA's purview)

**East Coast Aero Club** - Fixed-wing flight training/aircraft rentals

**Waltzing Matilda Aviation** - Charter services, fixed-wing flight training

**Tuckamore Aviation** - Charter services, sightseeing tours, aerial photo and survey

**Taso's Euro-Café** - Airport restaurant (through Flight Level)

With our support, in 2016, Flight Level began construction on its long-awaited Civil Air Patrol apron project. This \$2.5 million undertaking, at midfield, includes six new aircraft hangars, plus rehabilitation of the apron's pavement. A separate Flight Level project included major pavement improvement work on the company's north apron leasehold.

For safety reasons, the Airport Department addressed two physical plant projects this year. These included:

1. A wildlife hazard assessment;
2. An environmental assessment to ultimately re-locate part of the parallel taxiway that services our main runway.

For both projects, the Airport Commission leveraged almost the entire cost through federal and state grant financing.

Additionally, MassDOT provided major financial support to upgrade connectivity to the airport's security camera system. For this work, the system's coaxial cable was replaced with fiber optics.

Other capital projects included:

- In the spring, the Airport Commission conducted a wetlands delineation study, for a possible hangar project.
- In May, we coordinated with the National Weather Service to re-furbish the Norwood Airport's automated surface observation system (weather station).

# AIRPORT COMMISSION

- In July, airport management worked with the FAA, which funded a project to rehabilitate our facility's approach lighting system.
- In September, airport management seal coated and re-marked the municipal parking lot.

In spite of another busy winter season, to keep flight operations moving, airport management conducted snow removal operations—day and night—clearing snow from our runways, taxiways, aircraft aprons, as well as the municipal parking lot. These operations were managed along with our daily airport inspections/oversight, safety and security, infrastructure maintenance, government liaison work, business development, financial and accounting support. We also participated in the following:

- In August, airport management planned for and supported week-long flight operations involving members of the U.S. Armed Services and local law enforcement.
- Airport management helped to coordinate Boch Aviation's Music Drives Us fundraiser. This event was held on the Norwood Airport.
- We joined the Town's other departments for the annual Student Government Day, as well as the annual Touch-A-Truck event sponsored by the Recreation Department
- Finally, in 2016, airport management was again pro-active in its efforts to protect the continued operation of Norwood's air traffic control tower. Our government relations work included coordinating support with MassDOT—plus state and federal legislators.

For community relations, we continue to pursue a comprehensive noise education/abatement program consisting of airfield signage and a flight publication insert for both our based and transient pilots. This remains a high priority program. Not surprisingly, the piloting community has also embraced our efforts, and this is reflected in the overall decrease in noise complaints. Throughout 2016, noise complaints continued to decline.

On a sad note, we wish to mention the passing of former Airport Commissioner Hylie (Lee) Hutchens. Lee's passion for aviation and the Norwood Airport will be missed.

The success of Norwood Memorial Airport is due to many. But we would be remiss if we did not thank the Board of Selectmen, Finance Commission, Town Meeting members, our U.S. Congressman, Rep. Stephen Lynch, and Congressman Lynch's senior aide, Jim Gordon, a Norwood native; along with State Rep. John Rogers and State Sen. Mike Rush. All of these parties recognize the great importance of this airport to the regional and national air transportation system, as well as its critical value to the economy of Norwood and the Commonwealth. Through the years, we've also been grateful for the support—financial and otherwise—that the MassDOT Aeronautics Division and FAA have provided to our airport. We look forward to continuing this productive partnership.

For flight enthusiasts and natural lovers alike, the wide open spaces here at Norwood Airport provide an ideal viewing locale, especially with the surrounding vista that includes the Blue Hills. We invite all to pay a visit to this tremendous asset known as NORWOOD MEMORIAL AIRPORT. The airport administration office is located at 125 Access Road. Please feel free to contact the Airport Manager's office with your questions or comments at 781-255-5615, or: [rmaguire@norwoodma.gov](mailto:rmaguire@norwoodma.gov).

For web surfers, check out the airport's web page located at: [www.norwoodma.gov](http://www.norwoodma.gov). Under 'Departments,' click on 'Airport' and enjoy the ride!



Respectfully submitted,

## **Norwood Airport Commission**

Mark P. Ryan — Chairman  
Michael Sheehan — Vice Chairman  
Kevin J. Shaughnessy — Clerk  
Leslie W. LeBlanc  
Martin E. Odstrchel

# **CABLE COMMISSION**

## **2016 ANNUAL REPORT OF THE NORWOOD CABLE COMMUNICATIONS COMMISSION**

The Norwood Cable Communications Commission was established by the Board of Selectmen (the Licensing Authority) to serve as their designee and appointed commission for cable operations in the Town of Norwood.

The function of the Cable Commission is largely defined in the contracts between the cable system providers and the Town of Norwood. The Cable Commission is the body intended to supervise the contracts in Norwood's interest. The Cable Commission also has the goal of fostering effective local access television broadcasting and programming. The Norwood Board of Selectmen appoints the Cable Commission's Members to three-year terms.

The Cable Commission Members during 2016 were: Chairman Richard M. Shay, Joan M. Jacobs and Peter Strano and Ed Kelliher. The Commission Secretary was Harriet Simons. The committee has one vacancy. If you would like to help, please contact the Board of Selectmen

The Cable Commission meets monthly at 7:00 p.m. in the NPA TV Studio at the Norwood High School. The public is invited to attend these meetings. All meetings are posted 2 weeks in advance. Meetings are recorded and broadcast later on the NPA Government channel.

Three companies are contracted to provide cable service for Norwood: Norwood Light Broadband, Comcast and Verizon.

Norwood is one of a few towns in the Commonwealth that has its own cable corporation. The Norwood Light Department runs Norwood Light Broadband, providing cable services, Internet access and telephone services. The current contract was renewed in 2012 for another 10 years.

Comcast acquired the very first cable television license granted in Norwood. It also provides Internet access and telephone services. Comcast's current contract runs through 2024.

Verizon originally provided telephone and Internet services in Norwood, but after installing a new fiber optic based network and negotiating a contract with Norwood, has been providing cable service in Norwood since 2007. The Cable Commission and Selectmen has begun the contract renewal process which will end in 2017.

Verizon worked with Comcast in replacing the original local broadcast network which now carries signals back to the Norwood Public Access TV Studio. In order to provide broadcast capability from the town center bandstand, Comcast create a wireless network link to the Town Hall. This worked so well that NPA TV has expanded its use of this technology to gain more flexibility in live broadcasting.

Customers of cable services in Norwood may report issues with the providers by calling the Town Hall (781.762.1240) and leaving a message at extension 222. There is also an email address at: [cablecommission@norwoodma.gov](mailto:cablecommission@norwoodma.gov)

The Cable Commission cannot respond to outages and equipment failures, but would like to hear about unresolved customer complaints.

Financial, outage and customer complaint reports required by contract and law to be submitted to the Cable Commission by the service providers have been received and reviewed and all licensees have met their license requirements.

It is important to note that although neither the Board of Selectmen nor the Cable Commission has any control over rate changes instituted by the providers or their channel selections, cable subscribers can raise their objections and/or comments to the Mass State Commission and the Federal Communications Commission. For further information contact the Norwood Cable Communications Commission.

Each of the cable companies pays money to the Town of Norwood as required by their contracts. These revenues are provided to the Norwood Public Access Corporation (NPA TV) to be used for local programming. NPA TV is a non-profit corporation formed by the Board of Selectmen in 2003 to provide quality public access, educational and governmental programming over the entire town's cable television systems.

The Cable Commission, in cooperation with NPA TV and Jack Tolman - Norwood Schools TV Director, encourages the continued expansion of locally produced programming. Also, we will continue to inform the cable companies at our monthly meetings of all requests, comments and recommendations offered by the subscribers with the goal of improving the Norwood Cable TV systems for all subscribers.

The Cable Commission thanks the members of the Board of Selectmen, Town Manager John Carroll, the Selectmen's Administrative Assistant Fran Jessoe, and all other town officials for their assistance to the Cable Commission members.

Respectfully submitted,

Richard M. Shay, Chairman  
Norwood Cable Communications Commission

## 2016 REPORT OF TOWN CLERK AND ACCOUNTANT'S STATEMENT TO THE BOARD OF SELECTMEN

## TOWN OF NORWOOD

The Honorable Board of Selectmen:

The annual report of the Town Clerk and Accountant for 2016 is hereby respectfully submitted. Included in this report is a summary of the major activities that transpired in the Office of the Town Clerk and Accountant during fiscal 2016.

### TOWN CLERK'S REPORT

The following represents a summary of some of the significant events in the Town Clerk's facet of this department during 2016.

#### Licenses and permits issued:

The issuance of various licenses and permits through this office resulted in a collection of \$199,301 in fees to be used to offset the tax levy in FY 2016.

#### Elections:

During Fiscal 2016, the Town Clerk's Office presided over two (2) Elections. The Presidential Primary Election in March, 2016; and the Annual Town Election in April, 2016, the complete results are listed elsewhere in this report.

#### Census and Voter Registration:

The results of the January 2016 census conducted by this office revealed that there were 28,388 residents in Norwood. The number of registered voters in Norwood in 2015 was 17,702. The following analysis of the population and number of registered voters in Norwood in the last five (5) years reveals a continued condition of stability, with negligible growth or decline patterns noted.

Year	Population	Registered Voter
2016	28,388	17,702
2015	28,742	17,244
2014	29,248	17,449
2013	29,137	17,708
2012	29,207	18,061

#### Town Meetings:

The results of the votes taken at town meetings were recorded and made a part of the town's permanent records by this office. During fiscal 2016 there were two (2) Special Town Meetings held in addition to the Annual Town Meeting held in May. A complete listing of each town meeting held during the fiscal year is incorporated as part of this report.

#### Vital Statistics:

The Town Clerk's office is responsible for recording, issuing and maintaining all records relating to births, deaths and marriages in the town. A summary of the last three (3) years' vital statistic records accumulated in this office is as follows:

Births:	2014	2015	2016
Norwood Residents born in Norwood	85	77	88
Norwood residents born out of town	234	264	229
Sub total - Norwood Residents	<u>319</u>	<u>341</u>	<u>317</u>
Non-residents born in Norwood	282	278	261
Total Births	<u>601</u>	<u>619</u>	<u>578</u>

#### Deaths:

Norwood residents dying in Norwood	224	247	218
Norwood residents dying out of town	78	86	82
Sub total - Norwood Residents	302	333	300
Non-residents dying in Norwood	393	374	352
Total Deaths	<u>695</u>	<u>707</u>	<u>652</u>

#### Marriages:

Total # of marriage certificates issued	<u>151</u>	<u>170</u>	<u>194</u>
---	------------	------------	------------

A complete detailed listing of this vital statistic information is included in this report

### TOWN ACCOUNTANT'S REPORT

Separate accounting reports and the town's audited financial statements for Fiscal 2016 are filed hereunder after the conclusion of the Clerk's report.

### CONCLUSION

I would like to publicly acknowledge and thank the entire staff of the office of the Town Clerk and Accountant for their continued dedication, courtesy and patience in serving the public in 2016. Their efficiency in responding to the many telephone calls, letters and personal requests for the various public documents, licenses, and financial data that this office maintains is sincerely appreciated.

Thank you also to the Board of Selectmen for their continued support to this office during this past year.

Respectfully submitted,

Thomas J. McQuaid  
Town Clerk and Accountant

# SPECIAL TOWN MEETING - NOVEMBER 16, 2015

## COMMONWEALTH OF MASSACHUSETTS

### SPECIAL TOWN MEETING

(SEAL)

### TOWN OF NORWOOD

Norfolk, ss.

In pursuance with the foregoing warrant, the inhabitants of the Town of Norwood and Town Meeting Members qualified to vote in elections and Town affairs, to meet in the Auditorium of the Norwood High School on Nichols Street in said Town on Monday, November 16, 2015, at 7:30 o'clock in the afternoon.

The Moderator, David Hern Jr. declared a quorum present and called the meeting to order. The Warrant calling the meeting to order was read by the Town Clerk and Accountant. Tellers being appointed and sworn the following action was taken on the articles of the foregoing warrant.

ARTICLE 1. To amend Article XXXXIV of the By-Laws of the Town of Norwood, entitled "Medical Marijuana Regulations By-Law", as set forth in the Warrant.

On a motion offered by Paul A. Bishop, duly seconded by William J. Plasko

Recommended by the Board of Selectmen:

VOTED: To amend Article XXXXIV of the By-Laws of the Town of Norwood, entitled "Medical Marijuana Regulations By-Law".

Motion declared Carried by Unanimous Vote.

ARTICLE 2. To see what sum of money the Town will vote to raise by taxation or transfer from Surplus Revenue or other available funds and appropriate for payment of Wage and Salary increases and related costs for the Fire Department and the Public Safety (civilian) collective bargaining units for F.Y. 2015, or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: That the sum of \$13,806 be transferred from the following accounts:

P7068-15	Fire Training	\$89
P0367-15	Fire Substitution Pay	\$87
P0369-15	EMT Pay	\$347
P2370-15	Fire Dispatcher Pay – O/T & P/T	\$82
P0362-16	Fire – Personal Services	\$629
P0282-15	COA Telephone	\$18
P2853-15	COA Building Utilities	\$643
P0314-16	Police Salaries – Personal Services	\$10,781
P2060-14	Airport Matching Grant	\$1,130

and appropriated for payment of Wage and Salary increases and related costs for the Fire Department and the Public Safety (civilian) collective bargaining units for F.Y. 2015.

Motion declared Carried by Unanimous Vote:

ARTICLE 3. To see what sum of money the Town will vote to raise by taxation or transfer from Surplus Revenue or other available funds and appropriate for certain wage and salary accounts in General Government departments for costs not previously provided for, or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: That the sum of \$14,750 be transferred from the following accounts:

P7434-16	HR Salaries	\$8,500
P2178-15	ConCom Dam	\$5,000
P2648-14	ConCom Vegetation Control	\$1,250

and appropriated for the purpose of Board of Appeals Salaries of \$8,500 and for Conservation Commission Steno services of \$6,250 for costs not previously appropriated.

Motion declared Carried by Unanimous Vote:

ARTICLE 4. To see what sum of money the Town will vote to raise by taxation or Transfer from Surplus Revenue or other available funds and appropriate for replacement of the Police Department's internal audio/visual monitoring system, or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: Indefinite Postponement.

Motion declared Carried by Unanimous Vote:

# SPECIAL TOWN MEETING - NOVEMBER 16, 2015

ARTICLE 5. To see what sum of money the Town will vote to raise by taxation or transfer from Surplus Revenue or other available funds, and appropriate to the School Department to be used to commission a Long Range Building Study from qualified bidders for the future needs of the Norwood Public Schools, or take any other action in the matter.  
(by request of the School Committee)

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: Indefinite Postponement.

Motion declared Carried by Unanimous Vote:

ARTICLE 6. To see what sum of money the Town will vote to raise by taxation or transfer from Surplus Revenue or other available funds, and appropriate to the School Department for the purchase of a Student Information System that will integrate student data, parent communications, Special Education data, employee attendance, and fee collection activities in an integrated user-friendly information system, in order to comply with the new State-mandated information reporting protocol; or take any other action in the matter.  
(by request of the School Committee)

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: To recommend appropriating \$145,000 for a Student Information System with a funding source of the following accounts:

P0927-15	School Instructional Salaries	\$4,160
P1474-15	School Cont. Fees	\$103
P2361-15	School Utilities	\$47,177
P1242-15	School Main of Buildings	\$146
P1440-15	School Special Ed	\$2,442
P2060-14	Airport Matching Grant	\$870
P0223-14	Muni Main Repairs	\$6,797
P0395-12	Muni Building Office	\$8,000
P7434-16	HR Salaries	\$3,500
P0110-16	Engineering Personnel	\$6,000
P0035-16	TCA Salaries	\$6,000
P2125-15	Worker's Comp Medical Payments	<u>\$59,805</u>
TOTAL		\$145,000

Motion declared Carried by Unanimous Vote:

ARTICLE 7. To see what sum of money the Town will vote to raise by taxation or transfer from Surplus Revenue or other available funds, and appropriate to the School Department for the replacement of Grade 9 Algebra 1 (c. 2001), Grade 10 Geometry (c. 2001), Grade 11 Algebra II (c. 2001), Grade 12 Statistics (c. 1999), Senior College Math (c. 1998), and AP Calculus (c. 2003) textbooks; and to also purchase U.S. History I & II for high school students in Grades 10 and 11 (c. 1999); or take any other action in the matter. (by request of the School Committee)

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: Indefinite Postponement.

Motion to amend offered by Edward Ferris, duly seconded by Kathleen Spillane:  
To appropriate \$137,375 from Free Cash for the purchase of text books as set forth in the Warrant Article.

Amended motion declared Carried Standing Vote:  
Yes: 89 No: 62

Main motion as amended declared Carried by Voice Vote.

ARTICLE 8. To see what sum of money the Town will vote to raise by taxation or transfer from Surplus Revenue or other available funds and appropriate for payment to the Norwood Retirement System of Military Service Credits earned by members of the Fire and Police Departments who have been on approved military leaves of absence, in accordance with the provisions of MGL Chapter 32, sec. 22(4), or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: Indefinite Postponement.

Motion declared Carried by Voice Vote:

ARTICLE 9. To see what sum of money the Town will vote to transfer from Surplus Revenue or other available funds and appropriate for the Other Post-Employment Benefits ("OPEB") Trust Fund, established to provide future offsets to health care and other liabilities for future retirees, or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

# SPECIAL TOWN MEETING - NOVEMBER 16, 2015

VOTED: That the sum of \$128,360 be transferred from the following accounts:

P2925-15	Group Insurance – Admin Expense	\$5,600
P4030-15	Grp Insurance – Health Dental	\$122,760

and appropriated for the purpose of additional funding for Other Post-Employment Benefits (“OPEB”) Trust Fund which has been established to provide offsets to health care and other related liabilities for future retirees.

Motion declared Carried by Voice Vote:

ARTICLE 10. To see what sum of money the Town will vote to raise by taxation or transfer from Surplus Revenue or other available funds and appropriate for payment of Massachusetts Water Resources Authority assessments, or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: That the sum of \$36,962 be transferred from the receipts of the Water and Sewer Department and appropriated for the purpose of payment of Massachusetts Water Resources Authority assessments.

Motion to amend offered by Paul Bishop, duly seconded by William J. Plasko:

Indefinite Postponement.

Amended motion declared Carried by Voice Vote.

Main motion as amended declared Carried by Voice Vote.

ARTICLE 11. To see what sum of money the Town will vote to raise by taxation or transfer from Surplus Revenue or other available funds and appropriate for payment of Unpaid Bills from prior fiscal periods, or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: That the sum of \$6,768 be transferred from the following accounts:

P3016-15	Gen Man Sal	\$196
P2648-14	ConCom Vegetation Control	\$616
P2888-15	Light Operations – Misc.	\$2,312
P2352-15	P/F Bldg. Main	\$910
P1889-15	Playground Improvements	\$517
P0035-16	TCA Salaries	\$2,217

and appropriated for the purpose of Unpaid Bills from prior fiscal periods.

Motion declared Carried by Unanimous Vote.

ARTICLE 12. To see what sum of money the Town will vote to raise by taxation or transfer from Surplus Revenue or other available funds, or borrow, and appropriate for additional costs related to the Replacement of the Hawes Pool Bathhouse, or take any other action in the matter.(by request of the Permanent Building Construction Committee)

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: Indefinite Postponement.

Motion declared Carried by Voice Vote.

ARTICLE 13. To see what sum of money the Town will vote to raise by taxation or transfer from Surplus Revenue or other available funds, or borrow, and appropriate for additional costs related to the construction of new Public Works facilities, or take any other action in the matter. (by request of the Permanent Building Construction Committee)

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: That the sum of \$60,000 is appropriated for additional costs related to the construction of new Public Works facilities, authorized by Article 1 of the Special Town Meeting of February 24, 2014; and that the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow the sum of \$60,000 pursuant to the provisions of M.G.L. Chapter 44, sections 7(3) and 7(3a), or any other enabling authority; and further, that said funds are to be expended under the direction of the Permanent Building Construction Committee.

# **SPECIAL TOWN MEETING - NOVEMBER 19, 2015**

Motion declared Carried by Hand Count:  
Yes: 60 No: 5

COMMONWEALTH OF MASSACHUSETTS

SPECIAL TOWN MEETING

Meeting Adjourned to Thursday, November 16, 2015.

(SEAL)

A True Record:

TOWN OF NORWOOD

Attest: Thomas J. McQuaid  
Town Clerk and Accountant

Norfolk, ss.

In pursuance with the foregoing warrant, the inhabitants of the Town of Norwood and Town Meeting Members qualified to vote in elections and Town affairs, to meet in the Auditorium of the Norwood High School on Nichols Street in said Town on Thursday, November 19, 2015, at 7:30 o'clock in the afternoon.

## **ADJOURNED SPECIAL TOWN MEETING**

### **TOWN OF NORWOOD**

Pursuant to the provisions of the by-laws of the town of Norwood, notice is hereby given that at the Adjourned Special Town Meeting of the inhabitants of the town of Norwood held on Monday evening, November 16, 2015, it was voted that the meeting stand adjourned to meet at **7:30 PM on Thursday, November 19, 2015** in the **Auditorium of the Norwood High School** on Nichols Street. It was further voted that Article 14 through Article 19 be laid on the table and acted upon at the adjourned session of this meeting.

Thomas J. McQuaid  
Town Clerk and Accountant

November 17, 2015

Norwood, Norfolk, ss. November 17, 2015  
By virtue of the within Notice I have posted the same as directed. The posting was completed Tuesday, November 17, 2015.

James A. Perry, Constable  
Town of Norwood

The Moderator, David Hern Jr. declared a quorum present and called the meeting to order. The Warrant calling the meeting to order was read by the Town Clerk and Accountant. Tellers being appointed and sworn the following action was taken on the articles of the foregoing warrant.

ARTICLE 14. To see what sum of money the Town will vote to raise by taxation or transfer from Surplus Revenue or other available funds, or borrow, and appropriate for the preparation of architectural and engineering plans and specifications and related expenses for repairs to the Highland Cemetery Chapel, or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: Indefinite Postponement.

Motion declared Carried by Voice Vote.

ARTICLE 15. To see what sum of money the Town will vote to raise by taxation or transfer from Surplus Revenue or other available funds and appropriate for Town Counsel litigation expenses, or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

# SPECIAL TOWN MEETING - NOVEMBER 19, 2015

VOTED: That the sum of \$21,000 be transferred from accounts:

P2125-15	Worker's Comp Medical Payments	\$20,935
P0035-16	TCA Salaries	\$65

For the purpose of funding Town Counsel litigation expenses.

Motion declared Carried by Voice Vote.

ARTICLE 16. To see if the Town will vote to appropriate the sum of \$125,000 from free cash, or other funding source, for use by the Board of Selectmen to hire specialized counsel and a 40B consultant (such as Dan Hill and Dick Heaton) who will provide maximum insight and advice to confirm that the Town of Norwood has reached the 1.5% statutory minimum pursuant to Chapter 40B of the Massachusetts General Law. (on petition of Denis M. Drummey, Sr., et al)

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: Indefinite Postponement.

Motion to amend offered by Antoinette Eosco, duly seconded by Rose Murphy:

MOVED: That the sum of \$50,000 be taken from Free Cash, or be raised by taxation, and appropriated for the purpose for use by the Board of Selectmen to hire experienced and specialized counsel and to provide technical assistance for maximum insight and advice to confirm that the Town of Norwood has reached the 1.5% statutory minimum pursuant to Chapter 40B of the Massachusetts General Laws.

Amended motion declared Lost by Standing Vote:

Yes: 59 No: 73

Main motion offered by the Finance Commission declared Carried by voice vote.

ARTICLE 17. To see if the Town will vote to authorize the Conservation Commission to acquire by purchase or eminent domain three (3) parcels of vacant land off Deerfield Road in the vicinity of the Neponset River, containing a total of 18.65 acres of land, more or less, for open space and conservation purposes, under the provisions of M.G.L. c.40, §8C; said parcels are designated on the Assessors' Plans as Lot 3 (containing 8.6± acres), Lot 5 (containing 2.0± acres), and Lot 15 (containing 8.05± acres), all on Map 20, Sheet 11; and further, to see what sum of money the Town will vote to raise by taxation or transfer and appropriate from Surplus Revenue or other available funds,

or borrow, for said purpose; or take any other action in the matter. On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: Indefinite Postponement.

Motion to amend offered by Anne Marie Haley, duly seconded by Kevin Pentowski:

To amend the Finance Commission's motion by deleting Indefinite Postponement and substituting therefore: the town of Norwood borrow the sum of \$100,000 for the purchase of land totaling 18.65 acres off Deerfield Road for Conservation purposes, said parcels of land being designated – Article 17 of the Warrant.

Amended motion declared Lost by Voice Vote.

Main motion offered by the Finance Commission declared Carried by voice vote.

ARTICLE 18. To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase or eminent domain all or part of the land with any improvements thereon owned now or formerly by the East Walpole Cemetery Association and shown on the Assessors' Plans as Lot 1 on Map 15, Sheet 3, containing 11.88± acres of land, more or less; and Lot 2 on Map 15, Lot 4, containing 10.03± acres, more or less, and adjacent land in Walpole owned now or formerly by the East Walpole Cemetery Association, consisting of two parcels containing 0.99± acres, more or less, and 3.07 acres, more or less, and, further to see what sum of money the Town will vote to transfer and appropriate from Surplus Revenue or other available funds, or borrow, for said purpose; or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: Indefinite Postponement.

Motion declared Carried by Voice Vote.

# PRESIDENTIAL PRIMARY ELECTION - MARCH 1, 2016

ARTICLE 19. To see if the Town will authorize the Board of Selectmen, acting as Selectmen and/or in their capacity as Electric Light Commissioners, to acquire by gift, purchase or eminent domain a parcel of land together with the building thereon and other improvements thereto, located at 136 Access Road, across from the Norwood Memorial Municipal Airport, for Electric Light Department and/or other municipal purposes; said parcel contains 3.3+/- acres of land, more or less, and is designated on the Assessors' Plans as Lot 200 on Map 21, Sheet 15; and further, to see what sum of money the Town will vote to transfer and appropriate from Surplus Revenue, Electric Light Depreciation, or other available funds, or borrow, for said purpose; or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: To authorize the Board of Selectmen, acting as the Board of Selectmen and in its capacity as Electric Light Commissioners, to acquire by purchase, eminent domain or otherwise a parcel of land containing 3.3+/- acres of land, more or less, together with the building thereon and other improvements thereto, located at 136 Access Road, for Electric Light Department and other municipal purposes, and designated on the Assessors' Plans as Lot 200 on Map 21, Sheet 15;

And further, that the sum of \$2,500,000 be transferred from the following accounts:

P2915-14	Light Department Depreciation	\$2,133,929.64
P2915-15	Light Department Depreciation	\$366,070.36

and appropriated for this purpose.

Motion declared Carried by Unanimous Vote.

Meeting Adjourned.

A True Record.

Attest: Thomas J. McQuaid  
Town Clerk and Accountant

COMMONWEALTH OF MASSACHUSETTS

TOWN OF NORWOOD

PRESIDENTIAL PRIMARY ELECTION

(SEAL)

MARCH 1, 2016

Norfolk, ss.

In pursuance with the foregoing warrant, the inhabitants of the Town of Norwood qualified to vote in elections met in the various precincts designated for their districts in Norwood on Tuesday, the First Day of March, 2016 at 7:00 AM.

The following election officers were sworn by the Warden in each precinct to the faithful performance of their duty.

District 1 and 2 - Oldham School: Juliette A. Bugeau, Marcia A. Praino, Frances C. Sullivan, Arlene J. Grinavic, Shirley A. Praino, Barbara A. Costello, Ellen Hansen, Ellen Marie Baker, Mary T. Ahearn, Mary Pat Osborne, Jill Bugeau, and Robert T. Sullivan.

District 3 and 5 - Civic Center: Marguerite L. Conley, Patricia J. Monahan, Harriet Simons, Helen M. Wyche, Joyce A. DeCosta, Janet R. Hern, Elinor M. Dillon, Beverly Walsh, Annette J. Mahoney, Gloria J. Lind, Byron C. Wyche and James P. Conley.

District 4 - Cleveland School: Margaret M. Bonvouloir, Catherine Marie Hale, Porta Fruci, Dolores A. Medwar, Patricia Gorman, Anna Murphy, and Lee B. Leach.

District 6 & 7 - Balch School: Martha A. Pellowe, Nancy E. Foley, Ellen J. Carver, Mary E. Burgoyne, Ann Louise Page, Irene F. Reilly, Juliana P. Dauphinee, Barbara D. Ahern, Catherine Esper Moseley, Shirley M. Krohto, Paul F. Bougoyne, Sr. and Gretchen Ann Rowell.

District 8 - Callahan School: Emily W. Tibbetts, Ruth Patten, Sandra Johnson, Carol Ann Cappuccio, Joan H. Vater, Marcia Gearty and Normand P. Bugeau.

District 9 - Prescott School: Mary Susan Quinn, Barbara V. Dias, Annmarie Fellini, Dolores Elias, Elaine Groh Frances M. Kenney and Jean W. Buck

In accordance with the laws of the Commonwealth of Massachusetts governing elections, the voting precincts designated for their districts were fitted up as polling places, a place railed off and compartments provided for the convenience

# **PRESIDENTIAL PRIMARY ELECTION - MARCH 1, 2016**

of voters in marking their ballots, and each compartment was supplied with cards of instruction and other necessary facilities.

Cards of instruction and specimen ballots were posted in five different parts of each polling place outside the railing. The Town Clerk and Accountant delivered to the ballot clerks packages marked "Official Ballots March 1, 2016" and their receipts thereof.

The ballot Clerks were provided with duplicate sets of registered voters of the Town, as prepared by the Registrars of Voters for use at this election. They were supplied with official ballots taken from the packages received from the Town Clerk and were stationed by the entrances and exits of the polling places with instructions to deliver such ballots only to voters whose names were found and checked on the voting list. The ballot boxes used in elections were opened in public meeting, examined by the Wardens and other officials and found to be empty. The registers were then set to zero.

The polls were declared open for the reception of ballots at 7:00 A.M. and were declared closed at 8:00 P.M. At the close of the polls an actual canvass of the ballots showed that five thousand eight hundred thirty-three (5,833) votes were cast in the Democratic Party; three thousand four hundred ninety-two (3,492) votes were cast in the Republican Party; two (2) votes were cast in the Green-Rainbow Party; and six (6) votes were cast in the United Independent Party.

The names checked on the voting list by the ballot clerks at the entrances of each polling place were counted and found to agree, and the total number of names so checked equaled the same as above.

The vote is as follows:

## **DEMOCRATIC PARTY** **PRESIDENTIAL PREFERENCE**

Bernie Sanders – 2,791  
Martin O'Malley – 50  
Hillary Clinton – 2,885  
Roque "Rocky" De La Fuente – 7  
No Preference – 61  
Blanks – 23  
Write-Ins – 16

## **STATE COMMITTEE MAN – NORFOLK & SUFFOLK DISTRICT**

Thomas Joseph Holloway – 956  
Walter F. McDonough – 3,164  
Blanks – 1,694  
Write-Ins – 19

## **STATE COMMITTEE WOMAN – NORFOLK & SUFFOLK DISTRICT**

Blanks – 4,884  
Write-Ins – 949

## **TOWN COMMITTEE**

Group – 1,906  
James M. Geraghty – 2,319  
John E. Taylor – 2,201  
Judith A. Langone – 2,395  
Jean Ferrara Taylor – 2,308  
Joseph R. Ziska – 2,084  
Joann E. Slymon – 2,094  
Stephen B. Brody – 2,122  
Elizabeth T. Mastandrea – 2,268  
Anthony P. Mastandrea – 2,154  
James A. Johnston – 2,043  
John H. Rogers – 2,926  
Paul W. Eysie – 2,594  
Mary Ann Boulger – 2,239  
Diane Wiffin – 2,062  
Robert James Jones, II – 2,025  
Willard Krasnow – 2,125  
Marcia L. Krasnow – 2,223  
Gregory M. Polin – 2,064  
Joseph F. Sheehan – 2,344  
Helen Abdallah Donohue – 2,774  
Paul J. Donohue – 2,348  
John D. Warner, Jr. – 2,036  
Jonathan Jones – 2,072  
Edmund W. Mulvehill, Jr. – 2,541  
William P. O'Donnell – 2,480  
Mark Paul Joseph – 2,258  
Diane R. Raymond – 2,100  
Douglas B. Jasset – 2,037  
Gerard J. Kelleher – 2,398  
Nancy J. MacDonald – 2,272  
Matthew E. Lane – 2,081  
Barbara Jean Hopcroft – 2,141  
Ricquelle C. Jeffrey – 2,013  
Olga A. Abdallah – 2,548  
Blanks – 127,430  
Write-Ins – 38  
Kimberly Randall – 5 Write-In Votes  
Scattering – 33

## **REPUBLICAN PARTY** **PRESIDENTIAL PREFERENCE**

Jim Gilmore – 5  
Donald J. Trump – 1,819  
Ted Cruz - 324  
George Pataki – 4  
Ben Carson – 60  
Mike Huckabee – 7  
Rand Paul – 7  
Carly Fiorina – 10  
Rick Santorum – 2  
Chris Christie – 17  
Marco Rubio – 567  
Jeb Bush – 44

# ANNUAL TOWN ELECTION - APRIL 4, 2016

John R. Kasich – 597  
No Preference – 17  
Blanks – 6  
Write-Ins – 6

## STATE COMMITTEE MAN – NORFOLK & SUFFOLK DISTRICT

William D. McKinney – 2,122  
Blanks – 1,350  
Write-Ins – 20

## STATE COMMITTEE WOMAN – NORFOLK & SUFFOLK DISTRICT

Jayne O. Allan – 523  
Mary E. Gallagher – 2,302  
Blanks – 661  
Write-Ins – 6

## TOWN COMMITTEE

Group – 1,175  
Patricia E. Barrett – 1,490  
Helen C. Gallagher – 1,412  
Mary E. Gallagher – 1,563  
Colleen E. Padden – 1,496  
Ronald H. Mahoney – 1,388  
John E. Mahoney, Jr. – 1,429  
Thomas F. Maloney – 1,622  
Lynne Roberts – 1,376  
Patricia A. Sterritt – 1,366  
Michal F. Bergeron – 1,559  
Marion Curran Boch – 1,465  
Barbara A. Kinter – 1,448  
Deborah A. Holmwood – 1,492  
Blanks – 68,165  
Write-Ins – 30

## GREEN-RAINBOW

### PRESIDENTIAL PREFERENCE

Sedinam Kinamo Christin Moyowasifza Curry – 0  
Jill Stein - 1  
William P. Kreml – 0  
Kent Mesplay – 0  
Darryl Cherney – 0  
No Preference – 0  
Blanks – 0  
Write-Ins – 1

## STATE COMMITTEE MAN – NORFOLK & SUFFOLK

Blanks – 2  
Write-Ins – 0

## STATE COMMITTEE WOMAN – NORFOLK & SUFFOLK

Blanks – 2  
Write-Ins – 0

## TOWN COMMITTEE

Blanks – 20

## UNITED INDEPENDENT

### PRESIDENTIAL PREFERENCE

No Preference – 0  
Write-Ins – 6

## STATE COMMITTEE MAN – NORFOLK & SUFFOLK

Blanks – 5  
Write-Ins – 1

## STATE COMMITTEE WOMAN – NORFOLK & SUFFOLK

Blanks – 5  
Write-Ins – 1

## TOWN COMMITTEE

Blanks – 59  
Write-Ins – 1

A True Record.

Attest: Thomas J. McQuaid  
Town Clerk and Accountant

---

TOWN OF NORWOOD  
ANNUAL TOWN ELECTION  
(SEAL)

APRIL 4, 2016

Norfolk, ss.

In pursuance with the foregoing warrant, the inhabitants of the Town qualified to vote in elections met in the various voting precincts designated for their districts in Norwood on Monday, the Fourth Day of April, 2016 at 7:00 AM.

The following election officers were sworn by the Warden in each precinct to the faithful performance of their duty.

District 1 and 2 - Oldham School: Juliette A. Bugeau , Mary Pat Osborne , Frances C. Sullivan, Margaret A. Fitzmaurice, Shirley A. Praino, Barbara A. Costello, Ellen Hansen, Ellen Marie Baker, Mary T. Ahearn, Virginia Downing, Jill Bugeau, and Robert T. Sullivan.

# ANNUAL TOWN ELECTION - APRIL 4, 2016

District 3 and 5 - Civic Center: Marguerite L. Conley, Patricia J. Monahan, Harriet Simons, Helen M. Wyche, Joyce A. DeCosta, Janet R. Hern, Elinor M. Dillon, Annette J. Mahoney, Gloria J. Lind, Bryon C. Wyche, Albert D. Marchionda, and James P. Conley.

District 4 - Cleveland School: Elizabeth J. Sullivan, Margaret M. Bonvouloir, Porta Fruci, Dolores A. Medwar, Patricia A. Gorman, Anna Murphy, and Lee B. Leach.

District 6 & 7 - Balch School: Martha A. Pellowe, Nancy E. Foley, Ellen J. Carver, Robert M. Parsons, Ann Louise Page, Irene F. Reilly, Juliana P. Dauphinee, Barbara D. Ahern, Carolyn J. Griffin, Shirley M. Krohto, Paul F. Burgoyne, Sr. and Gretchen Ann Rowell.

District 8 - Callahan School: Emily W. Tibbetts, Ruth Patten, Sandra Johnson, Mary E. Jasinski, Sally S. Buttinger, Marcia Gearty, and Normand P. Bugeau.

District 9 - Prescott School: Mary Susan Quinn, Catherine Marie Hale, Annmarie Fellini, Dolores Elias, Elaine Groh, Barbara V. Dias and Jean W. Buck

In accordance with the laws of the Commonwealth of Massachusetts governing elections, the voting precincts designated for their districts were fitted up as polling places, a place railed off and compartments provided for the convenience of voters in marking their ballots, and each compartment was supplied with cards of instruction and other necessary facilities.

Cards of instruction and specimen ballots were posted in five different parts of each polling place outside the railing. The Town Clerk and Accountant delivered to the ballot clerks packages marked "Official Ballots April 4, 2016" and their receipts thereof.

The ballot Clerks were provided with duplicate sets of registered voters of the Town, as prepared by the Registrars of Voters for use at this election. They were supplied with official ballots taken from the packages received from the Town Clerk and were stationed by the entrances and exits of the polling places with instructions to deliver such ballots only to voters whose names were found and checked on the voting list. The ballot boxes used in elections were opened in public meeting, examined by the Wardens and other officials and found to be empty. The registers were then set to zero.

The polls were declared open for the reception of ballots at 7:00 A.M. and were declared closed at 8:00 P.M. At the close of the polls an actual canvass of the ballots showed that three thousand five hundred eighty-four (3,584) votes were cast.

The names checked on the voting list by the ballot clerks at the entrances of each polling place were counted and found to agree, and the total number of names so checked equaled the same as above.

The vote is as follows:

## **SELECTMEN (For Three Years – Vote For Not More Than Two)**

**Helen Abdallah Donohue – 1,281**

**David J. Butters – 326**

**David E. Hajjar – 1,223**

**Thomas F. Maloney – 2,192**

**Dennis P. Mawn – 1,179**

Blanks – 957

Write-Ins – 10

## **MODERATOR (For One Year – Vote For Not More Than One)**

**David Hern, Jr. – 2,502**

Blanks – 1,067

Write-Ins – 15

## **MEMBER OF BOARD OF HEALTH**

**(For Three Years – Vote For Not More Than One)**

**Carolyn Riccardi – 2,504**

Blanks – 1,069

Write-ins – 11

## **MEMBERS OF SCHOOL COMMITTEE**

**(For Three Years – Vote For Not More Than Two)**

**Courtney A. Rau-Rogers – 1,597**

**Myev A. Bodenhofer – 2,173**

**Michele Eysie Mullen – 1,854**

Blanks – 1,535

Write-Ins – 9

## **MEMBERS OF FINANCE COMMISSION**

**(For Three Years – Vote For Not More Than Two)**

**Alan D. Slater – 2,214**

**Anne Marie Haley – 1,974**

Blanks – 2,967

Write-Ins – 13

## **TRUSTEES OF MORRILL MEMORIAL LIBRARY**

**(For Three Years – Vote For Not More Than Two)**

**Susan Pipes – 2,200**

**Cashman Kerr Prince – 1,922**

Blanks – 3,033

Write-Ins – 13

## **MEMBER OF TOWN PLANNING BOARD**

**(For Five Years – Vote for Not More Than One)**

**Alfred P. Porro, Jr. – 2,198**

Blanks – 1,373

Write-Ins – 13

## **MEMBER OF NORWOOD HOUSING AUTHORITY**

**(For Five Years – vote for Not More Than One)**

**Patricia Griffin Starr – 2,436**

Blanks – 1,139

Write-Ins – 9

## **CONSTABLE – (For Three Years – Vote For Not More Than One)**

**James A. Perry – 2,287**

Blanks – 1,290

Write-Ins – 7

# **ANNUAL TOWN ELECTION - APRIL 4, 2016**

## **TOWN MEETING MEMBERS – DISTRICT 1**

**(For Three Years - Vote for Not More Than Eight)**

**Bryan E. Burns – 243**  
**Katherine M. Kalliel – 235**  
**Colleen M. Reynolds – 254**  
**Darrin B. Reynolds – 248**  
**Richard M. Shay – 237**

Blanks – 2,121  
Write-Ins - 22

**Doris J. Dickson – 8 Write-In Votes**  
**Thomas F. Tierney – 4 Write-In Votes**  
Scattering - 10

## **TOWN MEETING MEMBERS – DISTRICT 2**

**(For Three Years - Vote for Not More Than Eight)**

**Joseph DiMaria – 218**  
**Peter J. Downing – 212**  
**Sarah Griffin – 264**  
**James M. Naughton – 238**  
**F. Gordon Smith – 220**

Blanks – 2,059  
Write-Ins - 61

**Kevin M. Flood – 28 Write-In Votes**  
**Richard O. McGowan – 13 Write-In Votes**  
Scattering - 20

## **TOWN MEETING MEMBERS – DISTRICT 3**

**(For Three Years - Vote for Not More Than Eight)**

**Paula E. Gorin – 227**  
**William M. Naumann – 237**  
**Kimberly Randall – 230**  
**Linda B. Rau – 240**  
**Patterson A. Riley, Jr. – 223**

Blanks – 2,480  
Write-Ins – 28

**John L. Pedersen – 7 Write-In Votes**  
Scattering – 21

## **TOWN MEETING MEMBER – DISTRICT 3**

**(For Two Years (To Fill A Vacancy) – Vote for Not More Than One)**

Blanks – 430  
Write-Ins – 28

**Joseph Anthony Colella – 2 Write-In Votes**  
Scattering - 26

## **TOWN MEETING MEMBER – DISTRICT 3**

**(For One Year (To Fill A Vacancy) – Vote for Not More Than One)**

**John McDonagh – 306**  
Blanks – 149  
Write-Ins – 3

## **TOWN MEETING MEMBERS – DISTRICT 4**

**(For Three Years - Vote for Not More Than Eight)**

**Catherine V. Burgess – 295**  
**Charles D. Burgess, Jr. – 264**  
**David E. Hajjar – 401**  
**Willard Krasnow – 280**  
**James M. Nolan – 283**  
**Robert A. Silk – 275**

**Peter R. Strano – 242**  
**Patricia A. Jandrue – 265**  
**Paul E. Needham – 270**  
**Emmanuel P. Parasirakis – 185**  
Blanks – 2,751  
Write-Ins – 33

## **TOWN MEETING MEMBER – DISTRICT 4**

**(For One Year (To Fill A Vacancy) - Vote for Not More Than One)**

Blanks – 606  
Write-Ins – 87

**Patrick T. Gearty – 31 Write-In Votes**  
Scattering – 56

## **TOWN MEETING MEMBERS – DISTRICT 5**

**(For Three Years - Vote for Not More Than Eight)**

**Myles F. Burke – 100**  
**Myron J. Miller – 96**  
**Stephen R. Phipps – 97**  
**Courtney A. Rau-Rogers – 100**  
**Christopher J. Rogers – 98**

Blanks – 927  
Write-Ins – 6

**Joseph S. Barrett – 5 Write-In Votes**  
Scattering – 1

## **TOWN MEETING MEMBERS – DISTRICT 6**

**(For Three Years - Vote for Not More Than Ten)**

**Susan A. Davis – 141**  
**Thomas J. Guiod – 128**  
**John Raymond Hall, Jr. – 129**  
**Bette L. Reilly – 131**  
**Donna R. Montgomery – 139**

Blanks – 1,762  
Write-Ins – 30

**Dennis W. Zablowski – 10 Write-In Votes**  
**Irene Gotovich – 5 Write-In Votes**  
**Madeline F. Eysie – 5 Write-In Votes**  
**John W. McTernan – 4 Write-In Votes**  
Scattering - 6

## **TOWN MEETING MEMBERS – DISTRICT 7**

**(For Three Years - Vote for Not More Than Nine)**

**Jeffrey Eugene Caille – 204**  
**Christian J. Dauphinee – 199**  
**Joseph Girard – 203**  
**Jennifer L. Gover – 193**  
**Richard T. King – 184**  
**Shaela T. Welch – 203**  
**Sarah B. Cullen – 190**

Blanks – 1,827  
Write-Ins – 19

**Kelly A. Love – 2 Write-In Votes**  
**David S. Dalton – 2 Write-In Votes**  
Scattering – 15

# ANNUAL TOWN MEETING - MAY 9, 2016

## TOWN MEETING MEMBERS – DISTRICT 7

(For One Year (To Fill A Vacancy) - Vote for Not More Than Two)

Michael J. Crowley – 253

Blanks – 458

Write-ins – 5

## TOWN MEETING MEMBERS – DISTRICT 8

(For Three Years - (Vote for Not More Than Eight)

Dana D. Craig – 195

James A. Johnston – 192

Kevin M. Reilly – 215

Bartley E. King, Jr. – 212

Jean Ferrara Taylor – 204

John E. Taylor – 211

Blanks – 1,863

Write-Ins – 12

## TOWN MEETING MEMBER – DISTRICT 8

(For Two Years (To Fill A Vacancy) - Vote for Not More Than One)

Blanks – 362

Write-Ins – 26

## TOWN MEETING MEMBERS – DISTRICT 9

(For Three Years - Vote for Not More Than Eight)

Richard L. Hennessey, Jr. – 225

James R. Kenney – 214

Joseph A. Rando, III – 208

Erik P. Bodenhofer – 271

Paula L. Flanagan – 222

David S. Hatch – 222

Blanks – 2,072

Write-Ins – 30

Jeanne M. Chambers – 6 Write-In Votes

Scattering – 24

## TOWN MEETING MEMBER – DISTRICT 9

(For One Year (To Fill A Vacancy) - Vote for Not More Than One)

Blanks – 397

Write-Ins – 36

Edward Fitzgerald Duggan, Sr. – 7 Write-In Votes

Scattering – 29

A True Record.

Attest: Thomas J. McQuaid  
Town Clerk and Accountant

## THE COMMONWEALTH OF MASSACHUSETTS

### ANNUAL TOWN MEETING

#### TOWN OF NORWOOD

Norfolk, ss.

In pursuance with the foregoing warrant, the inhabitants of the Town of Norwood and Town Meeting Members qualified to vote in elections and Town affairs, to meet in the Auditorium of the Norwood High School on Nichols Street in said Town on Monday, May 9, 2016, at 7:30 o'clock in the afternoon.

The Moderator, David Hern declared a quorum present and called the meeting to order. The Warrant calling the meeting to order was read by the Town Clerk and Accountant. Tellers being appointed and sworn the following action was taken on the articles of the foregoing warrant.

First item of business was to adjourn the Annual Town Meeting until the conclusion of the Special Town Meeting that was scheduled for May 9, 2016.

Motion to Adjourn Annual Town Meeting offered by Allan D. Howard, duly seconded by Paul A. Bishop:

MOVED: That the 2016 Annual Town Meeting be adjourned until such time as Town Meeting has completed consideration of and a vote on Article 22 of the May 9, 2016 Special Town Meeting.

Motion declared Carried by Voice Vote.

Meeting adjourned until the conclusion of the Special Town Meeting.

A True Record.

Attest: Thomas J. McQuaid  
Town Clerk and Accountant

---

### ADJOURNED ANNUAL TOWN MEETING

#### TOWN OF NORWOOD

Pursuant to the provisions of the by-laws of the town of Norwood, notice is hereby given that at the Adjourned Annual Town Meeting of the inhabitants of the town of Norwood held on Monday, May 9, 2016, it was voted that the meeting stand adjourned to meet at 7:30 P.M. on Thursday, May 12, 2016 in the Auditorium of the Norwood High School on Nichols Street. It was further voted that Article 1 through Article 11 be laid on the table and acted upon at the adjourned session of this meeting.

# SPECIAL TOWN MEETING - MAY 9, 2016

Thomas J. McQuaid  
Town Clerk and Accountant

May 10, 2016  
Norwood, Norfolk May 10, 2016  
By virtue of the within Notice I have posted the same as directed.  
The posting was completed Tuesday, May 10, 2016.

James A. Perry, Constable  
Town of Norwood

A True Copy.

Attest: Thomas J. McQuaid  
Town Clerk and Accountant

---

## ADJOURNED ANNUAL TOWN MEETING

### TOWN OF NORWOOD

Pursuant to the provisions of the by-laws of the town of Norwood, notice is hereby given that at the Adjourned Annual Town Meeting of the inhabitants of the town of Norwood held on Thursday, May 12, 2016, it was voted that the meeting stand adjourned to meet at 7:30 P.M. on Monday, May 16, 2016 in the Auditorium of the Norwood High School on Nichols Street. It was further voted that Article 1 through Article 11 be laid on the table and acted upon at the adjourned session of this meeting.

Thomas J. McQuaid  
Town Clerk and Accountant

May 13, 2016  
Norwood, Norfolk May 13, 2016  
By virtue of the within Notice I have posted the same as directed.  
The posting was completed Friday, May 13, 2016.

James A. Perry, Constable  
Town of Norwood

A True Copy.

Attest: Thomas J. McQuaid  
Town Clerk and Accountant

## COMMONWEALTH OF MASSACHUSETTS

### SPECIAL TOWN MEETING

(SEAL)

### TOWN OF NORWOOD

Norfolk, ss.

In pursuance with the foregoing warrant, the inhabitants of the Town of Norwood and Town Meeting Members qualified to vote in elections and Town affairs, to meet in the Auditorium of the Norwood High School on Nichols Street in said Town on Monday, May 9, 2016, at 7:30 o'clock in the afternoon.

The Moderator, David Hern Jr. declared a quorum present and called the meeting to order. The Warrant calling the meeting to order was read by the Town Clerk and Accountant. Tellers being appointed and sworn the following action was taken on the articles of the foregoing warrant.

ARTICLE 1. To see what sum of money the Town will vote to transfer from surplus revenue or other available funds, or borrow, or otherwise provide and appropriate for additional costs related to the replacement of the Hawes Pool Bathhouse, or take any other action in the matter.

(by request of the Permanent Building Construction Committee)

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: That the sum of \$300,000 is appropriated, in addition to the \$800,000 authorized under Article 11 at the May 11, 2015 Annual Town Meeting, for the planning, design and construction of the Hawes Pool Bathhouse replacement project, including the payment of costs incidental or related thereto; that to meet this appropriation, the Treasurer with the approval of the Board of Selectmen is authorized to borrow such amount under the provisions of M.G.L. Chapter 44 or any other enabling authority; and further, that the Permanent Building Construction Committee is authorized to take any other action necessary or convenient to carry out this project.

Motion declared Carried by Standing Vote:

Yes: 173 No: 9

# SPECIAL TOWN MEETING - MAY 9, 2016

ARTICLE 2. To see if the Town will vote to accept Sections 3 to 7, inclusive, of Chapter 44B of the Massachusetts General Laws, known as the Massachusetts Community Preservation Act (the "Act"), by approving a surcharge on real property for the purposes permitted by said Act, including the acquisition, creation and preservation of open space; the acquisition, preservation, rehabilitation and restoration of historic resources; the acquisition, creation, preservation, rehabilitation and restoration of land for recreational use; the acquisition, creation, preservation and support of community housing, and the rehabilitation or restoration of open space and community housing that is acquired or created as provided in Section 5 of the Act; and, further, to determine that the amount of such surcharge on real property shall be one (1) per cent of the annual real estate tax levy against real property commencing in fiscal year 2018; and, further, to see if the Town will vote to accept one or more of the following exemptions from such surcharge permitted under Section 3(e) of the Act: for property owned and occupied as a domicile by a person who would qualify for low income housing or for low or moderate income senior housing in the Town; for \$100,000 of the value of each taxable parcel of residential real property; and for \$100,000 of the value of each taxable parcel of class three, commercial property, and class four, industrial property as defined in Section 2A of Chapter 59 of the Massachusetts General Laws.

On a motion offered by Debbie Holmwood, duly seconded by Ernest Paciorkowski:

MOVED: That the Town vote to accept Sections 3 to 7, inclusive, of Chapter 44B of the Massachusetts General Laws, known as the Massachusetts Community Preservation Act (the "Act"), by approving a surcharge on real property for the purposes permitted by said Act, including the acquisition, creation and preservation of open space; the acquisition, preservation, rehabilitation and restoration of historic resources; the acquisition, creation, preservation, rehabilitation and restoration of land for recreational use; the acquisition, creation, preservation and support of community housing, and the rehabilitation or restoration of open space and community housing that is acquired or created as provided in Section 5 of the Act; and, further, to determine that the amount of such surcharge on real property shall be one (1) per cent of the annual real estate tax levy against real property commencing in fiscal year 2018; and, further, to see if the Town will vote to accept one or more of the following exemptions from such surcharge permitted under Section 3(e) of the Act: for property owned and occupied as a domicile by a person who would qualify for low income housing or for low or moderate income senior housing in the Town; for \$100,000 of the value of each taxable parcel of residential real property; and for \$100,000 of the value of each taxable parcel of class three, commercial property, and class four, industrial property as defined in Section 2A of Chapter 59 of the Massachusetts General Laws.

Motion declared Carried by Standing Vote:  
Yes: 124 No: 28

ARTICLE 3. To see if the Town would vote to change the status of lower Rock Street to a dead end street in an effort to preserve that neighborhood's integrity from potential development.  
(on petition of Kevin Pentowski, et al)

**NO MOTION FOR ARTICLE 3 SO MOVED ON TO ARTICLE 4.**

ARTICLE 4. To see if the Town would vote to change the status of the property located at 36 Plimpton Avenue to be zoned as a residential property from its current mixed usage status to preserve neighborhood integrity.  
(on petition of Kevin Pentowski, et al)

On a motion offered by Jean Ferrara Taylor, duly seconded by John E. Taylor, it was

VOTED: Indefinite Postponement.

Motion declared Lost by Voice Vote.

ARTICLE 5. To see if the Town would vote to rescind the creation of a 40R Smart Growth Overlay District at the site of the Regal Press building on Lenox Street at Plimpton Avenue. The applicant misled the Town to get approval votes.  
(on petition of Kevin Pentowski, et al)

**NO MOTION FOR ARTICLE 5.**

ARTICLE 6. To see if the Town would vote to include public input sessions to be held at each and every elected Board meeting here in Town. This would allow better access to the public and assure that the public is being better served.  
(on petition of Kevin Pentowski, et al)

**NO MOTION ON ARTICLE 6.**

ARTICLE 7. To see if the Town would vote to approve a measure to have the DPW assist homeowners with the cost to replace cast iron and lead water pipes to copper feed lines in older homes.  
(on petition of Kevin Pentowski, et al)

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: Indefinite Postponement.

Motion to amend offered by Kevin Pentowski, duly seconded by Stephen Pentowski:

That the motion of the Finance Commission be amended by substitution the following therefore:

That the Town vote to appropriate from the tax levy the sum of \$200,000 to be expended by the Department of Public Works for the purpose of assisting owners of older homes with the cost of replacing cast iron and lead pipes to copper feed lines.

# SPECIAL TOWN MEETING - MAY 9, 2016

Motion to Amend declared Lost by Voice Vote.

Main motion for Indefinite Postponement by the Finance Commission declared Carried by Voice Vote.

ARTICLE 8. To see if the Town will vote to transfer and appropriate funds to the Norwood Public Schools for the purpose of obtaining a long-range facilities and building study for the future needs of the Norwood Public Schools, or take any other action in the matter.

(by request of the School Committee)

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: That the sum of \$150,000 be transferred from the following accounts and appropriated for the purpose of the requirements of a long range facilities and building feasibility study from qualified bidders for the future needs of the Norwood Public Schools:

9220-16	Fiscal 2016 Group Insurance	\$142,468
6080-15	Fiscal 2015 School Cont Fees	\$54
6090-15	Fiscal 2015 School Utilities	\$483
6160-15	Fiscal 2015 School Transportation	\$6,088
6180-15	Fiscal 2015 School Special Ed	<u>\$907</u>
		\$150,000

The purpose of this study is a) an evaluation of the physical condition of all Norwood schools, except the High School and b) an evaluation of the existing and future configuration of all schools which contain any pre-K through eighth grades.

And be it further voted that a Committee be established, comprised as follows:

- 2 Members of School Committee
- 1 Member of Board of Selectmen
- 1 Member of Finance Commission
- 1 Town Meeting Member as appointed by the Town Moderator
- Superintendent of Schools – Non-voting
- Town Manager – Non-voting
- School Director of Buildings and Grounds – Non-Voting
- 1 Member of Permanent Building Construction Committee – Non-voting

Said Committee shall have oversight of the Request for Proposal, the Bidding process, and the development of the report.

And be it further voted and understood that any configuration proposals emanating from the study can only take place with the approval of the School Committee.

A motion to amend offered by Dennis Mawn, duly seconded by Joseph White:

Move for Indefinite Postponement.

Motion to Amend declared Lost by Voice Vote.

Main motion by the Finance Commission declared Carried by Voice Vote.

ARTICLE 9. To see if the Town will vote to transfer and appropriate funds surplus to the requirements of the FY 2016 Group Insurance account or from other available funds to the School Department's FY 2016 appropriation, or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: That the sum of \$300,000 be transferred from FY 16 Group Insurance Account 9220-16 and appropriated for the Norwood Public Schools.

A motion to amend offered by Dennis Mawn, duly seconded by Joseph White:

Move for Indefinite Postponement.

Motion to Amend declared Lost by Voice Vote.

Main motion by the Finance Commission declared Carried by Voice Vote.

ARTICLE 10. To see if the Town will vote to transfer and appropriate surplus funds from the FY 2016 Group Insurance account to the Other Post-Employment Benefits ("OPEB") Trust Fund, established to provide offsets to health care and other liabilities for future retirees, or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: That the sum of \$50,000 be transferred from FY16 Group Insurance Account 9220-16 and appropriated for the purpose of adding to the Other Post-Employment Benefits ("OPEB") Trust Fund.

Motion declared Carried by Voice Vote.

# SPECIAL TOWN MEETING - MAY 9, 2016

ARTICLE 11. To see what sum of money the Town will vote to transfer from surplus revenue or other available funds and appropriate for the Assessors' Revaluation and Legal Defense accounts, or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: That the sum of \$34,000 be transferred from the following accounts and appropriated for the purpose of the Assessors' Revaluation and Legal Defense accounts:

**TO:**

Descr.	Acct. #	Amt.
Legal Costs	1074-16	\$20,000
Revaluation	1077-16	<u>\$14,000</u>
		\$34,000

**FROM:**

Descr.	Acct. #	Amt.
Light Dept. Maint.	7014-15	\$9,000
Unemployment Ins.	9200-15	\$11,000
Unemployment Ins.	9200-15	<u>\$14,000</u>
		\$34,000

Motion declared Carried by Voice Vote.

ARTICLE 12. To see what sum of money the Town will vote to transfer from surplus revenue or other available funds and appropriate for payment to the Norwood Retirement System for Military Service Credits earned by members of the Fire and Police Departments who were on approved military leaves of absence, in accordance with the provisions of MGL Chapter 32, sec. 22(4), or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: That the sum of \$39,161 be transferred from the Fiscal 2015 Light Department Administration Account 7012-15 and appropriated for the purpose of payment to the Norwood Retirement System in accordance with MGL Chapter 32, sec. 22(4).

Motion declared Carried by Voice Vote.

ARTICLE 13. To see what sum of money the Town will vote to transfer from surplus revenue or other available funds and appropriate for payment of Massachusetts Water Resources Authority assessments, or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: That the sum of \$36,962 be transferred from the following accounts and appropriated for the purpose of payment of Massachusetts Water Resources Authority assessments:

7012-15	FY2015 Light Dept. Admin	\$2,927
7014-15	FY2015 Light Dept. Maintenance	\$32,329
9220-16	FY2016 Group Insurance	<u>\$1,706</u>
		<b>\$36,962</b>

Motion declared Carried by Voice Vote.

ARTICLE 14. To see what sum of money the Town will vote to transfer from surplus revenue or other available funds and appropriate for year-one of a two-year amortization of snow and ice expenses incurred during FY2015 or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: That the sum of \$449,220 be transferred from Free Cash and appropriated for the purpose of amortization of snow and ice from Fiscal 2015.

Motion declared Carried by Voice Vote.

ARTICLE 15. To see what sum of money the Town will vote to transfer from surplus revenue or other available funds and appropriate for the FY 2016 Snow & Ice deficit, or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: That the sum of \$286,081 be transferred from Free Cash and appropriated for the purpose of FY2016 Snow and Ice Deficit for the Department of Public Works \$175,437 and Norwood Public Schools \$110,644.

Motion declared Carried by Voice Vote.

# SPECIAL TOWN MEETING - MAY 9, 2016

ARTICLE 16. To see what sum of money the Town will vote to transfer from surplus revenue or other available funds and appropriate for Town Counsel litigation expenses, or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: That the sum of \$45,000 be transferred from the following FY2016 accounts and appropriated for the purpose of Town Counsel litigation expenses:

1014-16	Selectmen Collective Bargaining	\$25,000
1191-16	Municipal Building – Temp. Help	\$4,000
1321-16	Board of Appeals Salaries	\$3,800
1372-16	ConCom Steno	\$1,516
1378-16	ConCom Vegetation	\$1,684
1512-16	Parking Tickets	\$3,000
1522-16	Eld/HP Taxi	\$3,000
2201-16	Bldg. Inspector – Clerk	<u>\$3,000</u>
		<b>\$45,000</b>

Motion declared Carried by Voice Vote.

ARTICLE 17. To see what sum of money the Town will vote to transfer from surplus revenue or other available funds and appropriate for Public Works Incidentals, or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: That the sum of \$28,000 be transferred from the FY2016 Refuse Removal Account 3400-16 and appropriated for the purpose of FY2016 Public Works Incidentals.

Motion declared Carried by Voice Vote.

ARTICLE 18. To see what sum of money the Town will vote to transfer from surplus revenue or other available funds and appropriate for Police Incidentals, or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: That the sum of \$50,000 be transferred from FY2016 Police Salaries Account 2011-16 and appropriated for the purpose of FY2016 Police Incidentals.

Motion declared Carried by Voice Vote.

ARTICLE 19. To see what sum of money the Town will vote to transfer from surplus revenue or other available funds and appropriate for Fire Department Salaries, or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: That the sum of \$97,100 be transferred from the following FY2016 accounts and appropriated for the purpose of Fire Department Salaries:

<u>TO:</u>		
Descr.	Acct. #	Amt.
Fire Salaries	2041-16	\$38,000
Fire Substitution	2046-16	\$40,000
Fire Incentive Pay	2047-16	\$3,100
Fire Dispatch Pay	2049-16	<u>\$16,000</u>
		<b>\$97,100</b>

<u>FROM:</u>		
Descr.	Acct. #	Amt.
Fire New Equip.	2040-16	\$9,864
Fire Incidentals	2042-16	\$28,136
Fire Training	2043-16	\$40,000
Fire OT and Recall	2045-16	\$3,100
Fire Incidentals	2042-16	<u>\$16,000</u>
		<b>\$97,100</b>

Motion declared Carried by Voice Vote.

ARTICLE 20. To see what sum of money the Town will vote to transfer from surplus revenue or other available funds and appropriate for Light Department Administration Salaries and for Light Department Overtime, or take any other action in the matter.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

Recommended by the Finance Commission:

VOTED: That the sum of \$85,000 be transferred from the FY2016 Light Department Salaries account 7015-16 and appropriated for the purpose of Light Department Administrative Salaries and Overtime:

# SPECIAL TOWN MEETING - MAY 9, 2016

<b>TO:</b>			VOTED:
<b>Descr.</b>	<b>Acct.. #</b>	<b>Amt.</b>	That the sum of \$14,862 be transferred from the
Admin Salaries	7011-16	\$40,000	following accounts and appropriated for the purpose of Unpaid
Overtime	7016-16	<u>\$45,000</u>	Bills from prior fiscal periods:
		<b>\$85,000</b>	

<b>FROM:</b>				
<b>Descr.</b>	<b>Acct. #</b>	<b>Amt.</b>		
Light Dept. Sal.	7015-16	\$40,000	1602-15 FY2015 Gen. Gov't Incidentals	\$829
Light Dept. Sal.	7015-16	<u>\$45,000</u>	7014-15 FY2015 Light Dept. Maintenance	\$1,207
		<b>\$85,000</b>	9220-16 FY2016 Group Insurance	\$5,826
				<u>\$7,000</u>
				<b>\$14,862</b>
			7030-15 FY2016 Broadband	<b>\$14,862</b>

Motion declared Carried by Voice Vote.

Motion declared Carried by Unanimous Vote.

ARTICLE 21. To see if the Town will vote, pursuant to Chapter 44, Section E½ of the Massachusetts General Laws, to establish a Library Revolving Fund for the support of programs and services provided by the Morrill Memorial Library (the "Library"), to which revolving fund shall be credited all fees and charges received in connection with such programs and services; to authorize the Trustees of the Library to expend money from such revolving fund for the foregoing purposes; and to determine a limit on the amount of money which may be expended from such revolving fund during the fiscal year beginning July 1, 2016, or take any other action in the matter.

Meeting Adjourned.

A True Record:

Attest: Thomas J. McQuaid  
Town Clerk and Accountant

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

## THE COMMONWEALTH OF MASSACHUSETTS

### ANNUAL TOWN MEETING

#### TOWN OF NORWOOD

Recommended by the Finance Commission:

VOTED: Indefinite Postponement.

Motion declared Carried by Voice Vote.

Norfolk, ss.

ARTICLE 22. To see what sum of money the Town will vote to transfer from surplus revenue or other available funds and appropriate for payment of Unpaid Bills from prior fiscal periods, or take any other action in the matter.

In pursuance with the foregoing warrant, the inhabitants of the Town of Norwood and Town Meeting Members qualified to vote in elections and Town affairs, to meet in the Auditorium of the Norwood High School on Nichols Street in said Town on Monday, May 16, 2016, at 7:30 o'clock in the afternoon.

On a motion offered by Joseph P. Greeley, duty seconded by Alan D. Slater

The Moderator, David Hern declared a quorum present and called the meeting to order. The Warrant calling the meeting to order was read by the Town Clerk and Accountant. Tellers being appointed and sworn the following action was taken on the articles of the foregoing warrant.

Recommended by the Finance Commission:

ARTICLE 1. To see what sum or sums of money the Town will vote to raise by taxation and/or transfer from Surplus Revenue for the purpose of appropriating such sum or sums for wage increases for all Town employees, including the School Department, or take any other action in the matter.

# ANNUAL TOWN MEETING - MAY 16, 2016

On a motion offered by Joseph P. Greeley, duly seconded by Alan Slater, it was

Recommended by the Finance Commission

VOTED: Indefinite Postponement.  
Motion declared Carried by Voice Vote.

ARTICLE 2. To hear and act on the reports of Town Officers and Committees.

On a motion offered by Allan D. Howard, duly seconded by William J. Plasko, it was

Recommended by the Board of Selectmen:

VOTED: That the Annual Report of the town officials of the Town of Norwood be received and accepted as printed.

Motion declared Carried by Voice Vote.

ARTICLE 2. To hear and act on the reports of Town Officers and Committees.

On a motion offered by Joseph P. Greeley, duly seconded by Alan Slater, it was

Recommend by the Finance Commission:

VOTED: That the report of the Finance Commission and its recommendations with respect to appropriation estimates for the fiscal year 2017 be received and acted upon.

And be it further voted that all sums voted for salaries are to be expended in conformance with the official budget of the Finance Commission unless otherwise voted by the town meeting.

All sums voted for new equipment shall be expended for items listed in the budgets approved by the Finance Commission unless otherwise voted by the town meeting.

Motion declared Carried by Voice Vote.

ARTICLE 3. To see if the Town will vote to authorize the Collector of Taxes to use the same means as a Town Treasurer may use when acting as Collector.

On a motion offered by Allan D. Howard, duly seconded by William Plasko, it was

Recommended by the Board of Selectmen:

VOTED: That the Town Treasurer and Collector of Taxes, as Collector of Taxes be and hereby is authorized to use all means of collecting taxes which a Town Treasurer may use, according to law, when acting as Collector of Taxes.

Motion declared Carried by Voice Vote.

ARTICLE 4. To see if the Town will vote to authorize the Board of Selectmen to accept and enter into contract for the expenditure of funds allotted by the Commonwealth and/or County for the construction, reconstruction and improvement of public ways under the provisions of Section 34, Chapter 90 of the Mass General Laws, Ter. Ed., and acts in amendment thereof and in addition thereto, or take any action in the matter.

On a motion offered by Allan D. Howard, duly seconded by Paul Bishop, it was

Recommended by the Board of Selectmen:

VOTED: That the Board of Selectmen are hereby authorized to accept and enter into contract for the expenditure of funds allotted by the Commonwealth and/or County for the construction, reconstruction and improvement of public roads under the provisions of Section 34, Chapter 90 of the General Laws or any provisions of law enacted in amendment thereof or in addition thereto.

Motion declared Carried by Voice Vote.

ARTICLE 5. To see what sum of money the Town will vote to raise, borrow, or transfer from available funds in the treasury and appropriate for the fiscal year beginning July 1, 2016 through June 30, 2017 for the following purposes, or take any other action in the matter. "All sums voted for salaries are to be expended in conformance with the official budget of the Finance Commission unless otherwise voted by the Town Meeting. All sums voted for New Equipment shall be expended for items listed in the budgets approved by the Finance Commission and voted by the Town Meeting."

## A. GENERAL GOVERNMENT

101. Selectmen

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

1011.	Salaries.....	\$146,027
1012.	Incidentals.....	\$12,950
1014.	Negotiating Services.....	\$105,000
TOTAL		<hr/> \$263,977

Motion declared Carried by Voice Vote.

# ANNUAL TOWN MEETING - MAY 16, 2016

ARTICLE 5.      A-102.                      General Manager

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the purposes indicated:

1021.	Salaries.....	\$582,512
1022.	Incidentals.....	\$21,525
TOTAL		\$604,037

Motion declared Carried by Voice Vote.

ARTICLE 5.      A-103.      Town Clerk and Accountant

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the following purposes:

1031.	Salaries.....	\$548,363
1032.	Incidentals.....	\$21,951
TOTAL		\$570,314

Motion declared Carried by Voice Vote.

ARTICLE 5.      A-104.                      Human Resource

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the following purposes:

1040.	Human Resource Salaries.....	\$240,611
1042.	Human Resources Incidentals.....	\$33,780
TOTAL		\$274,391

Motion declared Carried by Voice Vote.

ARTICLE 5.      A-105. Town Treasurer and Collector of Taxes

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the following purposes:

1051.	Salaries.....	\$490,803
1052.	Incidentals.....	\$96,265
1054.	Tax Foreclosure .....	\$19,950
1055.	Bond Certification .....	\$1,000
1056.	Collection Agent.....	\$49,250
TOTAL		\$657,268

Motion declared Carried by Voice Vote.

ARTICLE 5.      A-107.                      Assessors

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the following purposes:

1071.	Salaries.....	\$249,327
1072.	Incidentals.....	\$7,044
1073.	New Equipment .....	\$500
1074.	Expense of defense of Assessors- Legal Counsel.....	\$50,000
1077.	Revaluation Update .....	\$125,000
TOTAL		\$431,871

Motion declared Carried by Voice Vote.

# ANNUAL TOWN MEETING - MAY 16, 2016

**ARTICLE 5.      A-109.                      Engineering**

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the purposes indicated:

1091.	Salaries.....	\$167,484
1092.	Incidentals.....	\$6,850
1093.	New Equipment.....	\$0
1094.	Eng. Storm Water Compliance.....	\$20,000
1095.	Co-op Student Salary .....	\$10,298
1096.	Overtime .....	\$500
1097.	Longevity Pay .....	\$750
1098.	Street Acceptance.....	\$2,500
1099.	Engineering Aerial Photo/GIS .....	\$10,000
TOTAL		\$218,382

Motion declared Carried by Voice Vote.

**ARTICLE 5.      A-111.                      Town Counsel**

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the purposes indicated:

1114.	Town Counsel Legal Services .....	\$134,500
TOTAL		\$134,500

Motion declared Carried by Voice Vote.

**ARTICLE 5.      A-113.      Election and Registration**

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the purposes indicated:

1131.	Salaries.....	\$61,310
1132.	Incidentals.....	\$104,685
TOTAL		\$165,995

Motion declared Carried by Voice Vote.

**ARTICLE 5.      A-117. Municipal Building Expenses**

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the purposes indicated:

1171.	Custodial Salaries.....	\$122,527
1172.	Incidentals.....	\$180,400
1174.	Muni Bldg. Repairs/Maint....	\$20,000
1177.	Town Common Maint.....	\$1,000
1179.	New Equipment .....	\$16,250
TOTAL		\$340,177

Motion declared Carried by Voice Vote.

**ARTICLE 5.      A-119. Municipal Building – Office Expenses**

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the purposes indicated:

1191.	Salaries.....	\$53,620
1192.	Office Expenses.....	\$31,350
TOTAL		\$84,970

Motion declared Carried by Voice Vote.

# ANNUAL TOWN MEETING - MAY 16, 2016

ARTICLE 5.      A-121.                      Council on Aging

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission;

VOTED:            That the following sums be raised by taxation and appropriated for the purposes indicated:

1211.	Salaries.....	\$320,792
1212.	Incidentals.....	\$19,900
1214.	COA Building Maint.....	\$53,850
TOTAL		\$394,542

Motion declared Carried by Voice Vote.

ARTICLE 5.      A-124.                      Veterans Services

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the purposes indicated:

1241.	Salaries.....	\$143,692
1242.	Incidentals.....	\$245,250
1244.	Fuel Assistance.....	\$100
TOTAL		\$389,042

Motion declared Carried by Voice Vote.

ARTICLE 5.      A-130.                      Finance Commission:

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the purposes indicated:

1302.	Incidentals.....	\$19,938
1305.	Audit Services.....	\$94,059
TOTAL		\$113,997

Motion declared Carried by Voice Vote.

ARTICLE 5.      A-131.                      Planning Board

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the purposes indicated:

1311.	Part-time Salaries .....	\$34,235
1312.	Incidentals.....	\$26,650
1313.	Salary-Planner .....	\$102,399
TOTAL		\$163,284

Motion declared Carried by Voice Vote.

ARTICLE 5.      A-132.                      Board of Appeal

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the purposes indicated:

1321.	Salary.....	\$51,501
1322.	Incidentals.....	\$5,190
TOTAL		\$56,691

Motion declared Carried by Voice Vote.

ARTICLE 5.      A-134.                      Commission on Disability

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the purpose indicated:

1342.	Commission On Disability.....	\$100
TOTAL		\$100

Motion declared Carried by Voice Vote.

# ANNUAL TOWN MEETING - MAY 16, 2016

ARTICLE 5. A-135.Cable TV Commission Expenses

Motion declared Carried by Voice Vote.

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

1350.	Cable TV Commission .....	\$4,000
TOTAL		\$4,000

Motion declared Carried by Voice Vote.

ARTICLE 5. A-136. Conservation Land Fund

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised from taxation and appropriated for the purposes indicated:

1369.	Conservation Land Fund ....	\$10,000
TOTAL		\$10,000

Motion declared Carried by Voice Vote.

ARTICLE 5. A-137. Conservation Commission

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised from taxation and appropriated for the purposes indicated:

1370.	Conservation Commission Salary of Agent .....	\$40,065
1371.	Conservation Commission Incidentals.....	\$17,055
1372.	Conservation Commission Ellis Pond Proj. ....	\$21,000
1375.	Conservation Commission Consulting Services .....	\$2,000
1378.	Conservation Commission Property Maint .....	\$25,000
TOTAL		\$105,120

ARTICLE 5. A-138.Permanent Building Committee

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purpose indicated:

1382.	Permanent Building Committee Incidentals.....	\$9,600
TOTAL		\$9,600

Motion declared Carried by Voice Vote.

ARTICLE 5. A-139. Historical Commission

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purpose indicated:

1392.	Historical Commission Incid..	\$1,500
TOTAL		\$1,500

Motion declared Carried by Voice Vote.

ARTICLE 5. A-140.Worker's Compensation Benefits

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purpose indicated:

1401.	Worker's Compensation Benefits.....	\$500,000
TOTAL		\$500,000

Motion declared Carried by Voice Vote.

# ANNUAL TOWN MEETING - MAY 16, 2016

ARTICLE 5.      A-141.            Moderator Expenses

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the purpose indicated:

1410.	Moderator Expenses.....	\$50
		\$50
TOTAL		\$50

Motion declared Carried by Voice Vote.

ARTICLE 5.      A-143.    Personnel Board Expenses

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the purpose indicated:

1430.	Personnel Board Expenses..	\$2,000
		\$2,000
TOTAL		\$2,000

Motion declared Carried by Voice Vote.

ARTICLE 5.      A-144. Economic Development Committee

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the purpose indicated:

1440.	Economic Development Committee .....	\$475
		\$475
TOTAL		\$475

Motion declared Carried by Voice Vote.

ARTICLE 5.      A-145.            Cultural Council

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the purpose indicated:

1450.	Cultural Council .....	\$2,000
		\$2,000
TOTAL		\$2,000

Motion declared Carried by Voice Vote.

ARTICLE 5.      A-150.    Printing of Town Report

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sum be raised by taxation and appropriated for the purpose indicated:

1500.	Printing of Town Report .....	\$8,500
		\$8,500
TOTAL		\$8,500

Motion declared Carried by Voice Vote.

ARTICLE 5.      A-151.    Parking Ticket Expenses

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED:            That the following sums be raised by taxation and appropriated for the purposes indicated:

1512.	Incidentals.....	\$8,700
		\$8,700
TOTAL		\$8,700

Motion declared Carried by Voice Vote.

# ANNUAL TOWN MEETING - MAY 16, 2016

ARTICLE 5. A-152. Elderly/Handicapped Transportation Program

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

1522.	Elderly/Handicapped Transportation.....	\$40,440
<hr/>		
TOTAL		\$40,440

Motion declared Carried by Voice Vote.

ARTICLE 5. A-153. Computer Management

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the following purposes:

1531.	Salaries.....	\$279,838
1535.	Operating Costs.....	\$356,661
1536.	New Equipment .....	\$77,000
1537.	Comp. Mgmt. – VoIP.....	\$85,000
<hr/>		
TOTAL		\$798,499

Motion declared Carried by Voice Vote.

ARTICLE 5. A-154. Carillon Concerts

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised by taxation and appropriated for the purpose indicated:

1540.	Carillon Concerts .....	\$6,950
<hr/>		
TOTAL		\$6,950

Motion declared Carried by Voice Vote.

ARTICLE 5. A-155. Emergency Management/Civil Defense

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised by taxation and appropriated for the purpose indicated:

1552.	Emergency Mgmt./ Civil Defense.....	\$17,300
<hr/>		
TOTAL		\$17,300

Main Motion declared Carried by Voice Vote.

ARTICLE 5. A-156. Holidays

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

1564.	Memorial Day.....	\$4,500
1565.	4th of July .....	\$21,700
1566.	Christmas.....	\$6,800+\$7,500
1569.	Holiday Festival .....	\$2,000
<hr/>		
TOTAL		\$35,000
		+\$7,500
<hr/>		
		\$42,500

**Motion to Amend offered by Judith Howard, seconded by Irene Gotovich:**

VOTED: The amount for #1566 Christmas be increased by \$7,500 to be taken from Free Cash for the purpose of increasing Christmas Lighting along Washington Street in the area of the Balch School.

Motion to amend declared Carried by Voice Vote.

Main Motion, as amended declared Carried by Voice Vote.

# ANNUAL TOWN MEETING - MAY 16, 2016

ARTICLE 5. A-160. Other General Government Expenses

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

1600.	General Government Other Expenses .....	\$18,200
1602.	General Government Incidentals .....	\$92,350
1604.	Capital Outlay Committee .....	\$400
1607.	Summerfest Program .....	\$6,900
TOTAL		<hr/> \$117,850

Motion to amend offered by David E. Hajjar, duly seconded by Ann Marie Haley:

VOTED: To reduce Line item P0244 from \$23,000 to \$20,000 and reduce line item P0253 from \$25,000 to \$20,500. Total reduction by \$7,500.

Amended motion declared Carried by Voice Vote.

Main motion, as amended, declared Carried by Voice Vote.

Meeting adjourned to Thursday, May 19, 2016.

A True Record.

Attest: Thomas J. McQuaid  
Town Clerk and Accountant

---

## ADJOURNED ANNUAL TOWN MEETING

### TOWN OF NORWOOD

Pursuant to the provisions of the by-laws of the town of Norwood, notice is hereby given that at the Adjourned Annual Town Meeting of the inhabitants of the town of Norwood held on Monday, May 16, 2016, it was voted that the meeting stand adjourned to meet at 7:30 P.M. on Thursday, May 19, 2016 in the Auditorium of the Norwood High School on Nichols Street. It was further voted that Article 5, B-201 through Article 11 be laid on the table and acted

upon at the adjourned session of this meeting.

Thomas J. McQuaid  
Town Clerk and Accountant  
May 17, 2016

Norwood, Norfolk May 17, 2016

By virtue of the within Notice I have posted the same as directed. The posting was completed Tuesday, May 17, 2016.

James A. Perry, Constable  
Town of Norwood

A True Copy.

Attest: Thomas J. McQuaid  
Town Clerk and Accountant

---

## THE COMMONWEALTH OF MASSACHUSETTS

### ANNUAL TOWN MEETING

#### TOWN OF NORWOOD

Norfolk, ss.

In pursuance with the foregoing warrant, the inhabitants of the Town of Norwood and Town Meeting Members qualified to vote in elections and Town affairs, to meet in the Auditorium of the Norwood High School on Nichols Street in said Town on Thursday, May 19, 2016, at 7:30 o'clock in the afternoon.

The Moderator, David Hern declared a quorum present and called the meeting to order. The Warrant calling the meeting to order was read by the Town Clerk and Accountant. Tellers being appointed and sworn the following action was taken on the articles of the foregoing warrant.

ARTICLE 5. B.PROTECTION OF PERSONS AND PROPERTY  
B-201. Police Department

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

# ANNUAL TOWN MEETING - MAY 19, 2016

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

2011.	Salaries.....	\$6,816,455
2012.	Incidentals .....	\$288,200
2015.	Telephone .....	\$54,000
2016.	Transportation .....	\$74,300
2017.	New Equipment .....	\$163,000
TOTAL		\$7,395,945

Motion declared Carried by Voice Vote.

ARTICLE 5. B-202. Traffic Control

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised by taxation and appropriated for the purpose indicated:

2023.	Traffic Control – ELD .....	\$104,508
TOTAL		\$104,508

Motion declared Carried by Voice Vote.

ARTICLE 5. B-203. Fire Department Medical

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised by taxation and appropriated for the purpose indicated:

2038.	Fire Dept. Medical .....	\$40,000
TOTAL		\$40,000

Motion declared Carried by Voice Vote.

ARTICLE 5. B-204. Fire Department

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

2041.	Salaries.....	\$4,483,578
2042.	Incidentals .....	\$307,790
2043.	Training.....	\$172,316
2044.	Holiday Pay .....	\$190,383
2045.	Overtime & Recall.....	\$105,000
2046.	Substitution Pay.....	\$674,450
2047.	Incentive Pay .....	\$70,000
2048.	EMT Pay .....	\$302,375
2049.	Dispatcher Pay .....	\$310,005
TOTAL		\$6,615,897

Motion declared Carried by Voice Vote.

ARTICLE 5. B-205. Fire Alarm System

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

2052.	Maintenance .....	\$42,058
TOTAL		\$42,058

Motion declared Carried by Voice Vote.

ARTICLE 5. B-206. Police/Fire Bldg. Maintenance

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

# ANNUAL TOWN MEETING - MAY 19, 2016

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

2064.	Maintenance of the Police/Fire Building.....	\$430,000
		\$430,000
TOTAL		\$430,000

Motion declared Carried by Voice Vote.

ARTICLE 5. B-220. Building Inspector

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

2201.	Salaries.....	\$397,596
2202.	Incidentals .....	\$26,630
2204.	Overtime .....	\$3,000
		\$427,226
TOTAL		\$427,226

Motion declared Carried by Voice Vote.

ARTICLE 5. B-240. Insect Pest Extermination

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised by taxation and appropriated for the purpose indicated:

2402.	Insect/Pest Extermination.....	\$9,500
		\$9,500
TOTAL		\$9,500

Motion declared Carried by Voice Vote.

ARTICLE 5. B-250. Tree Care Incidentals

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised by taxation and appropriated for the purpose indicated:

2500.	Tree Care Incidentals .....	\$34,850
		\$34,850
TOTAL		\$34,850

Motion declared Carried by Voice Vote.

ARTICLE 5. B-260. Animal Control Officer

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

2601.	Salary .....	\$81,729
2602.	Incidentals .....	\$8,045
		\$89,774
TOTAL		\$89,774

Motion declared Carried by Voice Vote.

ARTICLE 5. C. HEALTH AND SANITATION  
C-301. Board of Health

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

3011.	Salaries.....	\$422,514
3012.	Incidentals .....	\$16,000
3014.	Hazardous Waste Program ..	\$40,000
3015.	Contracted Serv.....	\$36,220
		\$514,734
TOTAL		\$514,734

Motion declared Carried by Voice Vote.

# ANNUAL TOWN MEETING - MAY 19, 2016

ARTICLE 5. C-310. Sewers

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

3104.	Maintenance .....	\$57,250
3106.	Particular Sewers .....	\$2,375
3108.	MWRA Sewer I & I .....	\$5,000
TOTAL		\$64,625

Motion declared Carried by Voice Vote.

ARTICLE 5. C-320. Drain Maintenance

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised by taxation and appropriated for the purpose indicated:

3204.	Drain Maintenance .....	\$40,900
TOTAL		\$40,900

Motion declared Carried by Voice Vote.

ARTICLE 5. C-330. Materials Recycling Center

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised by taxation and appropriated for the purpose indicated:

3304.	Materials Recycling Ctr. Maintenance .....	\$59,000
TOTAL		\$59,000

Motion declared Carried by Voice Vote.

ARTICLE 5. C-340. Refuse Removal

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised by taxation and appropriated for the purpose indicated:

3400.	Refuse Removal .....	\$1,675,900
TOTAL		\$1,675,900

Motion declared Carried by Voice Vote.

ARTICLE 5. D. PUBLIC WORKS  
D-401. Public Works

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

4011.	Administration Salaries .....	\$620,391
4012.	Incidentals .....	\$163,975
4014.	Garage Maintenance .....	\$288,842
4015.	Public Works Laborers ....	\$2,225,968
4016.	Overtime .....	\$131,297
4018.	New Equipment .....	\$40,000
TOTAL		\$3,470,473

Motion declared Carried by Voice Vote.

ARTICLE 5. E. WATER DEPARTMENT  
E-410. Water Maintenance

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

# ANNUAL TOWN MEETING - MAY 19, 2016

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

4104.	Maintenance .....	\$110,400
4105.	Operations .....	\$136,000
4106.	Service Connection .....	\$6,000
4107.	Construction .....	\$33,725
TOTAL		\$286,125

Motion declared Carried by Voice Vote.

ARTICLE 5. F CEMETERIES  
F-420. Cemetery Department

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the sum of \$190,000 be transferred from Account #26-1420-0000 (Cemetery Sale of Lots Receipts) and that the sum of \$394,743 be raised by taxation and appropriated for the purposes indicated:

4201.	Salaries.....	\$419,010
4202.	Incidentals .....	\$61,733
4203.	New Equipment .....	\$68,000
4204.	Renovations – Chapel .....	\$2,500
4205.	Overtime .....	\$25,500
4206.	Office Renovation .....	\$8,000
TOTAL		\$584,743

Motion declared Carried by Voice Vote.

ARTICLE 5. F-421. Cemetery Improvements

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

4212.	Cemetery Improvement	\$59,400
TOTAL		\$59,400

Motion declared Carried by Voice Vote.

ARTICLE 5. G. HIGHWAYS  
G-430. Highway Maintenance

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the sum of \$880,178 be transferred from Account #01-1469-2017 (FY 2017 Chapter 90 Highway Grant) and that the sum of \$233,200 be raised by taxation and appropriated for the purposes indicated:

4300.	Highway Maintenance .....	\$233,200
4304.	Highway Construction – State Reimbursement.....	\$880,178
TOTAL		\$1,113,378

Motion declared Carried by Voice Vote.

ARTICLE 5. G-431. Permanent Sidewalks

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised by taxation and appropriated for the purpose indicated:

4310.	Permanent Sidewalks.....	\$1,000
TOTAL		\$1,000

Motion declared Carried by Voice Vote.

ARTICLE 5. G-432. Street Lighting

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

# ANNUAL TOWN MEETING - MAY 19, 2016

VOTED: That the following sum be raised by taxation and appropriated for the purpose indicated:

4320.	Street Lighting .....	\$343,670
TOTAL		\$343,670

Motion declared Carried by Voice Vote.

ARTICLE 5. G-433. Snow and Ice Removal

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised by taxation and appropriated for the purpose indicated:

4330.	Snow and Ice Removal.....	\$550,000
TOTAL		\$550,000

Motion declared Carried by Voice Vote.

ARTICLE 5. H.PARKS, PLAYGROUNDS AND RECREATION  
H-434. Parks Maintenance

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purpose indicated:

4342.	Parks-Maintenance.....	\$180,000
4343.	Parks-New Equipment.....	\$11,000
TOTAL		\$191,000

Motion declared Carried by Voice Vote.

ARTICLE 5. H-501.Recreation Department - Civic Center

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums of be raised by taxation and appropriated for the purposes indicated:

5011.	Salaries - (Admin.).....	\$423,273
5012.	Incidentals .....	\$13,950
5014.	Maintenance of Bldg.....	\$238,850
5017.	Salaries - (Part-Time) .....	\$88,320
TOTAL		\$764,393

Motion declared Carried by Voice Vote.

ARTICLE 5. H-510. Playground Maintenance

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

5102.	Playground Maintenance....	\$123,900
5104.	Playground Improvements....	\$26,000
5106.	Special Programs – Norwood .....	\$33,800
TOTAL		\$183,700

Motion declared Carried by Voice Vote.

ARTICLE 5. H-521. Outdoor Recreation

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised by taxation and appropriated for the purposes indicated:

5212.	Outdoor Recreation Wages .....	\$214,760
TOTAL		\$214,760

Motion declared Carried by Voice Vote.

# ANNUAL TOWN MEETING - MAY 19, 2016

**ARTICLE 5. I. SCHOOLS, GENERAL AND VOCATIONAL**

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised by taxation and appropriated for the following purpose:

School Department Operations.....	\$40,823,311
TOTAL	\$40,823,311

Motion declared Carried by Voice Vote.

**ARTICLE 5. J. ELECTRIC LIGHT DEPARTMENT  
701. Light Department**

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised from Electric Light Department rates and other revenues and appropriated for the following purposes:

7010. Light Department.....	\$34,120,593
7011. Administration Salaries.....	\$1,336,526
7012. Administration Expenses..	\$1,020,360
7013. Light Depreciation.....	\$2,251,626
7014. Maintenance and Operations .....	\$999,040
7015. Wages .....	\$1,831,518
7016. Overtime .....	\$426,833
7018. Standby Pay .....	\$106,042
7019. Longevity Pay .....	\$17,550
TOTAL	\$42,110,088

Motion declared Carried by Voice Vote.

**ARTICLE 5. J. ELECTRIC LIGHT DEPARTMENT  
703. Broadband Division**

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised from Broadband Receipts and appropriated for the following purposes:

7030. Broadband Program/ISP Costs.....	\$3,896,037
7031. Salaries (Administration) ....	\$532,364
7032. Administration Expenses..	\$1,126,109
7033. Depreciation & Capital Improvements.....	\$625,081
7034. Maintenance & Operations..	\$112,295
7035. Wages .....	\$318,884
7036. Overtime .....	\$102,536
7037. Standby Pay .....	\$63,854
7038. Longevity Pay .....	\$5,400
TOTAL	\$6,782,560

Main Motion declared Carried by Voice Vote.

**ARTICLE 5. K. LIBRARY  
K-801. Library**

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

8011. Salaries.....	\$1,319,577
8012. Incidentals .....	\$339,450
8014. Maintenance and Repair of Library Buildings.....	\$25,000
8015. New Equipment .....	\$12,000
TOTAL	\$1,696,027

Motion declared Carried by Voice Vote.

# ANNUAL TOWN MEETING - MAY 19, 2016

ARTICLE 5. L. RETIREMENT FUND  
L-901. Retirement

ADJOURNED ANNUAL TOWN MEETING

TOWN OF NORWOOD

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised by taxation and appropriated for the purpose indicated:

9010.	Retirement Fund.....	\$4,433,134
TOTAL		\$4,433,134

Motion declared Carried by Voice Vote.

ARTICLE 5. M.NORWOOD MUNICIPAL AIRPORT  
M-902. Airport

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the following purposes:

9020.	Incidentals .....	\$9,450
9021.	Salaries.....	\$174,619
9023.	Operation Expenses.....	\$119,200
9024.	Airport Construction - Matching Grant.....	\$10,000
TOTAL		\$313,269

Motion declared Carried by Voice Vote.

Meeting Adjourned to Monday, May 23, 2016.

A True Record.

Attest: Thomas J. McQuaid  
Town Clerk and Accountant

Pursuant to the provisions of the by-laws of the town of Norwood, notice is hereby given that at the Adjourned Annual Town Meeting of the inhabitants of the town of Norwood held on Thursday, May 19, 2016, it was voted that the meeting stand adjourned to meet at 7:30 P.M. on Monday, May 23, 2016 in the Auditorium of the Norwood High School on Nichols Street. It was further voted that Article 5, M-903 through Article 11 be laid on the table and acted upon at the adjourned session of this meeting.

Thomas J. McQuaid  
Town Clerk and Accountant  
May 20, 2016

Norwood, Norfolk May 20, 2016

By virtue of the within Notice I have posted the same as directed. The posting was completed Friday, May 20, 2016.

James A. Perry, Constable  
Town of Norwood

A True Copy.

Attest: Thomas J. McQuaid  
Town Clerk and Accountant

# ANNUAL TOWN MEETING - MAY 23, 2016

**THE COMMONWEALTH OF MASSACHUSETTS**

**ANNUAL TOWN MEETING**

**TOWN OF NORWOOD**

Norfolk, ss.

In pursuance with the foregoing warrant, the inhabitants of the Town of Norwood and Town Meeting Members qualified to vote in elections and Town affairs, to meet in the Auditorium of the Norwood High School on Nichols Street in said Town on Monday, May 23, 2016, at 7:30 o'clock in the afternoon.

The Moderator, David Hern declared a quorum present and called the meeting to order. The Warrant calling the meeting to order was read by the Town Clerk and Accountant. Tellers being appointed and sworn the following action was taken on the articles of the foregoing warrant.

**ARTICLE 5. M.NORWOOD MUNICIPAL AIRPORT  
M-903. Airport Security**

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised by taxation and appropriated for the purpose indicated:

9030.	Airport Security .....	\$5,000
9033.	Airport Constr. – Independent Est .....	\$5,000
9038	Airport- Snow & Ice.....	\$30,000
TOTAL		\$40,000

Motion declared Carried by Voice Vote.

**ARTICLE 5. N.INTEREST AND DEBT REQUIREMENT  
N-910.Interest and Debt Requirements**

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

9105.	Interest.....	\$4,385,608
9106.	Debt .....	\$11,952,261
TOTAL		\$16,337,869

Motion declared Carried by Voice Vote.

**ARTICLE 5. O. INSURANCE  
O-920. Insurance Account**

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised by taxation and appropriated for the following purpose:

9200.	Insurance Account.....	\$750,000
TOTAL		\$750,000

Motion declared Carried by Voice Vote.

**ARTICLE 5. P. GROUP INSURANCE**

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the sum of \$13,387,000 be raised by taxation and that the sum of \$200,000 be transferred from the School Grant/Health Insurance Account (#99-6020-2017) and appropriated for the purpose indicated:

9220.	Group Insurance.....	\$13,587,000
TOTAL		\$13,587,000

# ANNUAL TOWN MEETING - MAY 23, 2016

Motion declared Carried by Voice Vote.

ARTICLE 5. P. MEDICARE  
Medicare Emp Share

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised by taxation and appropriated for the purpose indicated:

9230.	Medicare Emp. Share.....	\$825,000
		\$825,000
TOTAL		

Motion declared Carried by Voice Vote.

ARTICLE 5. R. RESERVE FUND

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following be raised by taxation and appropriated for the purpose indicated:

9310.	Reserve Fund.....	\$125,000
		\$125,000
TOTAL		

Motion declared Carried by Voice Vote.

ARTICLE 5. S. RETIRED POLICE/FIRE MEDICAL  
(Chapter 41, Section 100B)

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised by taxation and appropriated for the purpose indicated:

9330.	Retired Police/Fire Medical...	\$60,000
		\$60,000
TOTAL		

Motion declared Carried by Voice Vote.

ARTICLE 5. T. STABILIZATION FUND

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following be raised by taxation and appropriated for the purpose indicated:

9340.	Stabilization Fund.....	\$354,920
9341.	Amortization – FY15 Snow & Ice .....	\$449,220
		\$804,140
TOTAL		

Motion declared Carried by Unanimous Vote.

ARTICLE 5. U. BLUE HILLS REGIONAL SCHOOL/  
NORFOLK AGGIE

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sum be raised by taxation and appropriated for the following purposes:

9400.	Blue Hills Regional .....	\$974,549
9401.	Norfolk Agricultural School ...	\$27,454
		\$1,002,003
TOTAL		

Motion declared Carried by Voice Vote.

# ANNUAL TOWN MEETING - MAY 23, 2016

ARTICLE 5. W. MASS. WATER RESOURCES AUTHORITY  
W-960. MWRA

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the sum of \$300,000 be transferred from the AMR Receipts (Account 99-2213-0000) and the sum of \$10,435,643 be taken from the receipts of the Water and Sewer Departments and appropriated for the purpose indicated:

9605.	MWRA Water/Sewer Assessment.....	\$10,735,643
TOTAL		<hr/> \$10,735,643

Motion to declared Carried by Voice Vote.

ARTICLE 5. X. Article 1 Wages/Salary Adjustment

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the following sums be raised by taxation and appropriated for the purposes indicated:

9902.	AFSME Clerical Tuition Pay ...	\$1,500
TOTAL		<hr/> \$1,500

Motion declared Carried by Voice Vote.

ARTICLE 6. To see what sum of money the Town will vote to raise and appropriate to meet overdrafts and unpaid bills incurred for the period July 1, 2014 to June 30, 2015.

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: Indefinite Postponement

Motion declared Carried by Voice Vote.

ARTICLE 7. To see what sum the Town will vote to authorize the Board of Assessors to apply from free cash in the treasury in offset to the amount appropriated to be raised by taxation for the fiscal year beginning July 1, 2016 through June 30, 2017.

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the sum of \$1,332,500 be transferred from Free Cash and appropriated for the purpose of offsetting the amount appropriated to be raised by taxation for the fiscal year beginning July 1, 2016 through June 30, 2017.

Motion declared Carried by Voice Vote.

ARTICLE 8. To see if the Town will vote to allow the Treasurer (from time to time) to enter into compensating balance agreements with banks in accordance with General Law, Chapter 44, Section 53F with the approval of the Board of Selectmen, or take any other action in the matter. (On petition of Town Treasurer and Tax Collector)

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

VOTED: That the Town hereby votes to allow the Treasurer (from time to time) to enter into compensating balance agreements with banks in accordance with General Law, Chapter 44, Section 53F with the approval of the Board of Selectmen. (On petition of Town Treasurer and Tax Collector).

Motion declared Carried by Voice Vote.

ARTICLE 9. To see if the Town will vote to authorize the Town Treasurer with the approval of the Board of Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning July 1, 2016, in accordance with the provisions of General Laws, Chapter 44, Section 4, and to issue a note or notes therefore, payable within one year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, Section 17.

On a motion offered by Joseph P. Greeley, duly seconded by Alan D. Slater, it was

Recommended by the Finance Commission:

# ANNUAL TOWN MEETING - MAY 23, 2016

VOTED: That the Town hereby votes to authorize the Town Treasurer with the approval of the Board of Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning July 1, 2016, in accordance with the provisions of General Laws, Chapter 44, Section 4, and to issue a note or notes therefore, payable within one year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, Section 17

Motion declared Carried by Voice Vote.

ARTICLE 10. To see if the Town will vote to authorize the use of a Revolving Fund in Fiscal Year 2017 in accordance with the provisions of MGL Chapter 44, Section 53E ½ for the purpose of funding programs administered by the Council on Aging, or take any other action in the matter.

On a motion offered by Allan D. Howard, duly seconded by Paul A. Bishop, it was

Recommended by the Board of Selectmen:

VOTED: That the Town hereby votes to authorize the use of a Revolving Fund in Fiscal Year 2017 in accordance with the provisions of MGL Chapter 44, Section 53E ½ for the purpose of funding programs administered by the

	<u>Spending Limit</u>
Council on Aging .....	\$100,000
and	
Norwood Public Library .....	\$30,000

Motion to amend offered by Michael Reilly, duly seconded by Richard Shay

MOVED: That Article 10 be amended to add the programs and purposes for which the revolving funds may be expended, the Departmental Receipts which shall be credited to the revolving funds, the Board and the Department or Officer authorized to expend such funds as set out in the attached exhibits: (A. Council on Aging) and (B. Library).  
Amended motion declared Carried by Voice Vote.

Main motion as amended declared Carried by Voice Vote.

ARTICLE 11. (Capital Outlay)

To see what sum or sums of money the Town will vote to raise or transfer from taxation or from surplus revenue or other available funds, or borrow, and to appropriate for the costs of capital projects not otherwise provided for elsewhere on this Annual Town Meeting Warrant, including construction, reconstruction and major renovations and repairs to buildings, facilities, and other public works; the purchase of new equipment; and engineering, design and other costs incidental and related to such capital projects; and for other capital projects not otherwise specified.

On a motion offered by Joseph Greeley, duly seconded by Alan Slater, it was

Recommended by the Finance Commission:

VOTED: That the sum of \$3,389,200 is appropriated for the purposes indicated to finance the capital projects of the Town:

Per attached list totaling \$3,389,200

And that to meet this appropriation, the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$3,389,200 under Chapter 44 of the General Laws or any other enabling authority. And be it further moved that the funds related to the planning of the Chapel be expended under the direction of the Permanent Building Construction Committee.

Motion declared Carried by Standing Vote:  
Yes 114 No: 15

# ARTICLE 11 - CAPITAL OUTLAY BORROWING

## ARTICLE 11 - CAPITAL OUTLAY BORROWING REQUEST

<u>DEPT.</u>	<u>DESCRIPTION</u>	<u>Borrow</u>	<u>Group Total</u>
Public Works	Replace One-Ton Dump Truck #48	\$ 58,000	
	Replace 1991 Front End Loader #L3	165,000	
	Purchase Used Mech. Soil Screener	<u>45,000</u>	\$ 268,000
Cemetery Chapel	Borrow \$225k for Design/Defer \$1.2m Constr.	225,000	225,000
Cemetery Imp	Chipsealing of Cemetery Roads	60,000	60,000
Perm. Sidewalks	Sidewalk Reconstruction & Resurfacing	250,000	250,000
Playground Maint.	Install Lights - Coakley 1 (Defer Turf)	300,000	
	Install New Lights - Coakley 2/Reconfig Field	<u>360,000</u>	660,000
Airport	Replace 4x4 F350 Truck with 8' Plow	10,600	
	Replace 6-Wheel F650 Truck & 11' Plow	26,000	
	Purchase New Sander, Hopper Unit	2,000	
	Purchase Snow Broom	<u>27,000</u>	65,600
School Department	Replace 2002 F450 Dump Truck	55,000	
	Replace Trim - Coakley Portable Classrooms	45,000	
	Cleveland Floor Tile Replacement	<u>297,000</u>	397,000
	Six Chromebook Carts for NHS (30/cart)	60,000	
	13 Interactive Projectors for Coakley	21,000	
	7 SMART Boards & Projects for Elem. SPED	23,000	
	Security Camera Service Upgrade (HS)	<u>70,000</u>	174,000
<b>TOTAL CAPITAL EXPENDITURES THROUGH TAXATION</b>			<b>2,099,600</b>
<b><u>UTILITIES - CAPITAL (FUNDED THROUGH RATES)</u></b>			
Water Department	Route One Meter Pit	310,000	310,000
Broadband	Cable Modem Termination System Replacement & Video Device Replacement VOD Upgrade*	979,600	979,600
<b>TOTAL CAPITAL EXPENDITURES THROUGH RATES</b>			<b>1,289,600</b>
<b>Total Capital Outlay Request</b>			<b>\$ 3,389,200</b>

Town Clerk and Accountant Vital Statistics

**88** Were residents of Norwood whose birth occurred in Norwood.

**261** Were non-residents of Norwood whose birth occurred in Norwood.

**229** Were residents of Norwood whose birth occurred in other towns.

**578** Total Number of Births

**BIRTHS RECORDED IN THE TOWN OF NORWOOD - 2016**

1/2/2016	AARJUN SAI GUNDAJI	SURESH AND GAYATRI	2/7/2016	ANISHA APIN CHAVAN	APIN P. AND VAISHALI A.
1/2/2016	EMMITT WILLIAM MCCORMICK	ALEXANDER T. AND JENNIFER A.	2/7/2016	HUGH JAMES GORDON	HEATH C. AND LINDSEY A.
1/3/2016	LEDGER CHRISTOPHER BROOKS	JOHN W. AND AMANDA E.	2/7/2016	AADHYA VISHAL PATEL	VISHAL R. AND SHEFALIBEN V.
1/5/2016	RYANN LOUISE PERRAULT	JONATHAN E. AND JENNIFER A.	2/8/2016	NATHAN JAMES FARRELL	JOHN D. AND STACEY L.
1/5/2016	JACOB ROBERT SALTIS	JEREMY R. AND CYNTHIA D.	2/9/2016	JOHN BLISS MARTLAND	ANDREW S. AND AMORY B.
1/6/2016	WALLACE DAVID LONG IV	WALLACE D. AND KRISTINA M.	2/10/2016	SELIN ALTINBAS	AKIF AND SIBEL
1/6/2016	XAVIER ISAAC THEVENIN	JEAN YVES A. AND MARIE N.	2/10/2016	GABRIELLA PEARL GROSSMAN	RICHARD AND MICHELLE S.
1/6/2016	CECILIA HAO TRAN	VUONG T. AND MARIE C.	2/11/2016	KYRA LEIGH CAMERON	PATRICK R. AND CRYSTAL L.
1/7/2016	HRIDYA SHEKHAR BOYAPATI	RAJA S. AND VIJETHA	2/11/2016	PARKER JOSEPH MCMULLEN	SEAN P. AND KRISTINA M.
1/7/2016	FIONA CLAIRE PHELPS	JAMES H. AND JACQUELINE M.	2/11/2016	JARED SIMON TUTION	JOSHUA B. AND DARCI E.
1/7/2016	NELVIN SUJIT	SUJIT AND MARY J.	2/12/2016	ANSLEY MARIE FISCHER	MICHAEL A. AND TIFFANY C.
1/8/2016	BRYAN NOAH AJALTOUNI	GISCARD AND LAYLA	2/13/2016	DECKER JOSEPH CORRADINO	NICOLAS E. AND DANIELLE
1/8/2016	THOMAS ROBERT CARROLL	ERIC W. AND NANCY M.	2/14/2016	JACOB YAMMINE	JOSEPH HABIB AND GUITTA
1/8/2016	FRANKLIN JOSPEH FALCONE	MICHAEL J. AND LAUREN E.	2/16/2016	BRADLEE CASE DORESY	JUSTIN C. AND EVELYN N.
1/9/2016	LUCILLE LYNN ANDERSON	JEREMY M. AND AMANDA E.	2/17/2016	RILEY ANNALISE CABRAL	GREGORY M. AND ERIN L.
1/9/2016	LORICE LAUREN ANDREWS	CHRISTOPHER M. AND ASHLEY C.	2/17/2016	HENRY JACKSON COLE-KELLY	JEREMIAH A. AND CHELSEA I.
1/14/2016	LEENAH ELIZABETH ELLARD	THOMAS F. AND LORRAINE B.	2/17/2016	HARRY SHEAMUS HEGARTY	JOHN T. AND DAWN-MARIE
1/15/2016	MASON JOSEPH CABRAL	JASON AND JENNIFER L.	2/17/2016	ASTRID ELISE LOFSTRAND	ERIK M. AND STEPHANIE A.
1/15/2016	RIORDAN MELAINE JACKSON	CULLEN D. AND VICTORIA	2/17/2016	EMMA ROSE TAGGART	CHRISTOPHER J. AND MARCI E.
1/16/2016	SUZANNE MARIE KELLY	MATTHEW J. AND KATHERINE S.	2/18/2016	OISHANI SINHA	TUHIN AND MEGHNA
1/18/2016	JOSE JAVIER DE LA ROSA JR	JOSE J. AND ELISA M.	2/18/2016	SUHAAN SRIVASTAVA	SUMIT AND MAHIMA
1/18/2016	CATHERINE CHRISTINA SHELDON	ETHAN W. AND NICHOLE L.	2/18/2016	JOHN PRIHODA WILLOUGHBY	SEAN V. AND SARAH B.
1/19/2016	SAADET BEREN UYAR	MUHEMMET F. AND BANUGUL	2/19/2016	HAVISH REDDY KALVAKUNTLA	SUMAN REDDY AND KALPANA REDDY
1/20/2016	AGHAPY MAKRM GIRGIS	MAKRM W. AND HANA R.	2/20/2016	JACOB MICHAEL IRERI	SAMUEL M. AND LAUREN M.
1/20/2016	JULIA RAMOS GOULART	PEDRO H. AND RENATA R.	2/22/2016	ADLYN ESTHER AUGUSTUS	SAMUEL S. KUMAR AND JANE
1/20/2016	SOFIA DEMETRA ZAFIRSON	JAMES P. AND CHRISTINA I.	2/22/2016	AVELYN MERCY AUGUSTUS	SAMUEL S. KUMAR AND JANE
1/22/2016	AIDAN JAY BEAULIEU	JAMES M. AND ROTHNA A.	2/22/2016	ANNA GRACE HOGRELL	MICHAEL J. AND ELIZABERH P.
1/22/2016	KARAM BOOM	AHMED O. AND TAMARA K.	2/22/2016	ROLAND JUBIL	ISSAM AND LAMIS
1/24/2016	ALEENA ILYAS	KHAWAJA M. AND MYRA SUNDOS	2/22/2016	SIENNA MARIE SPINELLI	JOSEPH A. AND CHRISTINA J.
1/25/2016	NAY OBEID	GHASSAN AND NISRINE	2/23/2016	SKYLER MARY ALLEN	JOSHUA R. AND KEENA N.
1/26/2016	CORBIN SPENCER LEONARD	DAVID M. AND CASEY M.	2/26/2016	ATULIT GAUR	KRISHAN AND NIDHI
1/27/2016	MAXVEER SINGH TABRI	RAJVIR S. AND GARMINDER K.	2/26/2016	TABITHA MATILDA PUDDUCK	CHRISTIAN E. AND MICHAELA K.
1/28/2016	MAGIZHINI MANICKAM	KARUNAKARAN AND SUJATHA	2/27/2016	COLIN TRAVIS WEHRY	DANIEL H. AND LAUREN R.
1/29/2016	GIOVANNA NUNES DASILVA	RENATO T. AND MARIA A.	2/28/2016	GABRIEL CANDIOTTO SANTOS	IVALDO J. AND SIMONE
1/29/2016	ALEISHA JORLEY LOPEZ DEMERA	JORDIN B. AND HELLEN E.	2/29/2016	ABIGAIL STEVEN MANSOUR	STEVEN S. AND TREZA E.
1/30/2016	LEFTERIS SPIROS MICHAELIDIS	CHRISTOS AND STAMATIA	3/1/2016	DANIEL KRUSH	BALERY AND AKSANA
2/1/2016	ANALISE DANIELLA DOLAN-MACHADO	DANIEL R. AND ANDREA D.	3/1/2016	SADIE ANN TYO	STEPHEN W. AND REBECCA A.
2/1/2016	SAFINA D KIM	DMITRIY F. AND TANZILYA D.	3/2/2016	JULIANNA JAYDE BERING	ADAM P. AND JENNIFER M.
2/2/2016	ANNA VICTORIA GIANNOPOULOS	MICHAEL AND HAROULA	3/2/2016	KATHERINE ANNE CHIACCHIO	ROBERT J. AND SHANNON S.
2/2/2016	SOPHIA MARIA GIANNOPOULOS	MICHAEL AND HAROULA	3/2/2016	DELANEY ANN RIVERA	LUIS F. AND LAUREN M.
2/4/2016	ROISIN KATHERINE PADDOCK	CHRISTOPHER M. AND SHANNON J.	3/3/2016	NOELLE MADELINE DOHERTY	BRIAN M. AND BRANDIE S.
2/5/2016	LUCAS VLADIMIR HAFFERMEHL	MICHAEL F. AND ALINA	3/4/2016	GIA MARISA BONADONA	JORGE M. AND TATIANA
2/6/2016	ELENA CAMILLE ISABELLA	SEAN C. AND JENNIFER R.	3/5/2016	JULIAN ROBERT SMITH	BRET W. AND AMANDA J.
			3/7/2016	MARIBEL JOSETTE BOUHAYA	CHALLITA Y. AND MARIE ROSE
			3/7/2016	KATHERINE ELIZABETH DOSSEY	MATTHEW S. AND AMANDA C.
			3/7/2016	ABIGAIL GERALDINE HILL	JAMES D. AND CHRISTINE
			3/7/2016	MOHAMED NOUR JABRI	YASSINE AND LAYLA
			3/8/2016	LANDON ALEXANDER CAIRNS	ADAM L. AND CATHERINE M.
			3/8/2016	AIDEN WALKER GEAGAN	MATTHEW W. AND KATHRYN E.
			3/9/2016	NOLAN REID LEVESQUE	DEREK J. AND JANINE L.
			3/11/2016	JACQUELINE MONA AZAR	NAIM R. AND MARY A.

# BIRTHS

3/11/2016	ETHAN ANDREW FRONIUS	TREVOR A. AND LAURA M.	4/12/2016	LLEWYN JOSEPH ELWOOD	JEFFERY J. AND JACLYN M.
3/11/2016	AIDAN JAMES GARDNER	DANIEL M. AND JENNIFER P.	4/13/2016	WALTER PATRICK DEMPSEY	PATRICK R. AND KIMBERLY A.
3/11/2016	EMILY TAYLOR GIFFORD	JAMES E. AND JENNIFER L.	4/14/2016	DAVID MATTHEW BARON	ALEX B. AND TATIANA Y.
3/11/2016	PARKER ROSE MACMORE	JASON P. AND MEGHAN R.	4/14/2016	HENRY GAETANO DENARDO	BRIAN J. AND DIANE
3/11/2016	CHANNING PATRICK MAYBAY	COREY P. AND NICOLE R.	4/14/2016	VIRGINIA DIERDRE FORD	JEREMY M. AND JENNIFER M.
3/11/2016	MAYA FERNANDES OLIVEIRA	WELDER M. AND MARIANA F.	4/15/2016	TIMOTHY KEVIN HENRY	ERIC J. AND MELISSA E.
3/13/2016	WILL DIXON BARANOWSKI	DAVID C. AND ALISON J.	4/15/2016	DIYA KARANAM	SETHU RAMAN AND SAISINDHURA
3/13/2016	DELANEY KATHERINE LAVELLE	MATTHEW J. AND MEREDITH L.	4/15/2016	ALEXANDRA VALERIE PENZA	PATRICK E. AND AMANDA N.
3/14/2016	LYDIA MARY SISON	BRUCE W. AND THERESE A.	4/15/2016	JOSIAH ALDEN VINCENT	ALTERNE AND JOSMANIE
3/15/2016	JACOB EVAN LAWSON	LUCAS A. AND JANICE E.	4/19/2016	RHEA KRISHNAKUMAR	KRISHNAKUMAR AND VIDYA
3/16/2016	KAIYA LOGAN CHELOTTI	JASON P. AND KATHERINE L.	4/20/2016	GEO RONY ELDAYAA	RONY S. AND SOUAD D.
3/16/2016	LUCAS BENJAMIN ROVALDI	MATTHEW B. AND CHRISTINA E.	4/20/2016	TAYLOR ROE VADALA	MICHAEL E. AND MELISSA C.
3/17/2016	KAYLA ANN ELLIS	THOMAS A. AND LAURIE A.	4/21/2016	JOHN JEFFREY MACKECHNIE	MATTHEW J. AND ANDREA L.
3/17/2016	VIDHUN PRASANNA KUMAR	PRASANNA KUMAR AND SUHANYA	4/22/2016	COLE FRANCIS ROEDEL	CARL F. AND JENNIFER M.
3/18/2016	BRODY MICHAEL DOWNING	MICHAEL S. AND PATRICIA A.	4/24/2016	RHYS ROBERT TUMMELTSHAMMER	CLEMENS AND KRISTEN A.
3/18/2016	CONOR JAMES MCLAUGHLIN	WILLIAM P. AND SARAH E.	4/25/2016	MEERA GANDHI	ANSHUL AND NEHA
3/18/2016	COLMAN SEAMUS ORSO	SEAN B. AND MEGAN M.	4/26/2016	GRACE ELIZABETH HORGAN	ROBERT K. AND TERESA E.
3/18/2016	THEODORE WIRTH POLIN	GREGORY M. AND ASHLEY E.	4/26/2016	MICHAEL JOSEPH PRUELL	MICHAEL R. AND ELIZABETH C.
3/18/2016	CHRISTOPHER WILLIAM RENO	HARRISON R. AND KATERINA M.	4/27/2016	NOAH CHUKWUEMEKA IFEZUE	CHUKWUDI AND STEPHANIE H.
3/18/2016	HAGOP JACOB RESTIKIAN	VAHE H. AND TALAR J.	4/27/2016	TIMOTHY JACOB MAIER	JAMES A. AND GRACE S.
3/19/2016	JAMES JOSEPH KREISBERG	JAY G. AND HEATHER M.	4/28/2016	GWENYTH EMMAROSE MCGOVERN	BRIAN W. AND MELISSA D.
3/19/2016	KYLE JOSEPH MELLEN	ERIC J. AND VERONICA E.	4/28/2016	MARK WAHBA	MENA Y. AND MARIAN L.
3/21/2016	MANAV G PATEL	GHANSHYAMBHAI A. AND DHARMISTHABAHEN G	4/28/2016	PETER WAHBA	MENA Y. AND MARIAN L.
3/21/2016	LOGAN SAMUEL PHILLIPS	JOHN M. AND LISA F.	4/29/2016	SAPPHIRE ANNA'BELLE MEAD	VLADIMIR AND KASSANDRA N.
3/22/2016	BRETT CHRISTOPHER PENNEY	STEVEN A. AND MORGAN L.	4/30/2016	MUHAMMAD IBRAHIM KHAN	MUHAMMAD FAIZ AND SAMEERA
3/24/2016	DANIEL JAMES STAFFIERE	RICHARD A. AND KATHRYN A.	5/1/2016	AISHLING JEAN DUIGNAN	ANTHONY T. AND GEMMA A.
3/25/2016	BRYNN ROSE BRADLEY	ROBERT J. AND LORIN M.	5/2/2016	JOHN DANIEL CUCINOTTA	JOHN G. AND TIFFANY D.
3/25/2016	OLIVIA GEORGE DAHER	GEORGES T. AND ALANA E.	5/2/2016	ALLIE CAROL HEALY	THOMAS F. AND ELIZABETH A.
3/30/2016	JOHN PATRICK DELANEY	ANDREW R. AND JACQUELINE A.	5/2/2016	SATYAK SHUKLA	SACHIN AND SHIPRA
3/31/2016	BRYNLEIGH ANN KILROY	JEFFREY W. AND LYNNE A.	5/3/2016	CLARA LYNN BEVANS	DAVID D. AND KIMBERLY S.
3/31/2016	JAKE SEAMUS RYLE	COLIN S. AND TRACY M.	5/3/2016	ELOISE FRANCES JUSCZYC	MICHAEL E. AND JESSICA A.
4/2/2016	SAMUEL JESSE SPIGAROLO	DANIEL O. AND NICOLE M.	5/3/2016	JACKSON ARTHUR MURPHY	MICHAEL A. AND KAILEE M.
4/3/2016	HENRY BRENNAN SCARFF	JOHN E. AND MEGHAN G.	5/3/2016	JULIETTE TAYLOR REZENDES	DAVID S. AND THERESA C.
4/4/2016	DEEPIKA PRASANNA	PRASANNA AND SRAVANTHI	5/4/2016	BROOKE ELIZABETH D'INNOCENZO	MATTHEW P. AND KATHRYN A.
4/4/2016	MEROLLA RASLA	EBRAM S. AND MARIAN	5/4/2016	KRISH NARVEKAR	VISHAL AND TRUPTI
4/5/2016	JULIANA NOELLE PUOPOLO	STEVEN AND MELANIE L.	5/6/2016	BRONSON FREDERICK LAMOTHE-VAUGHN	MARCUS S. AND KAITLIN A.
4/6/2016	CECILIA MARIE FREITAS	MAURO V. AND MEGHAN M.	5/6/2016	TYLER ETHAN O'NEIL	MICHAEL P. AND JESSICA L.
4/6/2016	ALEX WILLIAM HOUSTON	JOHN E. AND JACQUELYN J.	5/6/2016	THOMAS GEORGE SLEEMAN	JOSEPH J. AND KAREN R.
4/6/2016	NATALIE ADDISON MADDEN	BRIAN J. AND GENIE G.	5/7/2016	OHMIKA KILARU	SREENIVASA RAO AND RAJESWARI
4/7/2016	JAMESON AUBIN BENHARRIS	RYAN L. AND LYNDSEY A.	5/8/2016	SUBHAV KAKUMANI	SUBBA P. AND NAGASAI LAKSHMI
4/7/2016	VIVIAN LAUREL DA SILVA	GUSTAVO I. AND JOELENE R.	5/9/2016	OLIVER QUIN DANG	KENNY AND IVY B.
4/8/2016	LEVI ELIAS ALVARADO	LOUIS I. AND JHOSELIN C.	5/9/2016	RYAN MICHAEL RAY	MICHAEL C. AND KATELYN M.
4/8/2016	SOFIA MARIA BALECHE	ELIE AND NAYLA	5/9/2016	FIONA EVELYN STEACY	BRANDON C. AND MORGAN M.
4/8/2016	COLE MICHAEL BIANCHI	SEAN P. AND KRISTIN M.	5/10/2016	ASHWIN KARTHIK YANAMANDRA	RAMESH AND KIRANMAYI
4/8/2016	AMELIA GRACE GARABEDIAN	ERIC AND KRISTIN M.	5/11/2016	PENELOPE RAE MILLER	DAVID N. AND KATRINA L.
4/8/2016	AASHNA TAPAN PATEL	TAPAN S. AND KOMAL T.	5/11/2016	ALANNA SIQUEIRA WHITING	TARRIS J. AND MARCELA F.
4/8/2016	JACQUELINE NGUYEN SOBIESKI	JONATHAN E. AND ANGELA A.	5/12/2016	CHRISTIAN NOEL PIERRE	GASMANN AND REMERCILE P.
4/10/2016	SHRIHAN KARTHIK	KARTHIK S. AND CHANDNI G.	5/13/2016	LOGAN ROBERT CHAREST	DONALD R. AND INNA N.
4/11/2016	CHRISTIAN MICHAEL BERNATAVITZ	THOMAS C. AND LEEANN C.	5/13/2016	COLE PAUL MAGUIRE	RYAN D. AND ALICIA M.
4/11/2016	VIVIENNE CHRISTINA O'CONNELL	JAMES F. AND MELISSA E.	5/16/2016	COLTON RAYMOND CARBALLO	CHRISTIAN R. AND VICTORIA A.
4/11/2016	BOWEN CHRISTOPHER SWANSON	CHRISTOPHER B. AND LISA K.	5/17/2016	ADHVAIT BOBBA	VENKATA SOMAN AND HEMALATHA

# BIRTHS

5/17/2016	BENJAMIN VINICIUS SILVA SOARES	MARCOS VINICIUS G. AND REBEKA	6/17/2016	TOBILOBA OLADEJO	OLATUNJI I. AND OLUFUNMILOLA A.
5/19/2016	TYLER JASON LITTLE	JASON R. AND CHELSEA L.	6/17/2016	AANYA HARSHUL SHAH	HARHSUL M. AND SHAILEE R.
5/19/2016	TAJ ALDEEN TABBARA	RABII M. AND MANAL	6/18/2016	JOSHUA OLUWASEMILORE DOYENI	ADEMOLA B. AND YEWANDE F.
5/21/2016	PETER JAMES FLYNN, JR	PETER J. AND REBECCA K.	6/18/2016	REHAN MOHAMMED	HAFIZ AND LUBNA
5/22/2016	TAHIRIH LALEH MONTILLA NDAM	HANSEL A. AND REA M.	6/18/2016	SOFIA HAI-YI SIU	RYAN Y. AND AIGERIM
5/23/2016	ANDREW GERALD BROWN, JR	ANDREW G. AND MAURA M.	6/19/2016	NATALIA KELLY CARTER	MARION J. AND NATHASSIA
5/23/2016	HENRY JAMES HELBACH	DANIEL T. AND KATE M.	6/19/2016	JAMES BRADY CRAWFORD	JONATHAN J. AND ELIZABETH A.
5/23/2016	YEVA KASUMOVA	DZHAVANSHYR AND OKSANA	6/20/2016	DEMETRIUS XAVIER WELLS	CORDELL L. AND ANALYN O.
5/23/2016	JACK THOMAS MAHEGAN	HENRY R. AND ALYSSA M.	6/21/2016	LUCY CATHERINE BROCHU	MATTHEW J. AND KERRY E.
5/24/2016	JESSE NJOVU SSENJOVU	DAN K. AND LYDIA	6/21/2016	AVA ELIZABETH BUCHANIO	ANDREW J. AND MARY E.
5/24/2016	THOMAS STEPHEN WOODARD	EDWARD L. AND RACHEL H.	6/21/2016	JOSEPHINE AMANDA COAKLEY	MATHEW P. AND JULIANNA
5/25/2016	OLIVIA YUNA LYNCH	MICHAEL J. AND HUSUK	6/22/2016	JAMES KARL SINIS	JOHN J. AND MOLLY H.
5/25/2016	MARIANNE ROSE PAUL	VIJU I. AND JINCY	6/23/2016	IREMIDE DAVE OSUNDINA	ADEKOYEJO G. AND SHAKIRAT B.
5/26/2016	KELSEY VIRIDIAN BROCK	KYLE G. AND KERRY E.	6/23/2016	ISABEL SUSAN THOMAS	RINU AND NEENA C.
5/26/2016	MORGAN PATRICIA DOYLE	ANDREW R. AND JULIE P.	6/23/2016	JOEL MATHEW THOMAS	RINU AND NEENA C.
5/26/2016	JACK DUNHAM KINGSBURY	NEIL D. AND MEGAN K.	6/23/2016	ABIGAIL SARAH THOMAS	RINU AND NEENA C.
5/27/2016	MATTHEW CHARLES LAPLANTE	DAVID C. AND MARY E.	6/24/2016	SIDDHARTH SRIRAM BASAVARAJU	SRIKANTH B. AND SWETHA
5/27/2016	CHLOE ANN MCLAREN	CRAIG J. AND ABIGAIL E.	6/25/2016	PELAGIA MAGED BADROUS	MAGED Y. AND ERINY Z.
5/31/2016	AYLAN AL KURDI	ABDALLAH AND MALLAK S.	6/25/2016	CAMERON JAMES POTTER	SHAWN L. AND KRISTINA L.
5/31/2016	AMELIA DERHEMI	DENIS AND ROZETA	6/25/2016	TIAGO SCOTT RESENDES	GEOFFREY M. AND KYLIE A.
6/1/2016	KEVIN GOMES WHITING	JOSHUA C. AND ELENICE G.	6/26/2016	SEBASTIAN KENNETH DRAY	STEPHEN K. AND MISTY D.
6/2/2016	NILA ANAND	ANAND AND VEENA PARAMESHWAR	6/26/2016	JAMES ERIC KEURULAINEN	ERIC J. AND KERRIANN F.
6/2/2016	REGHAN LEONA-IRENE DEVANEY	SHAWN R. AND TARA A.	6/26/2016	EMELIA JAMES MCEWEN	JAMES D. AND JENNIFER S.
6/3/2016	TALA ALASALI	EHAB AND RAGHAD	6/28/2016	NORA EILEEN MCINNES	DANIEL F. AND MEGHAN E.
6/3/2016	JAYCE TRU HOULDER	THERON S. AND JAYSSICA	6/29/2016	RIVER ANGELINA BURT	RYAN T. AND JESSICA C.
6/4/2016	RYAN GERALD LEACH	CAMERON E. AND STEPHANIE E.	6/30/2016	ALEXANDER MICHAEL ROSS	GREGORY M. AND CYNTHIA J.
6/4/2016	RAYMOND PAUL MARTINEAU	ANDREW P. AND MEGHAN E.	7/1/2016	HENRY KICO	TOLI AND EVDHOKSI
6/6/2016	HENRY GEORGE HOXIE	SEAN M. AND JOHANNA A.	7/1/2016	MARINA ROSE VLAD	OCTAVIAN DUMITRU AND LOREDANA
6/6/2016	KARL NAJIB KIWAN	NAJIB K. AND TANIA A.	7/3/2016	KILEY ROSE CERRONE	BRIAN J. AND BRENDA M.
6/6/2016	LUKA NAJIB KIWAN	NAJIB K. AND TANIA A.	7/3/2016	GABRIEL DANIEL HELOU	DANIEL T. AND ALEKSANDRA
6/6/2016	ADELINE EMMA SLACK	THOMAS J. AND EMILY C.	7/5/2016	PAYTON CLAIRE HANLON	KEITH R. AND KAILEEN S.
6/6/2016	LEAH BONNIE TARI	BRANDON K. AND BONNIE L.	7/5/2016	ETHAN YANG	GONG HAO AND MENG
6/7/2016	RIANSH AKSHAY MANDLEKAR	AKSHAY M. AND ANAGHA A.	7/6/2016	NATHAN JEOVANY BONILLA GARCIA	JORGE J. AND LESLI R.
6/7/2016	ARYAN SUNIL PATEL	SUNIL B. AND NILAM V.	7/6/2016	ISABEL GEORGES SAADE	GEORGES B. AND CHRISTINA M.
6/7/2016	ANWITA YALAMARTHI	SRINIVAS AND MOUNIKA	7/7/2016	ELLIOT FREDERICK ROBERT TAYLOR	ADAM R. AND MEREDITH L.
6/9/2016	ROCCO JAMES MARIANO	MICHAEL P. AND THERESA E.	7/8/2016	AADHYANTH BALAMURUGAN	BALAMURUGAN AND PRADEEPA
6/9/2016	MALEK MOSTAFA SALEM	MOSTAFA M. AND MENTALLA M.	7/8/2016	ELSIE GRACE BRIEN	CHRISTOPHER P. AND TRISHA L.
6/11/2016	JULIAN CHARLES JORDAN	GREGORY M. AND STEPHANIE M.	7/8/2016	NADEZHDA PATRICIA OHLSON	STEPHEN T. AND KSENIA I.
6/12/2016	ANDRE THOMAS BATHALON	EBEN T. AND SUZANNE G.	7/8/2016	SAMUEL ISAAC PATRICK	NATHAN G. AND YESENIA M.
6/12/2016	ANGEL RYAN LAMBERT	REGINALD AND SHELLA	7/9/2016	OLIVIA ANNE RYAN	ROBERT W. AND LAUREN A.
6/12/2016	LUCAS JAMES PALMER	ERIC J. AND JENNIFER A.	7/10/2016	SHAE MARIE HENRY	BRIAN R. AND LISA M.
6/12/2016	AARSHITA VARASALA	KISHORE K. AND MARY S.	7/10/2016	GRIFFIN JOSEPH NOELTE	KURT W. AND JENNA L.
6/13/2016	ALEXANDER TONY ELKHOURY	TONI N. AND GILBERTE M.	7/11/2016	CRAIG JOSEPH SULLIVAN	CRAIG M. AND STEPHANIE B.
6/14/2016	BRYCE MATTHEW MCCARTHY	RICHARD M. AND COURTNEY L.	7/11/2016	NOELLE BOGUE SULLIVAN	CRAIG M. AND STEPHANIE B.
6/16/2016	ADDISON GRACE BUSHEY	AUSTIN N. AND SHERRI L.	7/12/2016	ROBERT JOSEPH ANTONIUS JR	ROBERT J. AND KENDRA C.
6/16/2016	JOHN JAMES SYKES	JOHN T. AND KIMBERLY R.	7/12/2016	VINCENT WILLIAM DILALLA	MICHAEL AND COURTNEY R.
6/16/2016	CAROLINE ROSE TOBIN	NATHANIEL P. AND NOREEN F.	7/12/2016	AMELIA ROSE MARVITZ	MICHAEL P. AND LINDSAY M.
6/17/2016	VINCENT SANTIAGO CORDON	JORGE V. AND WHITNEY J.	7/12/2016	BRADY MICHAEL QUINN	JOHN J. AND ERIN M.
6/17/2016	BENNETT RICHARD GUDJENOV	CHRISTYAN V. AND AMELIA W.	7/12/2016	NURAYN MUJTABA TARIQ	MUJTABA AND SAMREEN
6/17/2016	OSCAR THEODORE KELLY	THOMAS AND KRISTA C.	7/14/2016	KENZ MASRI	KAMAL AND HANAN
6/17/2016	XANDER ARMIN MEJIA	JOSHUA AND DAMARIS	7/15/2016	HANNAH VIOLET CARDOZA	ERIC R. AND CHRISTINA L.

# BIRTHS

7/15/2016	EZRAEL LORENZO DIAZ	ANDRE T. AND VANESSA A.	8/13/2016	VEHAAN HARDIK PATEL	HARDIK R. AND HETALBEN H.
7/15/2016	ROSE MCKENNA FOREMAN	JEFFREY A. AND GILLIN K.	8/13/2016	EMILY SARKISYAN	DAVID AND MILANA
7/15/2016	LEAH EVELYN TAYLOR	MICHAEL D. AND NICHOLE M.	8/14/2016	MARIAN SAMIR CHAMO	SAMIR Y. AND ALBIRA K.
7/16/2016	EMERIE CLAUDETTE TULL	RONAND R. AND NAKIA L.	8/14/2016	REMAS SAMIR CHAMO	SAMIR Y. AND ALBIRA K.
7/17/2016	CARVEL GEORGE HANNA	GEORGE AND NATALY	8/14/2016	TOBIAS AUGUST GEIS	ROBERT W. AND EMMA C.
7/18/2016	AAGAM ABHIJEET MAKHE	ABHIJEET P. AND RASHMI A.	8/14/2016	PETER WILLIAM KRISAK	PATRICK W. AND CYNTHIA M.
7/19/2016	HARRISON UPHAM BROWN	MARK N. AND KIMBERLY G.	8/16/2016	ARIANA MIKHALENKA	DZMITRY AND HALINA
7/19/2016	AVERY JAMES NUNN	MANUEL A. AND KELLI A.	8/16/2016	ARJUN SALUJA	ROHIT AND SAVKIRAN K.
7/19/2016	JORDAN OLIVEIRA RENDALL TAVARES	RICARDO F. AND SANDRA D.	8/17/2016	PATRICK PAUL FEENEY	VALENTINE P. AND CASEY J.
7/22/2016	RALPH JAMES EMILE JR	RALPH J. AND MIRTHAUD	8/18/2016	XAVIER FRANCIS HAROLD ARKI	MICHAEL A. AND AMY B.
7/22/2016	ALEXIS ELAINE IGOE	TIMOTHY J. AND VALERIA K.	8/19/2016	ISABELLA MARIA CARBONE	JOHN A. AND KAREN E.
7/23/2016	MARGARET RAE BERKSZA	JAY P. AND KRISTEN L.	8/19/2016	NOAH LYNN CHAPMAN	EUGENE F. AND SAMANTHA L.
7/23/2016	RORY PAUL FOMENKO	JOSEPH P. AND ANNA E.	8/19/2016	AMELIA GRACE FLOYD	KENNETH H. AND ADRIAN E.
7/24/2016	CELINE HAMED JBEROW	HAMED N. AND SOUHA O.	8/19/2016	WINNIE FRANCES HODGSON	RUSSELL AND JILL
7/24/2016	DYLAN BHUPEN PATEL	BHUPENDRAKUMAR K. AND PAYAL B.	8/19/2016	HENRY AUGUSTUS PELLETTIER	ERIK C. AND LAUREN W.
7/25/2016	COSTELLA MARIELLE ISABELLY DUPONT	JEAN R. AND NASYA H.	8/20/2016	STELLA JANE RODAS	CESAR A. AND SAMANTHA H.
7/25/2016	JEAN RENAUD DUPONT II	JEAN R. AND NASYA H.	8/21/2016	HARRISON GRAHAM SHEINHTE	JACOB AND AMY H.
7/25/2016	SARAH CATALINA SANCHEZ	SAMUEL E. AND ANILA	8/23/2016	HARPER ELIZABETH MCALLEN	JOHN T. AND KATHERINE J.
7/25/2016	ADAM HOMAM SENGABA	HOMAM AND ALAA A.	8/23/2016	LUNA RAE SANTIAGO	JOSEPH J. AND DANICA E.
7/26/2016	ISABELLA GRACE FISK	GARRETT L. AND ANTOINETA P.	8/24/2016	KAMANI PAUL CAMPBELL	PAUL A. AND DEBRA M.
7/27/2016	CHIMAMANDA CHIDEBE	EMEKA AND MARGARET	8/24/2016	ALEXANDER LOUIS KOPEIKIN	ANDREW N. AND ASHLEY E.
7/27/2016	MICHAEL HAROLD DIETRICH	THOMAS R. AND JESSICA M.	8/24/2016	AMRIK MAJUMDAR	AMIT AND SWARNIMA
7/27/2016	CALEB MICHAEL MORAIS	MICHAEL J. AND EMILY J.	8/25/2016	LYLA JEAN BETTERS	RICHARD J. AND DANIELLE M.
7/28/2016	DANIEL NOGUEIRA DE MATOS	SADI R. AND ROBERTA N.	8/25/2016	WYATT ERIC GOULD	ERIC T. AND JOLANTA A.
7/28/2016	OLIVIA RAE MORRISSEY	STEPHEN J. AND ALISHA M.	8/25/2016	ABDALLAH ELIAS MANSOUR	ELIAS AND RIMA
7/29/2016	CAMERON JOSEPH BURT	JOHN J. AND LAURIE A.	8/26/2016	TEAGAN JOYCE SWEENEY	BRENDAN E. AND MARION A.
7/29/2016	MILANIA LISA CLINTON	DEREK J. AND ASHLEY N.	8/26/2016	COLE MATTHEW TROMBLY	SCOTT M. AND KARA A.
7/29/2016	SNEHA VINAY PAI	VINAY R. AND SMITA V.	8/29/2016	CARLEA SOUMIE DATILUS	FRILDER AND SOUMALIA
7/30/2016	BENJAMIN ANDREW MARTUCCI	ANDREW J. AND KATHERINE S.	8/29/2016	SARLEA SOUMA DATILUS	FRILDER AND SOUMALIA
7/31/2016	MASON HUNTER SMITH	ALLAN D. AND ERIKA C.	8/29/2016	ROBERT EDWARD KANE	JAMES M. AND MELANIE E.
8/1/2016	LEO BENJAMIN INCERPI	JOSHUA W. AND KELSEY M.	8/31/2016	LILA KATHRYN PLEVA	JUSTIN R. AND KATHRYN A.
8/2/2016	JACK PAUL HEENEHAN	PATRICK B. AND CHRISTINE M.	8/31/2016	JASON NOEL SPARKS JR	JASON N. AND ANN M.
8/2/2016	HENIL PANKAJKUMAR PATEL	PANKAJKUMAR I. AND SONALBEN P.	9/1/2016	LUCA ALDAZ FAMILIAR	LUIS C. AND MARYSOL
8/2/2016	KALIL GEORGE TOUMA	GEORGE K. AND ALTHEA B.	9/1/2016	DESTINY SOPURUCHI AWAH	EMMANUEL T. AND LOVE
8/3/2016	CORA SOFIA FOLEY	MATTHEW J. AND THESPINA	9/1/2016	DIVYAN POUDEL	DINESH AND DEEPA
8/5/2016	GRACIE ANNABELLE ALEXANDRE	WILHEM AND NAYELLE	9/2/2016	JAMESON JOHN WAHHAB	GREGGORY C. AND JESSE S.
8/5/2016	AMELIA JAMES FIORE	JOSEPH P. AND LAURA E.	9/6/2016	ASHA KRISHAN BUCKLEY	MATTHEW S. AND TINA S.
8/6/2016	NORA JOSEPHINE BEIKES	RYAN B. AND LINDSEY A.	9/7/2016	MIHIR CHAYEL	MAHESH CHAYEL AND SHEETAL
8/6/2016	ALEXANDER MALIVARN	SOURISITH AND MARINA	9/7/2016	MADISON ROSE LAWRENCE	EUGENE F. AND AMANDA R.
8/6/2016	PREESHA RACHHOYA	PUNEET AND ASWINI	9/7/2016	NISHA YAGNAMURTHY	SUDHEER AND NEELIMA
8/7/2016	LEAH KANE TORNABENE	JAMES T. AND COURTNEY S.	9/8/2016	JAYDEN SAMDALA NJI	CHRISTOPHE AND MERCY N.
8/8/2016	RAKSHA SKANDA SIRIPURAPU	<small>KHAGENDRAMANKANTA CHOWDARY SIRIPURAPU AND SINDHU BOGBA</small>	9/8/2016	MELODY ANNE O'CONNELL	THOMAS J. AND ALLISON R.
8/9/2016	EMERSON BRYAN WALSH	BRYAN J. AND JESSICA A.	9/8/2016	NATALIA SALIBA	TONY AND ABIR
8/10/2016	CONRAD EMMET DEMLEIN	BRIAN J. AND MEGHAN C.	9/9/2016	MORIAH ELIZABETH ALMENDAREZ	JUSTO E. AND SUYAPA E.
8/10/2016	SAVIO SALIB	ROUMAN S. AND VIVIAN L.	9/9/2016	REECE JAMES KURTZ	DALE A. AND LISE F.
8/11/2016	SANDRELLA JOE RACHED	JOE N. AND SALAM	9/10/2016	GRADY STEPHEN STIFF	MATTHEW R. AND MEGHAN O.
8/11/2016	NATALIE CLAIRE SHIFFMAN	JEFFREY A. AND KATHLEEN M.	9/10/2016	BENJAMIN GREGORY VOLANSKY	DANIEL AND OLGA
8/11/2016	COLETTE ANN WEBB	WILLIAM E. AND EMILY C.	9/12/2016	SHANNON ROSE GRACE	PAUL A. AND COLLEEN E.
8/12/2016	SCOTT FRANCIS HILLERY JR	SCOTT F. AND DIANA J.	9/12/2016	AIDAN MICHAEL LANG	MICHAEL C. AND ELIZABETH I.
8/12/2016	LIAM THOMSON MARKS	STEVEN R. AND DAPHNE L.	9/12/2016	PAIGE MARY TESTA	BRANDEN D. AND JESSICA B.
8/13/2016	CAMERON MICHAEL PARKER	JAMES W. AND STEPHANIE A.	9/13/2016	ASHLEA ADELICIA GABRIEL	EDDY AND MAXDALIA

# BIRTHS

9/13/2016	NOELLE NALISSA GADON	TIMOTHY K. AND JULIANNE M.	10/14/2016	ASHER JAIYEoba	ADEYEMI AND DAMILOLA
9/13/2016	CALLIE JEAN LOPES	LOUIS M. AND LAURA J.	10/14/2016	VIYAAN MAINAMPATI	PRADEEP BABU AND AKHILA REDDY
9/13/2016	HUNTER SAMUEL MCGUIRK	SEAN R. AND HANNAH L.	10/15/2016	ANASTASIA MARIA NIKOLAEVNA	NIKOLAOS M. AND NATALIYA V.
9/13/2016	NICOLAS GEORGES MOUSSA	GEORGES N. AND JESSICA E.	10/17/2016	MALIN ELLA-MARIE MCCANN	CHRISTOPHER D. AND KELLY L.
9/14/2016	KEILER JARIEL BAEZ TEJEDA	JUNIOR E. AND LUZ M.	10/18/2016	JULIA DUBOIS JACOBS	MICHAEL K. AND AIMEE B.
9/14/2016	WESLEY WILLIAM WEISS	WILLIAM J. AND MEIGAN K.	10/18/2016	KENAN-URIEL JUSTINVIL	KELSY AND CARMEL B.
9/15/2016	BRIANNA PIERRE-LOUIS	JUNIOR AND STEPHANIE	10/19/2016	EMILY MARY WILLIAMS	KEITH G. AND ABIGAIL D.
9/18/2016	KYLA MONIR BEHERY	MONIR G. AND MARINA A.	10/20/2016	RICHARD HABRE	MARK AND MIREILLE
9/18/2016	ZOEY SARAH FLOYD	DAVID A. AND KARA R.	10/20/2016	ARI JACOB RADBIL	LEOR AND ANASTASIYA
9/19/2016	LEANDRO EMANUEL CASTILLO SAGASTUME	MILTON O. AND MARIA E.	10/21/2016	LEEN MUTAZ SHEGEWI	MUTAZ O. AND GHEED M.
9/19/2016	ARJUN RANGA NAGAM	JAGADISH BABU AND KAVITHA NAIDU	10/24/2016	LYLA MARIE OSGANIAN	BRIAN G. AND CHERYL A.
9/20/2016	EVA RAVICHANDRA	RAVICHANDRA AND SHILPA	10/25/2016	NATALIE MARIE MORRISON	MICHAEL D. AND PAMELA M.
9/22/2016	ABHINAV PRASHANTH	PRASHANTH AND ASHWINI	10/26/2016	PAULINE ROSE ACOSTA	PAUL JAIZON B. AND PAULA ERIKA R.
9/23/2016	CAMERON EVE BUMPUS	AARON C. AND CANDICELEIGH W.	10/26/2016	SPENCER RYAN KING	JUSTIN S. AND JENNIFER A.
9/23/2016	WILLIAM BRIAN MCDONALD	JAMES R. AND ALISHA L.	10/26/2016	LUCA ALISHA LAZZARA	PAUL G. AND CHRISTINA M.
9/24/2016	ADAM JOSEPH COSCIA	MICHAEL S. AND MICHELLE M.	10/26/2016	FINN ARTHUR MCNAMARA-CUSHMAN	MEGHAN A. AND JENNIFER M.
9/24/2016	ADLEY ANN HUGHES	JAMES R. AND JENNIFER L.	10/26/2016	JAMES MAKRAM SALIBA	MAKRAM AND SARAH
9/24/2016	JOSELYN SAWYER MANTELL	ROSS M. AND TARA A.	10/26/2016	SARINA ANNE SAMROUT	JABER W. AND NADINE S.
9/26/2016	KEERTHANA ESWAR	LAMAX KUMAR AND BHARGHAVI	10/27/2016	ELENA DORIS ANN BRITTON	JOSHUA T. AND OLGA
9/26/2016	FIONA ANNE PARLON	DEAN H. AND CHRISTINA B.	10/28/2016	JEANA ALAIN SAADEH	ALAIN J. AND SAMANTHA R.
9/27/2016	INSIYAH ZOHER BOOTWALA	ZOHER S. AND JUMANA Z.	10/29/2016	GEORGE CHARBEL SALEM	NAIM G. AND LILYANE
9/27/2016	CAMERON JOHN CONROY	JOHN M. AND KELLI A.	10/30/2016	AGREEM GHIMIRE	ANANTA AND MONIKA
9/27/2016	LAUREN ROSE FERRETTI	WILLIAM M. AND MICHELLE M.	10/30/2016	EMMA ROSE HITCHCOCK	JUSTIN S. AND CHRISTYNA V.
9/28/2016	JONATHAN MIKE PIERRE	JEAN MAXIME AND KENDRA P.	10/30/2016	MICAH NOLAN MANNING	COREY S. AND ANDREA C.
9/29/2016	AMAIA MONTSERRAT D'ORAZIO PEREZ	JOSE A. AND JESSICAR J.	10/30/2016	AADHIRAI MANOJ	MANOH KUMAR AND VISHNUPRIYA
9/29/2016	ANABELLA ISIDORIA DURNING- SOUZA	EUDIMAR I. AND BRIANA M.	10/31/2016	LINCOLN JOSEPH CHEEVER	JAMES M. AND HEATHER M.
9/29/2016	MISHAL KHAN	BILAL AND BIBI	10/31/2016	ANA VICTORIA VASCONCELOS DE ALMEIDA	RENAN AND MARIANA ODETE
9/29/2016	DANIEL MICHAEL SANGALANG	MICHAEL V. AND ANNA C.	10/31/2016	JOHN TOUFIC NABBOUT	TOUFIC J. AND SANDY A.
9/30/2016	CHARLOTTE VICTORIA BRAULT	PHILIP J. AND LINSEY D.	10/31/2016	CORALINE GRACE ROGERS	STEPHEN T. AND ANNA M.
9/30/2016	ELOISE HOPE MCCRANIE	THOMAS D. AND CAMILLE A.	11/1/2016	DANIEL JACKSON LEACH	MICHAEL W. AND LOIS
9/30/2016	JUSTIN ANDREW MENDES	GLIFFTON J. AND TANIA M.	11/1/2016	SADIE ROSE PIRONE	VANCE O. AND MARY E.
10/1/2016	KACIE KRISTINA CLARK	BRIAN J. AND KELLY A.	11/2/2016	HALEY MICHAELA DANESCO	ALEX M. AND AMY D.
10/2/2016	BRADY EDWARD CROCE	CHARLES M. AND AMANDA L.	11/2/2016	YUG JAINIK KATHIARA	JAINIK N. AND KHUSHALI R.
10/3/2016	JACK BENJAMIN FERNANDES	MARC A. AND DAWN-MARIE C.	11/2/2016	FORD LOUIS SULLIVAN	DARREN M. AND JENNIFER N.
10/3/2016	HANK CHARLES ROOT	KYLE S. AND CORRY A.	11/9/2016	SEE ORIGINAL MOHAMED RIZA	MOHAMED RIZA AND PRINT FROM
10/4/2016	XENIA ALICE MAKUTIN	STAS AND NATALLIA	11/10/2016	ALDEN WILLIAM CAMPBELL	WILLIAM A. AND JACQUELINE A.
10/4/2016	CORA MARIE MOLONEY	PATRICK T. AND MEGAN K.	11/10/2016	ARYELLA JEAN HOUCHEMS	CHRISTOPHER L. AND ELAINE E.
10/6/2016	THEA JAMES BATES	ANDREW J. AND LINDSAY R.	11/10/2016	EMERY CATHERINE LIPKOWITZ	ADAM K. AND LISA E.
10/6/2016	LIAM SETH HEANY	SETH T. AND MOLLY E.	11/11/2016	ALEX SHOSHUN KAWASHIMA	SHO AND XUE
10/6/2016	ASHTON PARKER MACKINNON	MATTHEW D. AND BRANDI A.	11/12/2016	JULIAN JAMES JACKSON	EUGENE AND COURTNEY A.
10/8/2016	TRAVIS JOHN JONES	EDMUND J. AND JACKLYN R.	11/13/2016	HARPER RYAN BRAUN	JASON H. AND KATE F.
10/10/2016	MINA ROMANY ESKANDAR	ROMANY B. AND RANIA K.	11/13/2016	KENNEDY ANN LEAVER	GERALD J. AND CASEY A.
10/10/2016	JASH DINESHKUMAR UPADHYAY	DINESHKUMAR B. AND NILAMBEN D.	11/14/2016	JAY RACHMIEL BLOCHSTEIN	DAVID AND YANA S.
10/11/2016	SILVIA FINN GRAHAM	SALVATORE Z. AND SARA C.	11/14/2016	NATALIE TAYLOR WILLIAMS	GARY R. AND CATHERINE V.
10/12/2016	ANTOINE PAUL AOUN	PAUL A. AND JOELLE E.	11/15/2016	BENJAMIN OWEN GILCHRIST	VERNON O. AND LORIA.
10/12/2016	ELIAS PAUL AOUN	PAUL A. AND JOELLE E.	11/15/2016	LUCAS SINGSON GUEVARRA	ERWIN C. AND RIA LYN S.
10/12/2016	PAIGE ALLISON HOLT	SHAWN P. AND ALLISON E.	11/15/2016	JAMES JOSEPH PARRISH	KEITH M. AND COLLEEN M.
10/12/2016	TALLULAH ANDREW BRADFORD TOBIN	BRENDAN S. AND NINA M.	11/15/2016	THEODORE JULIAN ROSE	ALEXANDER W. AND JACQUELINE
10/13/2016	JOHN ROBERT BRADLEY	ROBERT M. AND STACY M.	11/16/2016	AMELIA ABDULAHI ABU	ABDULAHI A. AND SARA H.
10/13/2016	AAHANA SONI	NITIN AND POONAM	11/16/2016	JANA TALEB AL-THEANAT	TALEB H. AND MARAM A.
10/13/2016	KENNEDY ANNE YOUNG	RYAN C. AND KIMBERLY A.	11/16/2016	ANNABELLE ROSE KENNEDY	SEAMUS P. AND KRISTEN M.

# BIRTHS

11/16/2016	MICHAEL-ISAAC KOSISOCHI OKEBALAMA	EZEMDI L. AND KODILIM A.	12/11/2016	GABRIELA RODRIGUES PARES	TIAGO AND SHEILA R.
11/17/2016	VARDAAN VISHAL FARSWANI	VISHAL K. AND AMRITHA	12/13/2016	MRUTHIKA SIVAKUMAR	SIVAKUMAR AND SHARMILA K.
11/18/2016	BRYAN ALVES MANTOVANI DA ROCHA	HERMINIO M. AND SIMONE A.	12/14/2016	ROSE MILAGROS O'TOOLE	RYAN P. AND MARIA A.
11/18/2016	ZAYDEN SCHEINER PRINTEMPS	MAX J. AND GUETIDE	12/14/2016	EDEN RYAN OLIVER	DAVID B. AND LAUREN E.
11/18/2016	AMINA CYNTHIA SALLAH	SAIDOU AND SHANNA K.	12/14/2016	ABIGAIL JEANE WARNOCK	SEAN J. AND LYNNE M.
11/18/2016	STEPHANIE LYNN SHULMAN	SCOTT D. AND TRACY L.	12/15/2016	SAMMIE BETH HANSEN	RYAN A. AND HOLLY M.
11/18/2016	SUJUD MOHAMAD ZAHED	MOHAMAD A. AND HODA K.	12/17/2016	OLLIVANDER SEBASTIAN RUIXIN FARLEY	JOSHUA C. AND JIAYI X.
11/20/2016	MARIA ROSE ACERRA	PAUL J. AND MARIA T.	12/19/2016	ANAIAH NAASHIDAA ARYEETEEY	ISAAC L. AND LINDA
11/21/2016	SHREENIKA BEJUGAMA	NAGARAJ AND NIRUPAMA	12/19/2016	OWEN MICHAEL KELLEY	MICHAEL J. AND WHITNEY R.
11/21/2016	BENJAMIN CHARLES BOWER	RYAN C. AND KELSEY M.	12/19/2016	MIA ZHIYING REN	NING AND YANG
11/21/2016	MAEVE KATHERINE KOWALSKI	MATTHEW J. AND MEAGHAN M.	12/19/2016	KATHERINE ROUGHAN REYNOLDS	KEVIN T. AND KARA M.
11/21/2016	JOHN PAUL SICHONIDIS	MIKE AND ZACHARO	12/20/2016	CHARLOTTE ELEANOR BERMAN	MARC J. AND CAITLIN J.
11/22/2016	ANGELA BARKACHI	MAURICE B. AND VERA	12/21/2016	KIMAYA VINEET CHONKAR	VINEET AND RASHMI
11/22/2016	BASSAM PAUL ELIAS	PAUL B. AND AFAB B.	12/22/2016	ARYA SRI BOMMISSETTY	BALAJI AND NAGALAKSHMI S.
11/22/2016	ALEXANDER ROBERT JOSEPH	TIMOTHY A. AND KELLY G.	12/22/2016	BELLA ROSE CANCELLIERI	ROBERT C. AND VANESSA M.
11/22/2016	ARIANA HALEY NOGERINO	BRIAN S. AND ANGELA G.	12/23/2016	CHARLOTTE JULIE CALDERWOOD	JASON C. AND LAUREN E.
11/23/2016	EMMA ANNA-ROSE MCGRATH	BRIAN AND VALERIE A.	12/23/2016	VIKRAM CHINTALA	VIVEKANANDA AND RAJANI
11/23/2016	NIALL JOHN MCGRATH	BRIAN AND VALERIE A.	12/24/2016	LYRA ROSE KASPUTIS	PATRICK W. AND HOLLY A.
11/23/2016	JASON GEORGE NASSIF	GEORGES M. AND RITA	12/26/2016	CLARE MARIE MCKAY	KEITH W. AND SIOBHAN M.
11/23/2016	ANVAY TRIPATHI	ASHWINI KUMAR AND JUHI	12/29/2016	MADELEINE GRACE COGAN	SHAWN M. AND JULIE C.
11/24/2016	CHARLOTTE WANG	SHAOMING AND YINQIU	12/29/2016	AVA GRACE DUQUETTE	JESSE H. AND SHAYLA M.
11/25/2016	ZAINA JAHZARA JOHNSON	JERMAINE J. AND TIFFANY A.	12/29/2016	ABIGAIL RYAN NEVES	CHRISTOPHER R. AND LEANNE G.
11/25/2016	FLORENTINA ROSALEE TOWNSEND	CYNTHIA G. AND LORRAINE V.	12/30/2016	NAREN SHRIRAM	SHRIRAM AND RAMYASRI
11/26/2016	DANIELLE PEREZ GUNDER	ALBERT AND CLARISSA	12/30/2016	TERREANCE KINYE YU	YOU L. AND WAI P.
11/27/2016	ELLERY MAE HURSEN	PATRICK J. AND BRIANA L.	12/31/2016	ANGELA MARIE PAGNOTTA	MICHAEL A. AND SHELLY L.
11/27/2016	GABRIEL GATITU MACHARIA	SAMUEL M. AND MAGDALYNE N.			
11/29/2016	LIAM NICHOLAS ANDRONIC	ANDREI N. AND LILIYA F.			
11/29/2016	JACKSON ROBERT CHEN	MOSES S. AND MELISSA B.			
11/29/2016	CHARLOTTE MAE FREGEAU	ROBERT A. AND STEPHANIE A.			
11/29/2016	ZITA NOELLE TENORE	MICHAEL S. AND MARY E.			
11/30/2016	NICOLAS ADAM COCIVERA	CRAIG T. AND ALEKSANDRA			
12/1/2016	JAKOB JAMES DILLON	JAMES M. AND LINDSEY H.			
12/2/2016	JEMIMA SABASH	SABASH AND KAMATCHI			
12/2/2016	ARYA ROSE YEOMANS	KENNETH R. AND TANYA M.			
12/3/2016	TIMOTHY PAUL MICHEL-GAINS JR	TIMOTHY P. AND MARCLYSE			
12/3/2016	SAHANA NARALA	SHIVAJI B. AND BHANU R.			
12/4/2016	GIORGIOS ASARIDIS	MARKOS AND DESPINA			
12/4/2016	EVANGELOS SCOTT MANGAN	PAUL C. AND ARGIRO A.			
12/4/2016	ANNABELLE TERESA SMITH	EVAN S. AND KATHLEEN A.			
12/5/2016	AVA ELIZABETH HASSLER	BRIAN C. AND JULIE M.			
12/5/2016	CAMERON EDWARD HASSLER	BRIAN C. AND JULIE M.			
12/5/2016	MAHIKA MAHESH SHETTIGAR	MAHESH K. AND PRATIBHA S.			
12/6/2016	CALLEN MICHAEL CONNOLLY	MICHAEL C. AND ELIZABETH G.			
12/7/2016	ELSIE HARPER BRZEZINSKI	MICHAEL E. AND SHANNON E.			
12/8/2016	TESSA JANE FREEMAN	GREGORY S. AND ALISON C.			
12/8/2016	DUAA HASSAN KASSAB	HASSAN N. AND HANADI I.			
12/8/2016	SCARLETT ADDISON KLAWITTER	ROBERT T. AND JENNIFER L.			
12/9/2016	ABIGAIL MARIE CALLAHAN	THOMAS J. AND LAURA M.			
12/9/2016	KEITH GABRIEL LANDRY	JOHN R. AND EMILY H.			
12/10/2016	MARCELLINO ENRIQUE VALDEZ III	MARCELLINO E. AND AMY Y.			
12/11/2016	JACK THOMAS CARRASQUILLO	MARK J. AND ALISON L.			

# MARRIAGES

**Total Marriages: 194**

**MARRIAGES RECORDED IN THE TOWN OF NORWOOD - 2016**

01/01/2016	JEREMY JOHN FALAT CASSIE LEE GUERRERA Married by MATTHEW F MIHALICH, ONE DAY SOLOMNIER	02/07/2016	LORENZO BEGNUDELLI ZHAO LIU Married by ROSARIA SALERNO, JUSTICE OF THE PEACE
01/01/2016	DIANA KATHERINE CRUZ OSLY JAVIER FLORES Married by VILGRAIN V RICHEMOND, ONE DAY SOLEMNIER	02/08/2016	ANDREW STEPHEN FIORI JINHEE TAE Married by MAUREEN FEENEY, JUSTICE OF THE PEACE
01/02/2016	ROBERT J. SHAUGHNESSY JR. STEPHANIE MARIE BAKER Married by ROBERT P REED, PRIEST	02/12/2016	ANNE MARGARET FARRY COLIN GAUDETTE MURPHY Married by RYAN M MURPHY, ONE DAY SOLEMNIER
01/02/2016	GARY ROGER WILLIAMS CATHERINE VERA REGAN Married by PHYLLIS SPIRO, JUSTICE OF THE PEACE	02/14/2016	DECORSIE EXDOLL JAMES DELCINA BUTLER Married by RONALD L MCGOWAN, JUSTICE OF THE PEACE
01/05/2016	FERNANDA LANES GONCALVES ROBSON ALVES DE OLIVEIRA JUNIOR Married by HELIO S FERREIRA, SENIOR PASTER	02/16/2016	THEODOOR H. SMIT SIBINGA SUZANNE E. CHOQUETTE Married by MICHELE R MULLEN, JUSTICE OF THE PEACE
01/06/2016	BEVERLY M SMITH GEORGE L MASON Married by JOSEPH W. FITZGERALD, JUSTICE OF THE PEACE	02/16/2016	OMAR A NORBERTO PERDOMO ANGELA N JOURDAIN Married by JAMES O. OYEDELE, JUSTICE OF THE PEACE
01/09/2016	JENNIFER LEIGH CRISP CRAIG ROBERT PERSECHINI Married by PAUL FLAMMIA, PRIEST	02/20/2016	JAYSSICA CHIUCHIOLO THERON SHAWN HOULDER Married by ROXANNE M AUGER, JUSTICE OF THE PEACE
01/10/2016	ELIZABETH ASHLEY JACKSON MATTHEW FRANCIS DOYLE Married by THOMAS A WELCH, JUSTICE OF THE PEACE	02/20/2016	HEATHER BIRKETT DILLIAN SANDER SHAFFER Married by MARK THOMAS PETERSON, CLERGY
01/17/2016	MICHAEL DAVID MELTZER JULIE ANNE DUSZLAK Married by MARTHA VIERECK, REVEREND	02/27/2016	GENA RATIU DANIEL BICK CARLSON Married by MARA RATIU, ONE DAY SOLEMNIER
01/22/2016	NATHALIE DESROSIERS ABDUL RAHMAN KABBA Married by MICHELE R MULLEN, JUSTICE OF THE PEACE	03/06/2016	BRYAN SCOTT SCHARTEL AMELIA LORRAINE FREEMAN Married by REV. ROBERT J DAVIDSON, CLERGY
01/22/2016	DAVID ALBERT KELLY EOLE T.C. GASS Married by JOSEPH W FITZGERALD, JUSTICE OF THE PEACE	03/12/2016	KRISTY MARIE BLOMQUIST YOMAR ROSADO Married by BEVERLY ANN BONNER, JUSTICE OF THE PEACE
01/26/2016	MOHAMED NASR ELALFY HODA I ELATMA Married by PAUL W EYSIE, JUSTICE OF THE PEACE	03/18/2016	FRANCISCO ALFREDO NETO DEBORAH M. PEDRO Married by BEVERLY ANN BONNER, JUSTICE OF THE PEACE
01/30/2016	TIMOTHY JEFFREY IGOE VALERIA KRUMOVA KARAKOVA Married by EVA L WOOD, ONE DAY SOLEMNIER	03/19/2016	ZULLY A LIZARAZO JONATHAN ALZATE Married by BEVERLY ANN BONNER, JUSTICE OF THE PEACE
01/31/2016	FRANK THOMAS ALEXOPOULOS KRISTINA APOSTOLOVNA URSOVA Married by JEROLD D. CIBLEY, JUSTICE OF THE PEACE	03/19/2016	MELISSA NASTASCIA MENDEZ JAMES JEROME Married by PAUL W EYSIE, JUSTICE OF THE PEACE
		03/20/2016	MUSTAFA HANIF NAJIA IDREES Married by MICHELE R. MULLEN, JUSTICE OF THE PEACE

# MARRIAGES

03/21/2016	BRUNA LAVINIA DUARTE NATANAEL J FONSECA CASTRO Married by PAUL W EYSIE, JUSTICE OF THE PEACE	04/23/2016	KARA ANNE STEVENS CHRISTOPHER LEE REISSFELDER Married by LAUREN MACPHERSON, ONE DAY SOLEMNIZER
03/21/2016	BUGRA AKAKTAN TABITHA ANN BRANCHAUD Married by ALEX GEOURNTAS, JUSTICE OF THE PEACE	04/23/2016	CHRISTI LAURA O'TOOLE PATRICK MICHAEL GAVIN Married by JOHN GAVIN, ST, PRIEST
03/21/2016	ANGELETA PATRICIA SPARKS SEAN ORCHESTER MCKENZIE Married by PAUL W EYSIE, JUSTICE OF THE PEACE	04/23/2016	PETER ANTHONY LEMBO, JR DENISE MARIE MCCARTHY Married by JOHN F HUDSON, CLERGY
03/26/2016	LEE YANG ROMMEL ANIBAL FLORES Married by BEVERLY ANN BONNER, JUSTICE OF THE PEACE	05/06/2016	PETER J MORTELLITI SUSAN THUNELL Married by REV. WILLIAM F. LUCEY, PRIEST
03/26/2016	ADAM EDWARD WRIGHT CHARMAINE MARIE NICHOLLS Married by JOSEPH W FITZGERALD, JUSTICE OF THE PEACE	05/07/2016	JENNIFER ROSE LANDRY ROBERT TINO CIRIELLO Married by DANIEL F HOYE, PRIEST
04/01/2016	JAKOB MATS TROJBOM COLLEEN VIRIGINIA CARROLL Married by ONE DAY SOLEMNIZER, GARY T RICHARDSON	05/14/2016	COURTNEY ELISABETH YORK JAYSON ANTHONY FAVAZZA Married by JONATHAN C. MELLO, ONE DAY SOLEMNIZER
04/03/2016	PAUL CORNELIOUS MANGAN ARGIRO ANN KIPOUROPOULOS Married by JOSEPH W FITZGERALD, JUSTICE OF THE PEACE	05/19/2016	RALPH E. HABR MARIETTE WILLIAM FRANJIEH Married by ALEX GEOURNTAS, JUSTICE OF THE PEACE
04/08/2016	NANCY JEAN CHISHOLM RONALD R VARNEY Married by PHYLLIS SPIRO, JUSTICE OF THE PEACE	05/19/2016	LANOZE CHERIZAR DELEINE GABRIEL Married by ALEX GEOURNTAS, JUSTICE OF THE PEACE
04/08/2016	RANDY FERREIRA PINTO THERESA ANNE SMITH Married by JOHN W O'BRIEN, PRIEST	05/20/2016	WELYNGTON SILVA DE OLIVEIRA CHAENE BATISTA DE JESUS Married by PAUL W. EYSIE, JUSTICE OF THE PEACE
04/09/2016	SONIA MARIA SILVA FRANCISCO SABOIA DA SILVA Married by HELIO S FERREIRA, MINISTER OF THE GOSPEL	05/20/2016	MEAGHAN FRANCES MAHONEY DUSTIN RAYMOND MERTZ Married by SCOTT A HURWITZ, SOLOMINIZER
04/09/2016	WILLIAM PAUL FELIX ALICIA MARIE LOPEZ Married by REV. JEAN PIERRE AUBIN, PRIEST	05/21/2016	DEBORAH MARIE SPILLANE FRANK JOSEPH GIAMPA Married by REV. EDWARD M RILEY, PRIEST
04/10/2016	SCOTT ALBERT HANNUM KIMBERLY ANN RITCHIE Married by BRUCE D PETERSON, MINISTER OF THE GOSPEL	05/21/2016	JESSICA GISSEL SANTANA JUAN CARLOS BATISTA Married by ESQUILANIA TORRES, PASTOR
04/13/2016	JOAQUIM FERREIRA BRAGA MARIA ANTONIA ALVES Married by PAUL W. EYSIE, JUSTICE OF THE PEACE	05/27/2016	SARAH ANNE WADLAND LEO GERARD PRATT, JR Married by STEPHEN S DONOHOE, PRIEST
04/13/2016	MARY ELLEN HANSCOM BERNARD G HANSCOM Married by BEVERLY ANN BONNER, JUSTICE OF THE PEACE	05/27/2016	SANDRA FATIMA OLIVEIRA RICARDO FILIPE RENDALL TAVARES Married by MICHELE R MULLEN, JUSTICE OF THE PEACE
04/22/2016	DOUGLAS GREGORY LUKER JESSICA LEE DOANE Married by MICHELE R. MULLEN, JUSTICE OF THE PEACE	05/28/2016	CAROL ANN GRADY DANIEL EDWIN OZELIUS Married by PATRICIA HAYES, MEMBER OF THE CLERGY

# MARRIAGES

05/29/2016	JALIL JACQUES ELKHOURY NELLY N ELMASSIH Married by REV TIMOTHY J FERGUSON, ORTHODOX PRIEST	06/18/2016	LAUREN ASHLEY POIRIER DAVID TREFRY CHARNLEY Married by CYNTHIA E LYONS, PASTOR
06/03/2016	OLIVIA NICOLE ENGLAND RACHAEL LEE MARINO Married by NICHOLAS MARINO, SOLEMNIZER	06/24/2016	RAMSAY O TROUTMAN CATHERINE MULLEN WROE Married by MARK R HESSION, PRIEST
06/04/2016	CHRISTOS ALEXIADIS MARIA ELENI MOUSTAKA Married by ANSHUL RATHI, ONE DAY SOLEMNIZER	06/25/2016	KATHERINE M. HARPIN MAURICE LEWIS SPAULDING III Married by JOHN F TWEEDIE, JUSTICE OF THE PEACE
06/08/2016	ALEXANDRA DANIELLE LEMARREC MICHAEL SVEN THULANDER Married by PHYLLIS SPIRO, JUSTICE OF THE PEACE	06/25/2016	INMACULADA A. RODRIGUEZ KEVIN ANTONIO CABALLERO-DIAZ Married by MICHELE R MULLEN, JUSTICE OF THE PEACE
06/10/2016	DAVID HENRY DEVINE SUSAN MARIE GURFEIN Married by RACHEL PETERS, JUSTICE OF THE PEACE	06/25/2016	BRIDGET SARAH GANNON DOUGLAS R.J. DAUGHERTY Married by GEORGE JAMES GANNON, JUSTICE OF THE PEACE
06/11/2016	ROBERT JOSEPH TANNOZZINI JR. CASSANDRA MARIE CHIAMIS Married by REV WILLIAM M HELMICK, CHATHOLIC PRIEST	07/01/2016	KERRIE PATRICIA MARCHETTI CHARLES JOHN GODDARD III Married by PAUL W EYSIE, JUSTICE OF THE PEACE
06/11/2016	ALEXA ELENA PINCIARO KEVIN JAMES SACCONI, JR Married by LEROY E OWENS, PRIEST	07/02/2016	CAITLIN CLARE DUGGAN MATTHEW JOHN MARCHANT Married by STEPHEN S DONOHOE, PRIEST
06/11/2016	LAUREN ELISE SAMPSON KYLE GREGORY SCHWARTZ Married by REV. MICHAEL B. MEDAS, ROMAN CATHOLIC PREIST	07/09/2016	MATTHEW RICHARD JENKINS JACQUELINE NICOLE MELLETT Married by MARTIN T RICH, JUSTICE OF THE PEACE
06/11/2016	ARTURO JURADO PILAR Y GOMEZ Married by JOSEPH W FITZGERALD, JUSTICE OF THE PEACE	07/12/2016	SULTAN ANBAR SAIT AHMET BINSELAM Married by MICHELE R MULLEN, JUSTICE OF THE PEACE
06/11/2016	DALE ANN CAMIRE IAN THOMAS JENKINS Married by HOLLY JEANNE BRANHARD, JUSTICE OF THE PEACE	07/15/2016	MICHELLE EILEEN COAKLEY JAMES WILLIAM KEELEY Married by J. LAWRENCE KELLY, ONE DAY SOLEMNIZATOIN
06/12/2016	BRIAN STEPHEN MARKHAM JR KAYLA JAY THOMPSON Married by KATHLEEN MARY JOSEPH, ONE DAY SOLEMNIZER	07/16/2016	ALICIA MARIE DEANE DAVID PAUL BARBATO Married by LEE GREGOIRE, ONE DAY SOLEMNIZER
06/18/2016	MARK LEIGHTON BEDARD OLIVIA ANN METTA Married by MICHAEL PLAUZIERE, CLERGY	07/16/2016	ANGELA MARIE REESE THOMAS JOSEPH RAKAUSKAS Married by BARRY J LANGLEY, PRIEST
06/18/2016	RICHARD THOMAS LAARHOVEN HEATHER MARIE O'ROURKE Married by HUGH J MCCULLOUGH, PRIEST	07/20/2016	ZULEYKA PEREZ ANTHONY RODAS Married by DAVIE HERNANDEZ, CLERGY
06/18/2016	ELIO DAVID FIALLO SOLANNY PEREZ Married by MILAGROS CRUZ, JUSTICE OF THE PEACE	07/23/2016	HEATHER ADELE BRINK NICHOLAS PAUL KERRIGAN Married by FR. RON COYNE, PRIEST
06/18/2016	MATTHEW MICHAEL MORRISON NEALIA ELSPETH GIARRATANI Married by JENNIFER E. F. MACLEAN, MEMBER OF CLERGY	07/24/2016	ANTHONY HASSAN ROKKI IBTISSAM EL RHAMMARTI Married by GEORGE J SPANOS, JUSTICE OF THE PEACE

# MARRIAGES

07/29/2016	SHEILA CAITLIN DONOVAN DANIEL PATRICK WALSH Married by PETER CURRAN, PRIEST	08/21/2016	RODRIGO EICHWALD MOURA ANA QUESIA SOUZA Married by BEVERLY ANN BONNER, JUSTICE OF THE PEACE
07/30/2016	TERENCE PAUL DALTON JOSEPH NICHOLAS CHIMIENTI Married by TIFFANY D CAPOBIANCO, SOLEMNIZER	08/22/2016	IRIS ARMIDA CRUZ JOSE MANUEL MARTIR BARERRA Married by MILAGROS CRUZ, JUSTICE OF THE PEACE
07/30/2016	NICOLAS JOSEPH COUGHLIN KATHLEEN CLAIR HALLINAN Married by REV AMI S DION, MINISTER	08/26/2016	ADEYEMI JAIYEoba DAMILOLA OYEFESObI Married by PAULA M CRANE, JUSTICE OF THE PEACE
07/30/2016	ANDREA MARIE BUONAUGURIO GEOFFREY DAVID DORENZO Married by REV SUE KOEHLER-ARSENAULT, CLERGY	08/26/2016	ABIGAIL JEANNE NEWTON ARZIKA ILLO Married by CHELSEA GROVES KUHNLE, ONE DAY SOLEMNIZATION
08/06/2016	RENATO JAMES SAUNDERS TRACY LYN WAIN Married by VICTOR G BISHOP, JUSTICE OF THE PEACE	08/27/2016	SANTA TAMARA LEE JACOBS BLAKE ANDREW MELVILLE Married by PHILLIS SPIRO, JUSTICE OF THE PEACE
08/06/2016	ALYSSA MARIE MORTEO ANDREW PAUL WENSTROM Married by REV JOHN CURRIE, ROMAN CATHOLIC PRIEST	08/27/2016	CHRISTINE ILONA ZOLDOS RYAN MICHAEL FLEMING Married by SAMANTHA K FLEMING, SOLEMNIZER
08/06/2016	THERESE SHARON DAVIS JOHNNIE B BUSH Married by BEVERLY ANN BONNER, JUSTICE OF THE PEACE	08/27/2016	JOHN PATRICK KEANE DARLENE MARIE HAIGH Married by CHELSEA M HAIGH, ONE DAY SOLEMNIZER
08/12/2016	EMMANUEL TEMBENG AWAH LOVE ADIMOH Married by BEVERLY ANN BONNER, JUSTICE OF THE PEACE	08/28/2016	DAIANA PIMENTA REZENDE ORIZANDRO DE OLIVEIRA MACHADO Married by MICHELLE A LYNCH, JUSTICE OF THE PEACE
08/13/2016	ALLISON MARIE CURRAN DANIEL JAYMES RONDEAU Married by REV JOHN A CURRIE, ROMAN CATHOLIC PRIEST	09/02/2016	AMANDA JANE CONNOLLY DANIEL VINCENT JASKUL Married by MATTHEW REOPELL, ONE DAY SOLEMNIZER
08/13/2016	JANETTE MORENO BALDE JOAO PAULO AMADO Married by R. DIANNE SPAULDING, JUSTICE OF THE PEACE	09/03/2016	CHAD RICHARD LAREAU SARA ELIZABETH PERKINS Married by ALLEN B. ARCHER, CLERGY
08/13/2016	NATHAN WAYNE HARTZ STEPHANIE ANNE BURNS Married by THOMAS A WELCH, JUSTICE OF THE PEACE	09/03/2016	TERRY LOUIS BROOKS JR PORTIA C HENDERSON Married by FATHER RON COYNE, PRIEST
08/17/2016	SHEILA SAMARA DA SILVA RODRIGUES TIAGO PIRES DA SILVA Married by BEVERLY ANN BONNER, JUSTICE OF THE PEACE	09/04/2016	MEGHAN ELIZABETH CAVANAUGH BRIAN NICHOLAS TRUPIANO Married by WILLIAM A. DWYER, DEACON
08/19/2016	ELIE G NOEL LISNETTE RODRIGUEZ Married by ROBERT E CONNOLLY, CLERGY	09/04/2016	TARAS JURIJ TUCZKEWYCZ MARIA GHASSAN ALKHALIL Married by THOMAS A WELCH, JUSTICE OF THE PEACE
08/20/2016	GEORGE FRED DAVILA LAUREN MARIE DEPASSE Married by REV JOHN E SASSANI, CATHOLIC PRIEST	09/04/2016	ANA MARIA FONSECA ALCINDO A LEITE Married by IVAN. S. FLEISCHMAN, JUSTICE OF THE PEACE
08/20/2016	ROBERT BARRY KILROY JULIE MARIE KASZANEK Married by DEACON RALPH GUERRA, MEMBER OF THE CLERGY	09/09/2016	LORI MAE TOWER CHRISTOPHER D GATELY Married by PAUL GATELY, ONE DAY SOLEMNIZER

# MARRIAGES

09/10/2016	MARC PAUL JOHNSON JILL TERESE HEALEY Married by REV. JAMES C. GIBNEY, MINISTER OF THE GOSPEL	10/01/2016	LINDSAY NICHOLE MONAHAN JOSEPH THOMAS SHAUGHNESSY Married by REV. JOHN CULLOTY, PRIEST
09/10/2016	ADAM JOHN ROCHA KRISTEN ROSE SCHUELER Married by BENJAMIN BULLOCK, ONE DAY SOLEMNIZER	10/08/2016	MATTHEW JAMES EATON SINEAD CATHERINE HOLLIS Married by AMANDA BYRON, ONE DAY SOLEMNIZER
09/10/2016	HEATHER MARIE LEROUX CARLOS JAVIER VELAZQUEZ Married by CARLOS VELAZQUEZ SR., REVEREND	10/08/2016	SAMANTHA JAYNE WALAS BENJAMIN AARON STAFFORD Married by JOSEPH THERIEN, JUSTICE OF THE PEACE
09/17/2016	SUSAN CANTO NEVES FRANCESCO DOMENICO FRAONE Married by REV. JEAN PIERRE AUBIN, PRIEST	10/08/2016	MATTHEW EDWARD DE LUCA ROSEMARIE MICHELLE WOODS Married by JOHN W. O'BRIEN, PRIEST
09/17/2016	MICHAEL BRIGGS CUSHING LAURA ANNE NORMAN Married by BRIAN NORMAN, JUSTICE OF THE PEACE	10/09/2016	CINTHIA CATHERINE FRUCI MARK ANDREW LIPIZZI Married by REV. JEAN PIERRE AUBIN, PRIEST
09/17/2016	RUANA PAULA DE OLIVEIRA HIAGO DE LIMA GONCALVES Married by HELIO FERREIRA, MINISTER OF THE GOSPEL	10/09/2016	DANIEL RICHARD JOYCE AMANDA MARIE MICHENZIE Married by CAROL T. ROBERTS, JUSTICE OF THE PEACE
09/17/2016	BETH ANN SHERIDAN PETER ROYAL SEVIGNY Married by TIMOTHY GOLDRICK, CATHOLIC PRIEST	10/09/2016	JANELLE LAUREN DOWNEY BRYAN DOUGLAS MAYNARD Married by SHAWN DOWNEY, ONE DAY SOLEMNIZER
09/17/2016	SEAN EDWARD CAVANAUGH JULIE ANN O'LEARY Married by ALAN L. AGNELLI, JUSTICE OF THE PEACE	10/14/2016	COLIN MICHAEL MURPHY KATELYN CHRISTIE BURCAK Married by STODDARD H. MELHADO, JUSTICE OF THE PEACE
09/17/2016	AMANDA JEANNE CROWLEY GREGORY RAYMOND FALCONE Married by REV. DAVID P. CALLAHAN, PRIEST	10/14/2016	MARK HENRY MARCELLA ILANA SILVA BUENO Married by MICHELE R. MULLEN, JUSTICE OF THE PEACE
09/23/2016	WILLIAM E CASS JR JEANNE MARION FINNELL Married by LINDA MARIA RADZVILLA, JUSTICE OF THE PEACE	10/15/2016	KIMBERLY ELIZABETH ETHRIDGE MATTHEW DAVID FITZGIBBON Married by JON PAUL SYDNOR, ORDAINED MINISTER
09/24/2016	SAMANTHA LYNDSEY MOTTA JAMES JOSEPH TIGHE IV Married by HEIDI G GESSNER, MEMBER OF CLERGY	10/15/2016	PHORNSY TO WILLIAM CARLTON FRALICK Married by DAVID R. MORENCY, JUSTICE OF THE PEACE
09/25/2016	JEFFREY EUGENE SHEROFF MICHELLE ARIANA BABAI Married by MENACHEM GURKOW, RABBI OF SHALOH HOUSE	10/16/2016	JASON DEAN ST. LAURENT KRISTEN MARY OTT Married by DENNIS LEE HELMUS, JUSTICE OF THE PEACE
09/30/2016	KAREN E BROWN NICHOLAS ALJERMAINE WARREN Married by ALAN W ULRICH, JUSTICE OF THE PEACE	10/16/2016	LUCAS JASON GORDON ANNA LISETTE MORRISON Married by BENJAMIN MORRISON, ONE DAY SOLEMNIZER
09/30/2016	FRANCISCO M. JAVIER YSABEL JIMENEZ PENA Married by PAUL W. EYSIE, JUSTICE OF THE PEACE	10/18/2016	AMANDA DEMUTH REIDY DANIEL WHITNEY STEVENSON Married by MARTIN T. RICH, JUSTICE OF THE PEACE
10/01/2016	MICHAEL ARTHUR GULLA ELINOR L GALLAHUE Married by STEPHEN S DONOHOE, PRIEST	10/21/2016	JEFFREY GARY WALGREEN CALA ELIZABETH ABT Married by RICHARD MCKINNON JR., ORDAINED MINISTER

# MARRIAGES

10/22/2016	DANA CHRISTIAN ROWEN KERRI BRIDGET KING Married by NANCY G. RAFFERTY, JUSTICE OF THE PEACE	11/11/2016	KENNETH DEAN RANDALL JR. LAURA ANNE FINAMORE Married by THOMAS A WELCH, JUSTICE OF THE PEACE
10/22/2016	WINSTON BERNARD CHRISTIE ZENA ESSELIN COOKE Married by RAYMOND HALL, MEMBER OF THE CLERGY	11/11/2016	WILLIAM BRUCE PORCELLO GINA MARIE MICCICHE Married by WANDA L. WOOD, ONE DAY SOLEMNIZATION
10/22/2016	JOSEPH EDWIN REDNER LINDSEY DIANE KENDRICK Married by MICHAEL MARRAM, JUSTICE OF THE PEACE	11/11/2016	KELLY ANNE RUGGIERO BRYAN EDWARD GLENNON Married by REV MARK D STOREY, PRIEST
10/22/2016	ERIC MICHAEL DEFLAMINIS DIANA RACHEL GIRVAN Married by STEPHEN S. DONOHOE, PRIEST	11/11/2016	EMILY ANNE SCHLEHUBER TIMOTHY M HOGAN Married by JOHN W. O'BRIEN, PRIEST
10/22/2016	WILLIAM BRUCE MANLEY MEGHAN GORHAM RYAN Married by STEPHEN M BOYLE, PRIEST	11/12/2016	MICHELLE MARIE MANI DINKO SLAVCHEV SLAVOV Married by MICHELE R. MULLEN, JUSTICE OF THE PEACE
10/22/2016	HILTON BANNERMAN-WILLIAMS ADWOA MANTEY Married by ROBERTA A. BLACK, JUSTICE OF THE PEACE	11/12/2016	JULIANNE MCDONALD DANIEL K NAVIN Married by REV. EDWARD M. RILEY, CATHOLIC PRIEST
10/24/2016	RUTA MIKELENAS DANIEL MICHAEL O'FLAHERTY Married by MICHELE R. MULLEN, JUSTICE OF THE PEACE	11/12/2016	MICHAEL PATRICK OSHEA ARIANNE ELIZABETH GREENE Married by PATRICK THORNTON, ONE DAY SOLEMNIZER
10/29/2016	ELIZABETH JEAN SULLIVAN EDWARD JAMES YOUMANS Married by JILL MEYER, JUSTICE OF THE PEACE	11/14/2016	AMAL SALIH SALIH WALID KAMAL DAYA Married by PAUL W. ESYIE, JUSTICE OF THE PEACE
10/29/2016	COURTNEY ANN SHEEHAN EUGENE JACKSON Married by PHYLLIS SPIRO, JUSTICE OF THE PEACE	11/18/2016	JOSEPH GERARD SCANNELL SUGEY MERCEDES RONDON REYES Married by MICHELE R. MULLEN, JUSTICE OF THE PEACE
10/29/2016	DENILSON F. SANTOS JOSE CARLOS DE CARVALHO Married by PAUL W. EYSIE, JUSTICE OF THE PEACE	11/19/2016	TAMARA MARGUERITE CASEY DENIS BYAKIKA Married by MICHELE R. MULLEN, JUSTICE OF THE PEACE
10/31/2016	RANA ALKURDI ADAM WEBSTER PERDOMO Married by PAUL W. EYSIE, JUSTICE OF THE PEACE	11/19/2016	DANIEL LINN SHAW SARAH ANN VESEY Married by REV. JOSEPH MAZZONE, PRIEST
11/04/2016	TARYN MARISA SILVER SMITH JUNIOR LORTHE Married by MAUREEN FEENEY, JUSTICE OF THE PEACE	11/23/2016	SHANAGAY KESHAWNA CRAWFORD LADJUAN GUICHARD Married by TROY CRAWFORD, ONE DAY SOLEMNIZATION
11/05/2016	KATHERINE EMMA HEALEY CHRISTOPHER JAMES KEFALAS Married by REV. GREGORY VOZZO, PRIEST	11/23/2016	LAURA APRIL PLUNKETT SHAUN MCLAUGHLIN Married by JOSEF PORTELEKI, JUSTICE OF THE PEACE
11/06/2016	ROBERT MICHAEL WIERZBICKI MARGARET MARY DONNELLY Married by JOSEF PORTELEKI, JUSTICE OF THE PEACE	11/26/2016	RONALD GUINAN SR. NANCY M GUINAN Married by JOHN F. SUGDEN, JR., JUSTICE OF THE PEACE
11/07/2016	STEPHEN PATRICK SMITH ELENA GREENFIELD Married by MARTIN D. CONROY, JUSTICE OF THE PEACE	11/26/2016	JOYCE MARIE CONNOLLY ROBERT GARY KOGER Married by REV. JEAN PIERRE AUBIN, PRIEST

# MARRIAGES

12/03/2016 THERESA R DELUCA  
JAMES A GANNON  
Married by THOMAS A. WELCH, JUSTICE OF THE PEACE

12/03/2016 IVY JIANG  
VALERY VODONOS  
Married by MICHELE R. MULLEN, JUSTICE OF THE PEACE

12/05/2016 HERNAN JOSE RODRIGUEZ  
JULIANA GIRALDO  
Married by FLOR E. BELTRAN, JUSTICE OF THE PEACE

12/07/2016 KELLY MARIE DONNELLY  
EDSON DE SOUSA MACEDO  
Married by BEVERLY ANN BONNER, JUSTICE OF THE PEACE

12/09/2016 MARIELI PASTORIO  
MAURICIO SERRA CAMPOS  
Married by PAUL W. EYSIE, JUSTICE OF THE PEACE

12/11/2016 RICHARD N. TAMER  
CHRISTINE SUCCAR  
Married by REV. JOSEPH DAIIF, PRIEST

12/17/2016 MARISA NICOLI  
ROGERIO PEREIRA  
Married by DARIO GALVAO, JUSTICE OF THE PEACE

12/18/2016 HOLLY MARIE MATHAISEL  
STEVEN CARL WEBSTER  
Married by ANTHONY T. VISCONTI, JUSTICE OF THE PEACE

12/20/2016 MULLER ANSELME  
CHRISTIANE PIERRE  
Married by MICHELE R. MULLEN, JUSTICE OF THE PEACE

12/21/2016 STEVEN GEORGE SALENIK-RACCUJA  
XUEDA JU  
Married by BEVERLY ANN BONNER, JUSTICE OF THE PEACE

12/22/2016 ROBIN SANDRA GALLANT  
JOHN STEWART TWISS  
Married by ALEX GEOURNTAS, JUSTICE OF THE PEACE

12/24/2016 SEBASTIAO DIVINO DE SOUZA  
PAMELA ELAINE BLACK  
Married by PAUL W EYSIE, JUSTICE OF THE PEACE

12/27/2016 WILLIAM FRANK KUESTER IV  
NICOLE MARIE GUINAN  
Married by PAUL W EYSIE, JUSTICE OF THE PEACE

12/30/2016 JOSEPH PATRICK IADONISI  
KATIE DYPNA PATRICIA KENNY  
Married by REV EDWARD M RILEY, CATHOLIC PRIEST

12/30/2016 MEGHAN ALYSSA DUBY  
MATTHEW RYAN LEDWELL  
Married by BARBARA F DUBY, SOLEMNIZER

12/30/2016 CHRISTOPHER JOSEPH ALLEN  
MICHELLE LEIGH DIRENZO  
Married by JOSEPH T NICKLEY JR, DEACON

# DEATHS

## Vital Statistics

- 218 Were residents whose death occurred in Norwood.
- 352 Were non-residents of Norwood whose death occurred in Norwood.
- 82 Were residents of Norwood whose death occurred in other towns.
- 652 Total Number of Deaths

## DEATHS RECORDED IN THE TOWN OF NORWOOD - 2016

01/03/2016	JENNIE E CIULLA	100 YEARS	01/30/2016	JOAN A CANNON	83 YEARS
01/04/2016	FRANCES E EPPICH	82 YEARS	01/30/2016	AMANDIO FONSECA PINTO	66 YEARS
01/04/2016	MARION K PERRY	85 YEARS	01/31/2016	NICHOLAS NOUN	80 YEARS
01/05/2016	HELEN FRANCES CONROY	95 YEARS	02/01/2016	WILLIAM A DENNIS	70 YEARS
01/05/2016	GEORGE R PINKHAM	61 YEARS	02/01/2016	FREDERICK W RICE III	87 YEARS
01/06/2016	IWAR BUCK	83 YEARS	02/02/2016	BRIAN J BRADY	49 YEARS
01/06/2016	RALPH F WHELAN III	79 YEARS	02/02/2016	MARSHALL S WILKINS	90 YEARS
01/07/2016	ANTONETTA R TROILO	95 YEARS	02/04/2016	MAUREEN T CONCANNON	89 YEARS
01/08/2016	GERALD MONAGHAN	62 YEARS	02/04/2016	DONALD HAMLIN	62 YEARS
01/08/2016	JEANNETTE E RYBERG	86 YEARS	02/04/2016	JOYCE A MCCARTHY	85 YEARS
01/09/2016	JUDITH C O'NEIL	69 YEARS	02/04/2016	GERARD L RYLE	65 YEARS
01/09/2016	THERESA L SZLACHTA	62 YEARS	02/05/2016	MARJORIE A BAKER	81 YEARS
01/10/2016	ANGELINE C DENNY	88 YEARS	02/05/2016	FLORENCE C BARNETT	71 YEARS
01/10/2016	ANN E DONOVAN	99 YEARS	02/05/2016	JOHN BUCHANIO, JR	78 YEARS
01/10/2016	NATASHA ZIU	66 YEARS	02/05/2016	WILLIAM R COKER	46 YEARS
01/10/2016	GEORGE ZUCKERMAN	89 YEARS	02/05/2016	DENNIS G TRAYERS	83 YEARS
01/11/2016	KENNETH H CLARK	83 YEARS	02/07/2016	LAWRENCE W DOHERTY	57 YEARS
01/11/2016	FERDINAND JOSEPH KERN JR	98 YEARS	02/07/2016	MARY JANE DONADIO	66 YEARS
01/11/2016	PETER GEORGE LOWN	63 YEARS	02/07/2016	MARY MACKAY EARLY	98 YEARS
01/12/2016	PAUL F WANECEK	66 YEARS	02/07/2016	ELLEN MAKRINIKOLAS	85 YEARS
01/13/2016	WILLIAM BLAISDELL HARDING	90 YEARS	02/07/2016	ROGER PIERRE	93 YEARS
01/14/2016	THELMA R MULLEN	94 YEARS	02/07/2016	DANIEL J THERRIAULT	75 YEARS
01/15/2016	MARY L WEBBER	77 YEARS	02/07/2016	MARY PHYLLIS LONGVAL	73 YEARS
01/16/2016	DIANA A HEARNE	95 YEARS	02/09/2016	CATHERINE T CHAMPA	86 YEARS
01/16/2016	JOSEPH E MALINOWSKI JR	57 YEARS	02/09/2016	DONALD A HURTER	93 YEARS
01/16/2016	ROBERT JOEL NAUGHTON	65 YEARS	02/09/2016	MARYANNE TROIANO	55 YEARS
01/17/2016	LAUREN MARIE MURRAY	30 YEARS	02/10/2016	CAROLE J BALABANIS	76 YEARS
01/18/2016	ANN T MICELOTTI	90 YEARS	02/10/2016	CECILE C BOYCE	83 YEARS
01/19/2016	WARREN J GIAMPIETRO	81 YEARS	02/10/2016	ANN F MAHONEY	91 YEARS
01/19/2016	IRENE R KOREN	85 YEARS	02/11/2016	JONNA L MALTON	65 YEARS
01/20/2016	PATRICK A GASBARRO	98 YEARS	02/13/2016	ANNMARIE CIMENO	58 YEARS
01/21/2016	JEAN M AYAN	82 YEARS	02/13/2016	NEIL J CRONIN	85 YEARS
01/22/2016	ROBERT G CARVER	77 YEARS	02/13/2016	HELEN A KLOSOWSKI	92 YEARS
01/24/2016	DONNA M MASON	71 YEARS	02/13/2016	THERESA M PATSOS	88 YEARS
01/24/2016	RICHARD M ROCHE, SR	90 YEARS	02/13/2016	OCTAVIUS W VENTEROSA	92 YEARS
01/24/2016	VIRGINIA M THERRIAULT	73 YEARS	02/14/2016	ROBERT JOHN BRAZIL	73 YEARS
01/25/2016	RANDALL S BOURNE	64 YEARS	02/14/2016	MARGARET M DANOVICH	72 YEARS
01/26/2016	THOMAS P LYDON	86 YEARS	02/14/2016	ELEANOR L VENEDAM	72 YEARS
01/26/2016	RICHARD M SCOTT	86 YEARS	02/15/2016	ROBERT GARDNER	63 YEARS
01/27/2016	SHELIA A HENNESSEY	65 YEARS	02/15/2016	BRIDGET T OMALLEY	89 YEARS
01/27/2016	ROBERT J MINTZ	53 YEARS	02/15/2016	DAVID RUSSELL WALCH	52 YEARS
01/27/2016	MARY POWERS	100 YEARS	02/16/2016	JOAO AFONSO	87 YEARS
01/28/2016	PAUL E FLEMING	77 YEARS	02/16/2016	EVA I GHIZZONI	93 YEARS
01/28/2016	JAMES F WALDRON	92 YEARS	02/16/2016	NICHOLAS PAUL SHERMAN	22 YEARS
01/29/2016	MILO IGERSCHEIMER	97 YEARS	02/17/2016	CHRISTINE KARIOTIS	90 YEARS
01/29/2016	ROBERT F PRAINO	89 YEARS	02/17/2016	KATHLEEN R MCKENNA	65 YEARS
01/29/2016	THERESA K WILSON	86 YEARS	02/18/2016	ELIZABETH A CLARKIN	82 YEARS
			02/19/2016	RAYMOND DEBLOIS	38 YEARS
			02/20/2016	SCHANEQUE E BARROWS	40 YEARS
			02/20/2016	EDWIN T MCNAMARA	92 YEARS
			02/21/2016	DOROTHY MAE MELSKY	85 YEARS
			02/21/2016	JOHN P MORAN	84 YEARS
			02/22/2016	MARY F SCANLON	87 YEARS
			02/23/2016	NUNZIO A GOBBI	87 YEARS
			02/23/2016	DOUGLAS W NOONAN	62 YEARS

# DEATHS

02/23/2016	SIOMNE JEANNE RE	92 YEARS	03/18/2016	JOSEPHINE GATTO	95 YEARS
02/24/2016	ELMO A FREDA	85 YEARS	03/19/2016	MARY ELIZABETH JACKSON	61 YEARS
02/24/2016	RICHARD SAMUEL PHILLIPS	91 YEARS	03/19/2016	RITA M MILLER	88 YEARS
02/25/2016	STANDISH KING ALLEN	90 YEARS	03/19/2016	MARION R VERBICKAS	88 YEARS
02/25/2016	NORMAN ALPERT	84 YEARS	03/20/2016	CHARLES S BROWN, SR	86 YEARS
02/26/2016	MARY C CURRAN	88 YEARS	03/20/2016	GINA COLELLA	83 YEARS
02/26/2016	JANE F DAVOCK	85 YEARS	03/21/2016	LENA TERESA IAFOLLA	90 YEARS
02/26/2016	JEAN P SWEENEY	77 YEARS	03/21/2016	ALEXANDER JACKSON	25 YEARS
02/28/2016	CARLA J CYR	56 YEARS	03/21/2016	PATRICK F MCDONALD	57 YEARS
02/28/2016	CHRISTOPHER G GEWLAS	89 YEARS	03/23/2016	ROBERT GEORGE CURRIER, JR	72 YEARS
02/28/2016	DORA BELL GILSON	97 YEARS	03/23/2016	KEVIN JOSEPH SKLARSKI	53 YEARS
02/28/2016	LUCY MAE KEEFE	92 YEARS	03/24/2016	SOL KATNO	84 YEARS
02/29/2016	MARY A DONOVAN	87 YEARS	03/24/2016	ELSIE MAE KLITZ	82 YEARS
02/29/2016	LEON OSHRY	91 YEARS	03/25/2016	LORETTA R SHARGABIAN	85 YEARS
02/29/2016	JULES JACOB SCHWARTZ	83 YEARS	03/26/2016	GWOCK MOON GOON	84 YEARS
03/01/2016	CAROLE MARIE COURTNEY	79 YEARS	03/26/2016	MICHAEL H OUMET	62 YEARS
03/01/2016	SHIRLEY H SANTOSPAGO	88 YEARS	03/28/2016	DIANE M FREMAULT	52 YEARS
03/02/2016	CLAIRE M HENNESSY	87 YEARS	03/28/2016	RICHARD CORY KUGLER	85 YEARS
03/02/2016	JOHN K LANIGAN	66 YEARS	03/28/2016	LILLIAN A RICKARD	88 YEARS
03/02/2016	JOHN HENRY MCDADE III	45 YEARS	03/28/2016	BRENDAN DANIEL SHEA	34 YEARS
03/03/2016	NANCY P WHELAN	81 YEARS	03/29/2016	ANNE T BLUNDELL	87 YEARS
03/04/2016	DAVID C FULLER	63 YEARS	03/30/2016	BRUCE G HOLLAND	55 YEARS
03/04/2016	RITA G MANNING	74 YEARS	03/30/2016	MARIE ANN SWANSON	94 YEARS
03/04/2016	MARIE R NIELSEN	92 YEARS	03/30/2016	CRAIG R TOWNE	56 YEARS
03/05/2016	MARK J BRIDGEO	60 YEARS	03/31/2016	JUDITH A WILSON	53 YEARS
03/05/2016	ROBERT J CROSSEN, SR	87 YEARS	04/01/2016	LOUIS J COLUMBO	92 YEARS
03/05/2016	LEONA MELINA LANDON	104 YEARS	04/01/2016	SIMMONE LIWAI	69 YEARS
03/06/2016	HELEN CARLSON	102 YEARS	04/02/2016	PAUL E NARBUT	75 YEARS
03/06/2016	MARGARET M DANAHER	90 YEARS	04/02/2016	JASON NEAL PROMAN	77 YEARS
03/06/2016	PETER M FLEMING	80 YEARS	04/05/2016	LUQIN WANG	72 YEARS
03/06/2016	WINIFRED ELISE INGHAM	98 YEARS	04/07/2016	MARGARET VIRGINIA HERRITY	88 YEARS
03/07/2016	JOHN F CAREY	79 YEARS	04/08/2016	JOHN W ANDERSON	62 YEARS
03/07/2016	JEAN ELIZABETH HOUCK	53 YEARS	04/09/2016	LANCE D LEFEVER	70 YEARS
03/07/2016	PAUL SHEIBER	82 YEARS	04/10/2016	STEPHEN G DOBBINS	48 YEARS
03/08/2016	ELEANOR P TERPSTRA	86 YEARS	04/10/2016	JAMES M FRASCA	53 YEARS
03/09/2016	CALVIN F ALDEN	81 YEARS	04/10/2016	PRUDENCE HELEN PAINE	77 YEARS
03/10/2016	DEBORAH J JOCUS	61 YEARS	04/10/2016	MARK CHRISTOPHER WELCH	44 YEARS
03/11/2016	ANTHONY G ANTONELLIS	80 YEARS	04/11/2016	ARLENE P DARDANO	88 YEARS
03/11/2016	KENNETH WILLIAM LIEBER	76 YEARS	04/11/2016	MARY LOUISE GLENNON	83 YEARS
03/11/2016	RONALD F MUEHLBERGER	81 YEARS	04/11/2016	WILLIAM J HELMBOLDT	71 YEARS
03/11/2016	GREGG E SCHADE	55 YEARS	04/12/2016	FRANCES C FRENETTE	59 YEARS
03/11/2016	SYLVIA M STANTON	93 YEARS	04/12/2016	GERALD P WEBSTER	87 YEARS
03/12/2016	JAMES A PILLION	63 YEARS	04/13/2016	JUSTIN B ELLIS	22 YEARS
03/12/2016	MARY A WARD	99 YEARS	04/14/2016	HUNAIN Y KARWASHAN	87 YEARS
03/13/2016	SILVIO ACOSTA	75 YEARS	04/14/2016	THEODORE J PRIMPAS	65 YEARS
03/13/2016	ALAN HENRY BROWN	90 YEARS	04/15/2016	STEPHANIE M BABEL	95 YEARS
03/14/2016	SHIRLEY M O'DONNELL	91 YEARS	04/15/2016	FRANCIS J MACADAM, SR	89 YEARS
03/14/2016	EDISON LEANDRO TEJEDA	28 YEARS	04/15/2016	GEORGIA METAXAS	93 YEARS
03/15/2016	ANNA M TESSITORE	82 YEARS	04/16/2016	MICHAEL J COOTE	48 YEARS
03/17/2016	JOHN L ALLEN	92 YEARS	04/17/2016	LAWRENCE A COLETTA	90 YEARS
03/17/2016	FREDERICK S FROMMELT JR	69 YEARS	04/17/2016	HERMAN KERN	87 YEARS
03/17/2016	JOAN T HOMMEL	89 YEARS	04/18/2016	LORRAINE M HUDSON	86 YEARS
03/17/2016	MIMI A RISKALLA	82 YEARS	04/18/2016	STEPHEN A KOZAK	61 YEARS
03/17/2016	HARRY O WOOLLEY	86 YEARS	04/18/2016	FRANCES A VARANO	71 YEARS
03/18/2016	JOHN B GATELY	75 YEARS	04/20/2016	MARY MILDRED BYRNE	89 YEARS

# DEATHS

04/20/2016	BERYL WINIFRED SWIATKOWSKI	92 YEARS	05/19/2016	ABRAHAM GEORGE	69 YEARS
04/21/2016	MAXINE K MCKEOWN	73 YEARS	05/19/2016	LOUIS E HAIN, JR	85 YEARS
04/22/2016	ALLEN NICHOLS BAKER	92 YEARS	05/19/2016	JILL RIDGE	77 YEARS
04/23/2016	JODI L MARKS	41 YEARS	05/21/2016	ROBERT J AHERN	81 YEARS
04/23/2016	ROGER H SMITH	82 YEARS	05/21/2016	VINCENT KASAUSKAS	88 YEARS
04/24/2016	FRANK J GUALTIERI, SR	94 YEARS	05/22/2016	CLIFFORD M ROSE	51 YEARS
04/24/2016	JUNE M ORLANDO	82 YEARS	05/23/2016	VITO IESSI	82 YEARS
04/25/2016	MURIEL H BERG	87 YEARS	05/25/2016	PAUL J BAILEY	49 YEARS
04/25/2016	HAROLD ARTHUR BERGSTROM	85 YEARS	05/25/2016	WALTER E CASEY, JR	91 YEARS
04/25/2016	RODMAN E HACKER	91 YEARS	05/25/2016	JANE M NADO	73 YEARS
04/25/2016	JOAO R MARTINS	80 YEARS	05/25/2016	SANDRA PARROW	60 YEARS
04/26/2016	DORIS M DALY	81 YEARS	05/25/2016	DOROTHY ANNA SODERLIND	93 YEARS
04/26/2016	RAGNAR J IDMAN	85 YEARS	05/25/2016	ROSE P VITALE	90 YEARS
04/28/2016	EVELYN CHARLOTTE ANTHONY	82 YEARS	05/26/2016	ROBERT ARTHUR ARNOLD	92 YEARS
04/29/2016	MARY M CRONIN	80 YEARS	05/26/2016	RALPH S BLANCHARD, JR	90 YEARS
04/29/2016	RAYMOND PAUL LETOURNEAU	87 YEARS	05/26/2016	DELORES R LADISA	81 YEARS
04/30/2016	RUTH C BARDOL	87 YEARS	05/26/2016	JAMES PATRICK LAWLESS	80 YEARS
04/30/2016	JOHN J FITZGERALD, JR	88 YEARS	05/27/2016	MARY A LUCCHESI	92 YEARS
04/30/2016	LEON JONES	58 YEARS	05/28/2016	PAULINE F BANDONI	88 YEARS
04/30/2016	LYUSYA KASPAROVA	101 YEARS	05/28/2016	PRADIP K MITRA	81 YEARS
04/30/2016	MARGARET LOUISE PENDLEBURY	79 YEARS	05/30/2016	EDNA L LAZARO	91 YEARS
05/01/2016	RICHARD F CLANCY	61 YEARS	06/01/2016	HAJE SALMAN	75 YEARS
05/01/2016	CARL F CROCKETT	62 YEARS	06/02/2016	DOROTHEA M HINES	98 YEARS
05/01/2016	PHYLLIS R DENARO	87 YEARS	06/02/2016	ANDREW P MONETTE	94 YEARS
05/01/2016	PAULA M OBRIEN	55 YEARS	06/02/2016	LORETTA A MORSE	80 YEARS
05/02/2016	JOSEPH P HADAYIA	39 YEARS	06/03/2016	DAINE M MALONE	77 YEARS
05/02/2016	GERALDINE E WHITE	82 YEARS	06/04/2016	ALFRED JOHN GLODDY, JR	33 YEARS
05/04/2016	ALAN R POLIAKOFF	67 YEARS	06/05/2016	BRIAN V CHIERUS	58 YEARS
05/04/2016	JOSEPHINE M SANTORO	89 YEARS	06/05/2016	ELAINE T GARDNER	83 YEARS
05/05/2016	ELIZABETH ANN YOUNG	84 YEARS	06/06/2016	LILLIAN H PERNOCK	91 YEARS
05/07/2016	MARY E GANNON	74 YEARS	06/06/2016	LORRAINE F THOMAS	83 YEARS
05/08/2016	ANTHONY RICARDO RUST	71 YEARS	06/07/2016	STERLING S SAUNDERS	90 YEARS
05/08/2016	MARIE SHAKER	85 YEARS	06/08/2016	BENJAMIN S STIMER	38 YEARS
05/08/2016	DAVID EDWARD WELCH	86 YEARS	06/09/2016	LORRAINE MARTHA ALLEN	98 YEARS
05/09/2016	ESTHER F BASCOMBE	97 YEARS	06/09/2016	SCOTT MORGAN	47 YEARS
05/09/2016	VELIA CAVIASCA	80 YEARS	06/10/2016	CHARLES AMBROSE GALLANT	79 YEARS
05/09/2016	PAUL J LANNIGAN	52 YEARS	06/10/2016	MICHELE A PATTERSON	57 YEARS
05/10/2016	STELLA J ARDAGNA	91 YEARS	06/10/2016	MARIE VIOLET PICOZZI	90 YEARS
05/10/2016	NORA WALSH	93 YEARS	06/11/2016	YVETTE M GIARRUSSO	92 YEARS
05/11/2016	ROBERT A DIGIANFELICE	73 YEARS	06/11/2016	RICHARD J PATON	65 YEARS
05/11/2016	WILLIAM HAYES	54 YEARS	06/13/2016	SHIRLEY M COTTO	72 YEARS
05/11/2016	JAMES HOOKER, JR	81 YEARS	06/13/2016	RICHARD GRAHAM, JR	59 YEARS
05/11/2016	ROBERT MARSHALL	80 YEARS	06/14/2016	JEANNE R GREENLEAF	63 YEARS
05/13/2016	JOHN F MONAHAN	87 YEARS	06/15/2016	KATHY A OWENS	68 YEARS
05/14/2016	TRUNG HUA	86 YEARS	06/15/2016	MORRIS SPIEGEL	94 YEARS
05/14/2016	DORIS M REARDON	85 YEARS	06/15/2016	WILLIAM M SWANSON	89 YEARS
05/15/2016	VERNON WEST LOVEITT, JR	69 YEARS	06/16/2016	EMALINE M EAKLE	86 YEARS
05/15/2016	LEO J MAHONEY	66 YEARS	06/17/2016	JAMES A BRUNE	54 YEARS
05/16/2016	BARBARA P CALNAN	91 YEARS	06/17/2016	RAYMOND F PECK	89 YEARS
05/16/2016	VIRGINIA CASH-KEMP	76 YEARS	06/17/2016	EARL W SOPER	89 YEARS
05/16/2016	RICHARD S OREHOTSKY	78 YEARS	06/18/2016	RENEE JEAN ADAMSON	51 YEARS
05/18/2016	JUDITH E BEKSHA	78 YEARS	06/18/2016	ANNA M DUHAIME	86 YEARS
05/18/2016	NINNETTE E GRUSHESKI	91 YEARS	06/19/2016	MAE E COUGHLIN	94 YEARS
05/18/2016	CHRISTINE M NOUN	74 YEARS	06/20/2016	MARCIA AUFIERO	67 YEARS
05/19/2016	SANG K CHO	85 YEARS	06/20/2016	ROBERT LEE WILLIAMS	62 YEARS

# DEATHS

06/21/2016	DANIEL J DEYESSO	89 YEARS	07/23/2016	ROY R OHLSON	93 YEARS
06/21/2016	ALBERT C KAZULIS	93 YEARS	07/23/2016	JOSEPH M PERELLA	77 YEARS
06/24/2016	DOREEN A KIMBALL	68 YEARS	07/24/2016	DARRELL F ALBEE	93 YEARS
06/24/2016	ERNA A NETHERCOTE	95 YEARS	07/24/2016	MILDRED HANNAH JOSEPH	91 YEARS
06/25/2016	RITA L COSTELLO	88 YEARS	07/25/2016	ROBERT A BARRY	64 YEARS
06/25/2016	HAROLD E CURRAN	93 YEARS	07/28/2016	MARLENE R CARLSON	75 YEARS
06/25/2016	SEAN M DIXON	68 YEARS	07/28/2016	CHARLES EDWARD FOLEY	77 YEARS
06/25/2016	VALERIE J GOULD	63 YEARS	07/28/2016	LOIS M MCGRATH	83 YEARS
06/25/2016	PEARL MEREDITH	86 YEARS	07/28/2016	JOHN G MCNAMARA	70 YEARS
06/25/2016	MARGARET C MULLALEY	83 YEARS	07/29/2016	NANCY E CURLEY	79 YEARS
06/26/2016	ROSEMARIE A CALLAHAN	76 YEARS	07/29/2016	ANTIA M PINTO	90 YEARS
06/26/2016	JOHN G LENTINE	82 YEARS	07/30/2016	MARGARET E ALBEE	90 YEARS
06/26/2016	PATRICIA F PACKEY	88 YEARS	07/31/2016	MARY P FRIEDMANN	91 YEARS
06/26/2016	FREDERIC A ROTHERY	93 YEARS	07/31/2016	THOMAS R HENNESSY	83 YEARS
06/27/2016	JOSHUA O. DOYENI	9 DAYS	07/31/2016	JOSEPH V KREMER	86 YEARS
06/28/2016	XIAN LIM	15 YEARS	07/31/2016	BARBARA A LAWSON	75 YEARS
06/28/2016	ELIZABETH A MACDONALD	84 YEARS	08/01/2016	JOSEPH S MOSES	29 YEARS
06/28/2016	GEETHA MURALI	48 YEARS	08/01/2016	GLORIA L REYNOLDS	87 YEARS
06/28/2016	LIBBY RAYMOND	81 YEARS	08/02/2016	HAROLD J KANE JR	86 YEARS
07/01/2016	MARY BARBARA COLLINS	86 YEARS	08/02/2016	JOSEPH MCCRAY	73 YEARS
07/01/2016	DONLAD M STAPLETON, SR	84 YEARS	08/02/2016	PATRICIA L MOGAN	65 YEARS
07/02/2016	RAYMOND L ALLISON	84 YEARS	08/03/2016	BERNATH B KOHN	88 YEARS
07/02/2016	MARJORIE COHEN	89 YEARS	08/04/2016	SUBODH RANJAN BHAUMIK	78 YEARS
07/03/2016	LENA R NORDSTROM	97 YEARS	08/04/2016	VINCENT R GRASSIA	91 YEARS
07/04/2016	FRANCES A CIACIA	87 YEARS	08/05/2016	JOHN J MCKENZIE SR	84 YEARS
07/04/2016	MARIE A COOK	78 YEARS	08/05/2016	NANCY A PAQUIN	76 YEARS
07/05/2016	SCOLASTICA CIVITARESE	94 YEARS	08/05/2016	JOHN D PHELAN	74 YEARS
07/05/2016	JOSEPH P COLLERAN	77 YEARS	08/05/2016	CONSTANTINE SOUGARIDES	87 YEARS
07/05/2016	MURIEL GREEN	87 YEARS	08/05/2016	RUTHE F STARR	92 YEARS
07/06/2016	MARY A BODGE	85 YEARS	08/06/2016	STANLEY P PLANTON SR	93 YEARS
07/07/2016	KAREN L MCHENZIE	54 YEARS	08/07/2016	KATHLEEN E FRANTELLO	72 YEARS
07/07/2016	QUINT T WILSON	51 YEARS	08/07/2016	MARGARET A MALACARIA	91 YEARS
07/08/2016	JOYCE L COTE	85 YEARS	08/07/2016	SIDNEY BARRY WOOD	80 YEARS
07/09/2016	PATRICIA L TINCLER	92 YEARS	08/08/2016	MARGARET F FRAWLEY	97 YEARS
07/09/2016	AURISE M WARFIELD	68 YEARS	08/10/2016	JAMES L GALLAGHER JR	53 YEARS
07/10/2016	MARILYN R BELSON	85 YEARS	08/10/2016	MICHAEL A HOPPS	60 YEARS
07/10/2016	FLORENCE M CAMPBELL	92 YEARS	08/11/2016	SANDRA A CARCHEDI	75 YEARS
07/11/2016	MARY B DEEB	92 YEARS	08/11/2016	FRANK JAKLITSCH	61 YEARS
07/12/2016	LEONARD A LEBLANC, SR	83 YEARS	08/11/2016	MICHAEL D MACPHEE III	57 YEARS
07/13/2016	BROOKS BRADFORD MAXWELL	85 YEARS	08/13/2016	MILYA LIVSHITS	101 YEARS
07/14/2016	CLARA CAVANAUGH	88 YEARS	08/14/2016	PATRICIA LOUISE HISLOP	75 YEARS
07/14/2016	JAMES L SPICER	85 YEARS	08/14/2016	JOHN LAWRENCE MOGAN III	69 YEARS
07/15/2016	MARIE A BUNKER	83 YEARS	08/15/2016	OLGA T HURLEY	87 YEARS
07/16/2016	HELEN P KELLEY	89 YEARS	08/16/2016	BARBARA A FENOCKETTI	74 YEARS
07/16/2016	KENNETH E POIRIER	95 YEARS	08/17/2016	JOHN FRANCIS BILODEAU SR	78 YEARS
07/17/2016	CHARLES S AGNEW	88 YEARS	08/17/2016	DIXIE E DONOVAN	92 YEARS
07/17/2016	CHRISTOPHER P MCLEAN	56 YEARS	08/17/2016	GARY RICHARD MAUS	75 YEARS
07/18/2016	BARBARA ANN SEGEL	80 YEARS	08/18/2016	PRISCILLA A PRAUGHT	85 YEARS
07/20/2016	HYLIE WILBERT HUTCHENS, JR	77 YEARS	08/20/2016	ROMAN GRIGORYAN	80 YEARS
07/20/2016	MARY BARBARA HYNES	79 YEARS	08/20/2016	FRED THOMAS WILLETT	87 YEARS
07/21/2016	MICHAEL BULAVKO	95 YEARS	08/21/2016	EDWARD ABRAM OTTING	91 YEARS
07/21/2016	KATHLEEN M. WHITE	93 YEARS	08/21/2016	MATTHEW J SILVA	62 YEARS
07/22/2016	JOHN A KENNEDY	59 YEARS	08/23/2016	SHIRLEY J CORNICK	87 YEARS
07/23/2016	ANNE M GERONDEAU	81 YEARS	08/23/2016	WILLIAM CROWELL	59 YEARS
07/23/2016	ROBERTO MOREIRA DE PAULA	40 YEARS	08/25/2016	MARION A KEHOE	87 YEARS

# DEATHS

08/26/2016	FRANCIS J LAZDOWSKY	61 YEARS	10/03/2016	WILLIAM VINCENT HURLEY	78 YEARS
08/28/2016	LAWRENCE CHARLES GITTELMAN	68 YEARS	10/03/2016	KENNETH FRANCIS O'NEIL	92 YEARS
08/28/2016	VALTER M SANITAGO	54 YEARS	10/03/2016	MONIKA M SLAZINIK	70 YEARS
08/28/2016	LINDA SONGIN	65 YEARS	10/03/2016	DONNA M. WALLACE	62 YEARS
08/28/2016	NICHOLAS R TESSITORE	84 YEARS	10/04/2016	MELBA CABANAS	60 YEARS
08/29/2016	HELEN BAIZMAN	98 YEARS	10/04/2016	DONALD M CHAMBERS	80 YEARS
08/29/2016	JOANNE M BERNEBURG	76 YEARS	10/04/2016	ROGER ELISE	55 YEARS
08/29/2016	AUDREY J CORMIER	95 YEARS	10/05/2016	PAULA GREEN	70 YEARS
08/29/2016	RENE MAENHOUT	78 YEARS	10/07/2016	JEANNE MARIE FLAMAN	89 YEARS
08/30/2016	RAYMOND D ALVAREZ	85 YEARS	10/07/2016	MADELINE A MILLER	95 YEARS
08/31/2016	GERTRUDE E KELLY	96 YEARS	10/10/2016	LAWRENCE A GILLIS	93 YEARS
08/31/2016	MARY L MCGRATH	86 YEARS	10/10/2016	ALICE YEE HING HONG	87 YEARS
09/01/2016	JOHN EDWARD ALLISON	81 YEARS	10/10/2016	NIKHIL V SHAH	82 YEARS
09/01/2016	DOROTHEA FRASER	90 YEARS	10/11/2016	CHANDER PRABHA	65 YEARS
09/01/2016	PERIKLI PRIFTI	82 YEARS	10/13/2016	MAGDA BLAISE	50 YEARS
09/01/2016	AUDREY COLBY WETZLER	96 YEARS	10/15/2016	DAVID J RICH	40 YEARS
09/02/2016	HARRIET ELLEN COWAN	83 YEARS	10/17/2016	ANTHONY WILLIAM CROWE	33 YEARS
09/03/2016	AUGUSTA CANEJA	88 YEARS	10/17/2016	DANIEL W FRODYMA	36 YEARS
09/04/2016	SHIRLEY A CANNATA	81 YEARS	10/17/2016	DIANE J WHITE	73 YEARS
09/06/2016	JOHN VICTOR SALVI	68 YEARS	10/18/2016	LORRAINE CHIN	84 YEARS
09/06/2016	JOHN R WHITNEY JR	92 YEARS	10/19/2016	NATALIE M FAY	88 YEARS
09/07/2016	MARION E BUFTON	99 YEARS	10/20/2016	NANCY MARY BRADLEY	66 YEARS
09/07/2016	GILBERTO COLONETTE JR.	78 YEARS	10/20/2016	KATHLEEN BRESSETTE	85 YEARS
09/09/2016	DOROTHY CHONOLES	87 YEARS	10/20/2016	RICHARD S CONCILIO	51 YEARS
09/11/2016	KAREN I DONNELLY	75 YEARS	10/20/2016	DOMENICA M DEFELICE	85 YEARS
09/11/2016	DEBORAH WILLIAMS	60 YEARS	10/21/2016	EUGENE DENNIS BEAUPRE SR.	94 YEARS
09/12/2016	MARY J GRASSIA	88 YEARS	10/21/2016	HENRY J BLACK	76 YEARS
09/12/2016	GEORGE H WENSTROM	83 YEARS	10/21/2016	HERBERT G LANDRY SR.	87 YEARS
09/14/2016	JOHN PAUL DEGNAN	87 YEARS	10/22/2016	SYLVIA MONTANARO	94 YEARS
09/14/2016	CLAUDIA M EYSIE	97 YEARS	10/22/2016	LEO DANIEL TOPJIAN JR.	52 YEARS
09/15/2016	EVELYN M MCNAMEE	87 YEARS	10/23/2016	IRENE N WHOOLEY	94 YEARS
09/15/2016	LOUISE M MESSITT	94 YEARS	10/24/2016	TERESA M CONNORS	59 YEARS
09/15/2016	JAMES MERVYN WATSON	98 YEARS	10/24/2016	MARGARET O'ROURKE	83 YEARS
09/17/2016	WILLIAM M GRIFFIN	81 YEARS	10/25/2016	PAUL JOSEPH ANDERSON	59 YEARS
09/19/2016	MARGARET A GOODE	88 YEARS	10/25/2016	GEORGE EDWARD ARNOLD	70 YEARS
09/19/2016	EVELYN A WASHINGTON	59 YEARS	10/25/2016	RONALD J FOSTER	78 YEARS
09/20/2016	MINYUI HSIN	91 YEARS	10/26/2016	PAULINE ANN CAPOBIANCO	90 YEARS
09/20/2016	JEAN M MULLOY NEE	80 YEARS	10/26/2016	HERMAN EVERETT THOMAS	90 YEARS
09/22/2016	EDMUND HENRY FLOREK	81 YEARS	10/27/2016	BERTRAM KRASSIN	91 YEARS
09/23/2016	MARY G COCCHIARA	96 YEARS	10/27/2016	RUTH POWERS SPINALE	83 YEARS
09/24/2016	EDITH ALICE BUCK	87 YEARS	10/28/2016	GERARD E COMEAU	86 YEARS
09/24/2016	MARY MARGARET HOWLEY	74 YEARS	10/28/2016	EILEEN P CRONIN	79 YEARS
09/24/2016	MIRIAM WILLIS	93 YEARS	10/28/2016	JOHN R FOSTER	63 YEARS
09/26/2016	JACQUELINE WYNNE	70 YEARS	10/28/2016	ROBERT J QUINN	80 YEARS
09/28/2016	WENDY JANE BURNS	51 YEARS	10/29/2016	FLOYD JOSEPH CORMIER	95 YEARS
09/28/2016	JOAN M FOLEY	76 YEARS	10/30/2016	ANDREA CICO	71 YEARS
09/29/2016	GEORGE R. AUGENSTENE JR.	86 YEARS	10/30/2016	JOHN J JANSKY SR.	82 YEARS
09/29/2016	MARIE T. DEMAYO	88 YEARS	10/31/2016	MADELINE CAHALY	99 YEARS
09/29/2016	HENRY J ENO SR.	84 YEARS	10/31/2016	ANNA N GAIGAL	89 YEARS
10/01/2016	JAMES G GRADY	79 YEARS	11/01/2016	FRANCIS A BARRON	86 YEARS
10/01/2016	ANTONIO ORTIZ	90 YEARS	11/01/2016	RICHARD WALSH	89 YEARS
10/02/2016	CHRISTOPHER T FLYNN	35 YEARS	11/02/2016	FRANCIS M CONNELLY	88 YEARS
10/02/2016	JULIA J HART	93 YEARS	11/02/2016	ROBERT MICHAEL MIENSCOW	90 YEARS
10/02/2016	MARIO A IAFOLLA	93 YEARS	11/03/2016	MILA T. COCCI	95 YEARS
10/03/2016	GERALDINE GRADY	74 YEARS	11/03/2016	JAMES F. MUIR JR.	54 YEARS

# DEATHS

11/04/2016	JOHN J MILLER	74 YEARS	12/04/2016	JOSEPH W YANUS	77 YEARS
11/04/2016	RAPO SEITAJ	35 YEARS	12/05/2016	SHIRLEY MARIE GHOSTLAW	81 YEARS
11/05/2016	WALTER STANLEY ADAMONIS	95 YEARS	12/05/2016	ROBERT NEAL STERNBURG	47 YEARS
11/05/2016	JOHN T CARTER	92 YEARS	12/06/2016	GIOVANNI DESANTIS	86 YEARS
11/05/2016	JOHN J. O'BRIEN	86 YEARS	12/06/2016	LEONARD J JODICE	89 YEARS
11/06/2016	LUCIA N CORDOPATRI	87 YEARS	12/06/2016	GORDON B. OSBORNE	74 YEARS
11/06/2016	IRVING L WEINER	80 YEARS	12/07/2016	JAMES JOSEPH FAGAN	71 YEARS
11/07/2016	GARY P ABDELNOUR	53 YEARS	12/07/2016	NILS O KARLSSON	84 YEARS
11/07/2016	PAUL J LEVESQUE	86 YEARS	12/07/2016	WILLIAM E LYONS	86 YEARS
11/07/2016	JOSPEHINE M MORELLI	102 YEARS	12/07/2016	FREDERICK B. MALOOF	87 YEARS
11/07/2016	SALME ANNIKKI WALLACE	96 YEARS	12/07/2016	MARY M SURETTE	94 YEARS
11/08/2016	JOAN P FRUCI	82 YEARS	12/08/2016	MARILYN L. ELA	85 YEARS
11/09/2016	EDWARD ALGER	83 YEARS	12/08/2016	FRANCIS M. FULLERTON	87 YEARS
11/09/2016	JANE MARY MCDONALD	88 YEARS	12/08/2016	JOSEPH ALBERT MARANDO	79 YEARS
11/09/2016	JEFFREY A ORVEDAHL	57 YEARS	12/10/2016	CHARLES J. CONDON	101 YEARS
11/10/2016	HELEN T GALVIN	94 YEARS	12/10/2016	ARRON JURGEN DRATWINSKI	37 YEARS
11/10/2016	GRETCHEN L KENNY	79 YEARS	12/10/2016	DANIEL JON GENTILE	29 YEARS
11/12/2016	VIRGINIA HELEN ADAMS	89 YEARS	12/10/2016	DEBORAH S. SHEPARD	62 YEARS
11/14/2016	MARILYN H. BRAVERMAN	84 YEARS	12/10/2016	PAUL RICHARD SIMPSON	56 YEARS
11/14/2016	JOSEPH WOODROW LYONS	98 YEARS	12/11/2016	MARIE B BURTT	80 YEARS
11/15/2016	HABIB GEORGE ELIAS	71 YEARS	12/11/2016	THOMAS E. FOLAN	80 YEARS
11/16/2016	HUGO ZORE	92 YEARS	12/13/2016	ROSE G GARZONE	88 YEARS
11/17/2016	RITA ANGELO	79 YEARS	12/13/2016	PAUL J SHEEHAN	87 YEARS
11/17/2016	WALLACE M. JAKIELASZEK	98 YEARS	12/14/2016	MARIE T. BLANCHARD	88 YEARS
11/18/2016	NANCY FREEMAN FERGUSON	86 YEARS	12/14/2016	PRABHA RANI KHANDLWAL	79 YEARS
11/18/2016	MAUREEN A. O'HARA	54 YEARS	12/14/2016	VIRGINIA M. MCGAFFIGAN	76 YEARS
11/18/2016	MARGARET A PUNGITORE	70 YEARS	12/15/2016	SANDRA BARBARA BRYAN	78 YEARS
11/19/2016	CARMELO P FRUCI	73 YEARS	12/15/2016	JANET F MATTHEWS	85 YEARS
11/19/2016	SHRIDHAR NARAYAN RAO	84 YEARS	12/15/2016	KATHARINA M. SCHRADER	84 YEARS
11/20/2016	SUSAN M DYER	81 YEARS	12/16/2016	PAUL JOSEPH ABELY	78 YEARS
11/20/2016	HELEN B GILL	77 YEARS	12/16/2016	PHILIP A. GENATOSSIO	86 YEARS
11/20/2016	MARGARET WHITNEY LEXANDER	91 YEARS	12/17/2016	JOSEPH SANTOS BERTINO JR	57 YEARS
11/21/2016	HELEN MALONEY	83 YEARS	12/17/2016	JAMES ROBERT FREEMAN	49 YEARS
11/21/2016	LOUIS C WILMOT	91 YEARS	12/17/2016	RUTH MARGARET MULLEN	92 YEARS
11/22/2016	PHYLLIS B JOHNSON	85 YEARS	12/17/2016	ROBERT A. ROMBOLA	84 YEARS
11/23/2016	DOROTHY A LORD	88 YEARS	12/18/2016	FRANCIS J KELLIHER	81 YEARS
11/23/2016	ANTOINETTE NICOLETTI	89 YEARS	12/18/2016	KRUPASAGAR R PALAKURTHI	78 YEARS
11/24/2016	DEBORA CONRAD	63 YEARS	12/19/2016	SALIM SOBHI BARBARA	90 YEARS
11/24/2016	YVONNE SIMON	58 YEARS	12/20/2016	BARBARA ANN MCCARTHY	75 YEARS
11/25/2016	DANIEL E. BURNS, JR.	86 YEARS	12/20/2016	FRED H VERBECK	87 YEARS
11/26/2016	GINA A WRIGHT	88 YEARS	12/22/2016	SANDRA J CALLAHAN	70 YEARS
11/27/2016	ACEMELIANNE BALATIER	90 YEARS	12/23/2016	RAYMOND W PULVER, JR	87 YEARS
11/28/2016	EDWARD P BRADY	93 YEARS	12/24/2016	CAMILLO ROBERT BRUNI	79 YEARS
11/28/2016	CARLTON P. CUMMINGS JR.	72 YEARS	12/24/2016	MARY E CADIGAN	69 YEARS
11/28/2016	LOUIS A DIORIO	83 YEARS	12/24/2016	KATHERINE F ROY	96 YEARS
11/29/2016	RICHARD J. MCGOWAN SR.	86 YEARS	12/25/2016	COLIN J DAVEY	25 YEARS
11/29/2016	NAZEM G. TAMER	74 YEARS	12/26/2016	ROBIN BHAVNANI	53 YEARS
11/29/2016	HELEN LILLIAN WELSH	93 YEARS	12/26/2016	BARBARA A BILOTTA	78 YEARS
11/30/2016	NIKOLAOS J VLAHOS	87 YEARS	12/27/2016	MARY P JOHNSTON	85 YEARS
12/01/2016	MARY THERESA SALVI	91 YEARS	12/27/2016	PAUL RICHARD TOPPING	73 YEARS
12/02/2016	STEPHEN DARRELL GILLIS	58 YEARS	12/28/2016	STEPHEN EUGENE SMITH	64 YEARS
12/03/2016	GERALDINE FLYNN	97 YEARS	12/29/2016	MARY BARKLEY	84 YEARS
12/03/2016	MARJORIE ROBERTS	94 YEARS	12/30/2016	PATRICIA O'NEIL	89 YEARS
12/04/2016	ANTHONY S BITHONEY	82 YEARS	12/30/2016	GEORGE ALBERT SULLIVAN JR	90 YEARS
12/04/2016	THOMAS WHALEN	92 YEARS	12/31/2016	SUSAN WALLACE	97 YEARS

# **NORWOOD PUBLIC SCHOOLS**

## **NORWOOD SCHOOL COMMITTEE**



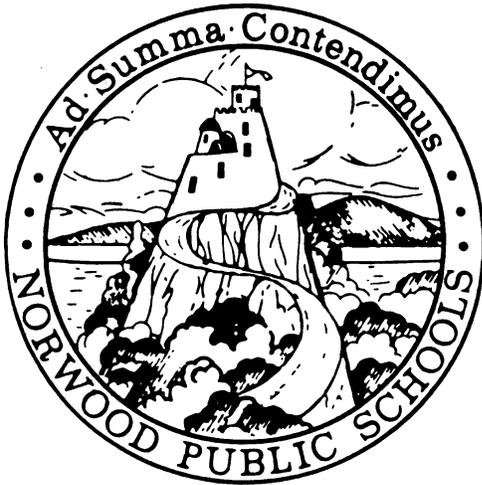
### **2016 NORWOOD SCHOOL COMMITTEE**

**Front Row: James Gormley (Chairman)**

**Back Row: Left to Right: Michele Eysie Mullen (Member); Lisa Igoe (Vice-Chair);  
Patrick McDonough (Member); Myev Bodenhofer (Member)**

# NORWOOD PUBLIC SCHOOLS

## NORWOOD PUBLIC SCHOOLS 2016 SYSTEM-WIDE ANNUAL REPORT



Dear Town Meeting Members:

This section of the Superintendent's Annual Report covers the calendar year January 1, 2016 through December 31, 2016 and summarizes major system-wide initiatives and activities. Following this section are reports from each of the Building Principals.

### SCHOOL COMMITTEE

The Norwood Public Schools is led by a five member School Committee consisting of the following: James Gormley, Chair; Lisa Igoe, Vice Chair; Myev Bodenhofer; Michele Eysie Mullen and Patrick McDonough. During the year, some of the issues the School Committee undertook were:

- (1) Began to work with Ai3 to complete a Long Range Building Study.
- (2) Began process of selecting a New Superintendent for 2017-2018 School Year.
- (3) Selected Chartwell to be new Food Services vendor.
- (4) Started to work on the FY18 budget early in the fall.
- (5) Continued to work on new policies and review/update old policies for the Policy Book.
- (6) Continued to work on various capital outlay projects.
- (7) Approved the 2016-2017 School Handbooks.
- (8) Reviewed the 2016-2018 School Improvement Plans for all schools.

The Norwood School Department operating budget for the 2016-2017 school year (FY17), as voted by Town Meeting, was \$40,933,188. Since the passage of the Educational Reform Act in 1993, the School Department has worked collaboratively with the Budget Balancing Committee to find funding to support all our school programs within the confines of Proposition 2 ½ and the State mandate to maintain a minimal foundation budget. The voters of Norwood and Town Meeting members have supported their schools and contributed over 85% of the cost of educating all our children. Due to increased health insurance and special education costs our budgets have not kept up with our ever increasing needs. Each year we have had to reduce our first pass budget proposal to match the Town allocation after shared expenses have been deducted. As always, difficult cuts were

made in all line items in order to reach a budget that was approved by the School Committee and presented to Town Meeting. We will continue to work diligently with all boards and Town Meeting members to provide budgets that prepare our students for the future.

### ADMINISTRATIVE PERSONNEL

For the period January 1, 2016 through December 31, 2016, the following changes were at the administrative level: Brian Scully, Coakley Middle School Vice-Principal was replaced with John Greeley.

### RETIREMENTS

For the period January 1, 2016 through December 31, 2016, the following individuals retired: **High School** – Diane Cedrone (Science), Diana Flemer (English), Sheila DeLuca (Food Services); **Middle School** – Mary King (Social Studies), Katherine McDonough (Nurse); **Balch School** – Rita McCorkle (Para-Professional); **Callahan School** – Joan Ryan (Secretary), Charles Haffey (Elem Science), Francis Macaulay (Custodian); **Cleveland School** – Robert Binnall (Custodian), Beverly Haffey (Inclusion), Carol Nichols (Gr.1); **Willett** – Laurie Ciccolo (Para-Professional), Louise Fellini (Para-Professional), Priscilla Hayden-Sloane (Occupational Therapist), Julie Price (Para-Professional), Janet Sgalia (Para-Professional); **Savage Center** – Gail DiMaggio (Facilitator), Mary Anne Kenney (Extended Day), Nancy McColgan (Food Services Secretary).

### RESIGNATIONS

For the period January 1, 2016 through December 31, 2016, the following individuals resigned: **High School** – Russell Booth (Math), Richard Cormier (Dean/History), Lauren Coville (Guidance), John Menard (English), Sean Powers (Math), Emily Roberts (English), Julianne Shore (Business/Math), Jenny Zhou (Biology); **Coakley Middle School** – Kerry Arouca (.4 PE), Julie Lane (Social Studies); **Balch School** – Anastacia Martinez (Inclusion); **Callahan School** – Jennifer Walsh (Title I); **Prescott School** – Kristen Ciocci (Speech), Dymrna O'Carroll (Nurse); **Para-Professionals** – Kelly Cedrone (High), Stephen Okawa (High), Erin Stetson (High), Michael Jones (Callahan), Brian Donnelly (Callahan), Maria Breen (Cleveland), Lee Andrews (Cleveland), Amy Cooper (Oldham), Jennifer Tucker (Prescott), Meghan Webber (Prescott), Sarah Caparrotta (Willett), Mary O'Leary (Willett) Savage Center: Tobey Lovett (Occupational Therapist).

### NEW STAFF

The 2016-2017 school year started with the following new staff to fill vacancies created by retirements, resignations, promotions and new positions: **High School** – Jennifer Amber (Math), Elizabeth Colahan (English), Paula Curley (Math), Laura Giordano (Guidance), Meredith Hoban (.6 Inclusion), Rita Hurley (English), Michael Milham (Tech Education), Betty Jean Pinto (Business/Math), Melissa Romaine (Science), Albino Diaz (Custodian); **Middle School** – Anne Carter (English), Brandy Danner (Librarian), Stephanie Feinberg (Spanish/French), Haylie Feller (Social Studies), Michael Gearty, Debra Harding (Science), Eileen Siegel (Inclusion), Tova Sperber (Nurse); **Callahan School** – Karen DeAngelis (Secretary), Katherine Davey (TASC); **Cleveland School** – Christina Beachnau (Gr.1), Caitlin Cotugno (Pragmatic Learning Center); **Oldham School** – Lindsay Meyers (Practical Application of Curriculum/Skills Program), Carlos Amorin (Custodian); **Prescott School** – Donna Twohig

# NORWOOD PUBLIC SCHOOLS

(Nurse), Stephanie Winn (Speech); **Shared Specialist** – William Goulart (Elementary Science), Debra Nelson (Occupational Therapist), Christopher Varney (Occupational Therapist); **Para Professionals: High School** – Joshua Brooks-Ramsdell, David DeBoer, Karen Sweeney; **Coakley Middle School** – James Lagos, Erin Randall, Kelly Rospide; **Balch School** – Zildiz Tolentino; **Callahan School** – Brian Donnelly, Fernando Ferreira, Matthew Starr; **Cleveland School** – Sol Garcia, Daniel Quinn; **Prescott School** – Alexandra Arone, Jennifer Shammass, Alyson Weston-Murphy; **Willett School** – Alissa Collins, Maria Colella, Stephanie Coughlin, Eileen Ryan, Nicole Sawyer; **Savage Center** – Elizabeth Formica (Facilitator), Maureen Giammarco (Food Services).

## ENROLLMENTS

The District provides services for three thousand four hundred forty-eight (3,448) students. Enrollments by grade as reported October 1, 2016 were: Pre-School-105; Kindergarten-296; Gr. 1-283; Gr. 2-261; Gr. 3-248; Gr. 4-260; Gr. 5-254; Gr. 6-270; Gr. 7-241; Gr. 8-252; Gr. 9-253; Gr. 10-233; Gr. 11-238 and Gr. 12-254. Of this population, over seven hundred students qualify for Special Education services which represent 21% of the total enrollment and two hundred sixty-eight (268) students received ELL services which represent 7.8% of the total enrollment.

## SPECIAL EDUCATION DEPARTMENT

The Norwood Public Schools provides a comprehensive array of services and programs to meet the needs of students ages 3 to 22. Local funds, as well as state and federal grants, permit the Department to provide specialized instruction to students who meet eligibility standards under Individual Education Programs Plans. Special Education services are provided to 723 students. The range of services offered within the system continues to expand as new technology, programs and curriculum offerings develop. The range of services also varies to meet the individual needs of each identified student. The Student Services Department, in conjunction with its staff, students and parents, continuously assesses the ever-changing needs of our students to explore new program development and to meet the needs of the students in the 21st century. The district has an inclusive model for students with special needs with placements in the least restrictive settings. Through professional development, training and collaboration, teachers are implementing inclusive support throughout the district.

Special Education students in Grades Pre-K-12 have access to the services of Special Education teachers, Speech/Language Pathologists, Occupational and Physical Therapists, and Adjustment Counselors. The Board Certified Behaviorists consult with both the special needs programs and staff throughout the district. Guidance Counselors in both the Middle and Senior High Schools work with students on course selection, learning and social issues, career and vocational planning and college placements. The Guidance staff plays a key role in transitioning students from the Elementary Schools to the Middle School, the Middle School to the Senior High and Senior High to college or the work environment. In addition, there are full-time nurses in each building who address the increasing medical issues facing our students. These nurses, under the direction of the Nurse Leader for the Department, conduct regular health and dental screenings throughout the school year.

## MCAS

MCAS was administered to 5, 8 & 10th graders in April and May, 2016, the Dept. of Education released the test results. The following chart shows the percentage of students scoring at each Performance Level:

	Proficient or Higher		Advanced		Proficient		Needs Improvement		Warning/Failing	
	NPS	State	NPS	State	NPS	State	NPS	State	NPS	State
<b>Grade 5</b>										
Science & Tech/Eng.										
	56%	47%	16%	16%	40%	31%	35%	38%	9%	14%
<b>Grade 8</b>										
Science & Tech/Eng.										
	42%	41%	6%	6%	37%	35%	45%	40%	13%	19%
<b>Grade 10</b>										
English/Language Arts										
	91%	91%	46%	47%	44%	45%	7%	6%	3%	3%
Mathematics										
	83%	78%	60%	54%	23%	24%	10%	15%	7%	8%
Science & Tech/Eng.										
	83%	73%	32%	29%	51%	44%	12%	21%	6%	5%

## PARCC

**PARCC** a new academic achievement test for ELA and Math was administered to 3, 4, 5, 6, 7 & 8th graders in April and May, 2016

	Exceeded Expectations		Met Expectations		Approached Expectations		Partially Met Expectations		Did Not Meet Expectations	
	NPS	State	NPS	State	NPS	State	NPS	State	NPS	State
<b>Grade 3</b>										
English/Language Arts										
	13%	N/A	56%	N/A	18%	N/A	8%	N/A	4%	N/A
Mathematics										
	30%	N/A	42%	N/A	18%	N/A	7%	N/A	3%	N/A
<b>Grade 4</b>										
English/Language Arts										
	18%	N/A	51%	N/A	23%	N/A	6%	N/A	2%	N/A
Mathematics										
	15%	N/A	57%	N/A	18%	N/A	7%	N/A	4%	N/A
<b>Grade 5</b>										
English/Language Arts										
	7%	N/A	69%	N/A	19%	N/A	6%	N/A	0%	N/A
Mathematics										
	11%	N/A	47%	N/A	26%	N/A	14%	N/A	2%	N/A
<b>Grade 6</b>										
English/Language Arts										
	28%	N/A	56%	N/A	15%	N/A	0%	N/A	1%	N/A
Mathematics										
	9%	N/A	41%	N/A	35%	N/A	13%	N/A	2%	N/A
<b>Grade 7</b>										
English/Language Arts										
	24%	N/A	44%	N/A	19%	N/A	10%	N/A	3%	N/A
Mathematics										
	7%	N/A	38%	N/A	34%	N/A	17%	N/A	4%	N/A
<b>Grade 8</b>										
English/Language Arts										
	13%	N/A	58%	N/A	23%	N/A	5%	N/A	1%	N/A
Mathematics										
	13%	N/A	46%	N/A	22%	N/A	10%	N/A	8%	N/A

## TECHNOLOGY

This year our school system is working through the fourth year of our Strategic Technology Plan that focuses on supporting teachers, staff and students by providing high quality, engaging learning experiences for all students while creating an infrastructure of always-on, everywhere learning. We have also committed to enhancing systems that inform teachers, students and families with real-time information that is useful and relevant. It is in accordance with this plan, and through the capital budget given to us from the Town, that we made a number of improvements in all schools over the past year.

Using capital funding, the district was able to increase the number of student devices available at the middle and high school. Norwood High School received five new carts of Chromebooks while the Coakley Middle School received two new carts of Chromebooks giving them a total of eight available to use for classroom instruction. We were also able to reach our goal of installing interactive projectors in all the Coakley Middle School classrooms where possible. All general education classrooms grade K-5 as well as some special education classrooms have a wall-mounted LCD projector and interactive whiteboard, providing equity of access to classroom technology for all students. This continues to be an important initiative as the district implements an elementary math program that incorporates the use of classroom technology. We will continue to seek to add more student computing devices as the Norwood Public Schools begins to incorporate more of a blended learning environment and prepare students to take MCAS 2.0 tests online. All students in grades 4 and 8 will take the test online during the 2016-2017 school year, followed by all students in grades 4, 5, 7 and 8 during the 2017-2018 school year, followed by all students in grades 3-8 during the 2018-2019 school year.

Also using capital funding we were able to complete the high school security camera project which allowed us to update our camera security software and replace outdated camera servers. This allowed us to consolidate all security cameras for all of our school buildings into one platform and increase our ability to save security footage for a longer duration.

We have continued to increase technology professional development opportunities for teachers district-wide. Over the past year, the district has set aside professional development hours specifically dedicated to incorporating technology into instruction. Trainings have been held at each level and teachers have had a menu of options to choose from depending on what their goal is for using technology in their instruction. Teachers have taken trainings from other Norwood Public School teachers and administrators on a number of different topics including using Google Apps for Education, iPads, Chromebooks, SMART Notebook software, Google Classroom, and other various instructional applications available to them and their students.

Thanks to funding secured at Town Meeting, the Norwood Public Schools is in the midst of moving to an updated student information system with the first phase of the project being completed on January 30th, 2017. The new student information system will be more reliable, allow for better integration between

other data systems the district uses and allow for consolidation of our Special Education data system, which will go live during the 2017-2018 school year.

## BUILDINGS & GROUNDS

It was a busy summer for the Buildings & Grounds crew to get all of the schools ready for the September opening. Besides the top to bottom cleaning of all school the following were completed:

The Cleveland School floors were replaced in the back wing as well as the gym floor. New ceilings and LED lights were installed in the back wing corridor at the Cleveland. At the both Balch School and Oldham School new food serving lines were installed. At the Callahan School window springs were replaced in every classroom (2 windows) which allows for easier operation of the oversized windows. At the Senior High School all gyms lights were converted to LED. We have continued replacement of outside lights to LED lights at all schools. Additional Smart Boards were installed at various schools. All in all a very successful summer.

## CURRICULUM DEVELOPMENT

Our District Strategic Plan and School Improvement Plans are the driving engines for our work around curriculum development and professional development. We use student performance data, such as PSAT, SAT, AP, MCAS and ACCESS results, and feedback from state reports, audits, and NEASC reports to inform our decisions. In addition to some summer work, Norwood educators across the system used their available in-service and other meeting times to align our curriculum with the State's Standards for Mathematics, English Language Arts, and Literacy in History/Social Studies and Science/Technology and to develop common assessments to monitor student progress throughout the year. New science standards are expected to be in place for the fall of 2017 and our science teachers have been preparing for these changes. Our History and Foreign Language Departments continue to collaborate on interdisciplinary projects and are now offering an exciting new program called Global Citizenship. ELL curriculum is being updated to align with the new WIDA Standards. Our Health and Wellness programs continue to strengthen their social and emotional well-being components to meet our students' needs. Work in all the other content areas also takes place during our in-service time. On a related note, our special and regular education teachers continue to work on implementing inclusion across the system to assure greater access to the curriculum in the least restrictive environment.

## PROFESSIONAL DEVELOPMENT

Norwood has a comprehensive Professional Development Program that is designed to support our District and School Improvement Plans and provide Norwood educators with opportunities for professional growth in-district and out-of-district in order to expand their content knowledge and pedagogical skills. The main goals of our professional development program are to assist educators in meeting the state requirements for licensure/ relicensure and to improve student performance and achievement through high quality classroom instruction. Each teacher new to the Norwood Public Schools is assigned a mentor to assist with his/her transition to the school system and our curriculum expectations. Each new teacher is also provided with a series

# HIGH SCHOOL ANNUAL REPORT

of new Teacher Induction workshops led by administrators and veteran teachers.

To support our District Improvement Plan, we have targeted our professional development funds around the following key initiatives:

- Implementing our new K-12 math programs with a focus on the new mathematical practices;
- PK-12 literacy with a continued focus on writing (evidence-based topic development) across the curriculum;
- preparing grade 3-8 teachers and students for the new MCAS 2.0 online and paper assessments;
- preparing our ELL teachers and students for the new WIDA standards and ACCESS tests.
- Various content trainings such as Facing History and Ourselves, Inquiry-based Science Investigations with Explo, proficiency-based teaching and learning in foreign languages, Project Adventure, and college visits for our guidance staff.
- various special education trainings: social and emotional skills training, collaborative problem solving, teaching math to students with disabilities, and annual restraint (CPI) training;
- technology integration (Google and other tools) training at each level; and
- providing common planning time for educators to collaborate and share best practices in their content areas.

We are very proud of the balanced scope of the curricula we offer our students and of the professional development programming we provide our staff to support that curricula.

## CONCLUSION

A Norwood education is about opportunity, ownership and pride. These are qualities we try to instill in our students and model through our employees' actions. This year's Annual Report to the Town of Norwood for fiscal year 2017 represents a variety of educational opportunities that will prepare our children for the future. The jobs of the future will be very different from the careers that existed less than 10 years ago. Through the continuing fiscal support of Town Meeting, we have been able to offer challenging curriculums, updated technology tools and committed educators who provide our students with opportunities in academics, arts, activities and athletics. There is so much to be proud of in the reports from each school.

I would like to thank the School Committee, administration, faculty, support staff and Town officials for their assistance in helping the School Department achieve its mission. On a personal note it has been a pleasure to work with everyone here in Norwood over the past 7 years of my tenure as Superintendent of Schools. The passion and pride of the Norwood citizens, especially the various board members and Town Meeting members, will remain with me forever. Thank you for all you do to keep the best interest of the children a priority in the financial decisions you make each year.

Respectfully submitted,  
James Hayden

## NORWOOD HIGH SCHOOL 2015-2016 ANNUAL REPORT

The past school year was one of rare transition for a school that had the same principal for the past 25 years. Additionally, a new assistant principal and main office secretary joined the ranks of the Norwood family. Within the context of that change, Norwood High School experienced a year of growth and evolution as the new leadership team learned the culture of the school, and the school welcomed the new leadership into the fold.

The first change for Norwood High School was revamping the Master Schedule to dynamically match student requests with teacher availability. In years past, teacher schedules remained static while student requests were moved to fit around them. The new scheduling approach, in conjunction with a course selection timeline, allowed Norwood High School to have a working draft of the 2016-2017 master schedule by the close of the school year. With the earlier timeline, scheduling conflicts were better mitigated with staff and students present for immediate attention. Additionally, NHS was able to publish draft schedules to parents and students in June. We are excited to see what opportunities a new SIS brings us in offering a better scheduling experience for staff, students and parents.

The master schedule also accommodated a new general education academic support for students who typically struggle in early academic endeavors. Given a disparate gap between the performances of disabled students compared to non-disabled peers in MCAS assessments, general educators in targeted English, math, and science classes were paired with special educators in co-teaching models with common planning, and an academic support opportunity for all students immediately following the class.

Norwood High School was very proud to see the NHS InvenTeam selected as one of 14 schools in a national competition for a Lemelson-MIT grant. The school created a prototype device for handling the removal of snow from the school's roof, and presented their project and prototype at MIT University in June of 2016.

## ENGLISH DEPARTMENT

**Mrs. Benson's** senior classes piloted student-proposed projects in which students contributed to the community by using their reading, writing, speaking, and listening skills. Projects included reading to younger children, visiting a local nursing home, and making cards for hospitalized children. **Ms. Connolly's** classes identified rhetoric in everything from Shakespearean soliloquys to political campaigns. Her senior dystopian class explored propaganda in international issues while freshmen created fictional propaganda posters about modern celebrities. **Mrs. Douglas's** students composed responses that synthesized diverse perspectives on such topics as the nature of the human spirit, provocative lyrics, and delaying school start times. **Mrs. Flemer's** sophomore honors classes created common themes

# HIGH SCHOOL ANNUAL REPORT

and Wiki Pages for core texts. Texts were related to world events, literature, and film. Students also communicated with Israeli students. **Ms. Gonzalez** coordinated and implemented the administration of a new ACCESS test online. It required district-wide collaboration with the Tech Department, Administration, and Guidance. **Mr. Lee** is pleased with the synthesis assignments, especially the freshman response on PTSD and *Othello*. Students were able to appreciate how a 500-year old text could still have relevance to their lives and the modern world. **Mrs. Logan's** senior's analyzed fiction and nonfiction texts spanning 1,500 years to determine what it means to be human. Juniors used writing folders to track their progress and mastered synthesis skills. **Mr. Menard's** junior classes refined their speaking and listening skills by presenting their intellectual findings from *Death of a Salesman*, *The Scarlet Letter*, and *Macbeth* projects. **Mrs. Paine's** classes enhanced core texts with social, historical, and literary context, such as the use of persuasive rhetoric in Shakespeare's *Julius Caesar*. **Ms. Roberts's** sophomore classes applied their synthesis skills to writing papers analyzing characters' use of rhetoric in Julius Caesar and in famous historical speeches, such as MLK's "I Have a Dream." **Mrs. Treloar's** senior Utopian and Dystopian Literature classes picked a contemporary issue of concern in September and wrote biweekly article reviews, which they then synthesized into a research paper for their midyear. Congratulations to **Mrs. Flemer** on her retirement after many years of excellent service.

## FOREIGN LANGUAGE DEPARTMENT

In September the NHS Foreign Language Department welcomed Dan Reyes to replace Katlyn Gallo and Moriah Holmes to replace Dan Brutti. The department also hosted 23 students and one teacher from Málaga, Spain.

All NHS Foreign Language staff participated in Pathways to Proficiency professional development and created targeted proficiency benchmarks for each grade level based on the number of contact hours during the course of the school year. Further, staff collaborated to create a bank of strategies specific to increasing interpersonal communication in the classroom. Staff also chose Can Do Statements for each course that will help students to reach their respective targeted proficiency benchmark. Can Do Statements will begin to be implemented in September. Michelle Kelley, Jess Kaplan, Philipp Buhler and Sarah Malinge participated in workshops offered by Foxboro High School. Mrs. Kelley and Mrs. Kaplan returned to NHS to lead a workshop for their colleagues on the importance of staying in the target language 90% +. Mr. Buhler and Ms. Malinge returned to NHS to lead a workshop for their colleagues on strategies to implement to reach that 90%+ target.

National Foreign Language Week and our International Celebration were huge successes. Michelle Kelley's Spanish 5 Honors and College students partnered with Life Skills students to make quesadilla's and learn some Spanish. Teachers organized the seventh annual Jeopardy Challenge for language

classes as well as a foreign short-film festival. Language classes also participated in the MaFLA poster contest. Thirty-one students took the National Spanish Exam in levels 2 and 3. Sarah Mohiuddin received a silver medal (level 2). Fifty-one students took the National French Exam. Four students won silver medals: Lea Saab, Betty Dourfeuille, Lauren Fleming and Andrea Jabbour. One student was awarded a bronze medal: Emily Murray. Fifty students took the National Latin Exam. A Gold medal was awarded to: Lauren Fleming, silver medal to Laura O'Malley, bronze medals to Delia Bartucca, junior Ioana Stoica, and John Gatti.

Seventeen students were inducted into the Sociedad Honoraria Hispánica, twelve students were inducted into the Société Honoraire Française and six students were inducted into the National Latin Honor Society.

## GLOBAL CITIZENSHIP PROGRAM

The Class of 2016 saw seventeen students graduate NHS with a certificate of Global Citizenship. To earn that certificate students participated in trips to Spain, France/Italy and/or hosted students from Spain. These students also completed service projects that included: donating backpacks full of supplies for new students, organizing a literacy project for the ELL students at the Willett, organizing a holiday card exchange with seven other countries and creating a display of 1,000 paper cranes for peace and healing. Two groups did research based projects that included comparing cancer care in Guatemala to cancer care in the U.S. and the need for, but the lack of, prosthetics available in developing nations.

The Club sponsored two assemblies. In December, Dave Butler from Youth Future's International visited and spoke to students about creating change in the world. Mr. Butler is a 1982 alum of NHS. In March, Mr. Peter LeRoux of Hammer and Chisel in South Africa visited and spoke to students of a similar message.

Three of our GCP students, Julia Kiley, Erin Walsh and Jyotika Tandan, received (3) \$800.00 scholarships to attend the Global Citizenship Institute at St. Mark's School in Southboro, Massachusetts from July 10, 2016 to July 16, 2016. One of our students, Isabelle Masse received a full scholarship from The National Leadership Academies to attend the Future Doctor's Conference in Lowell from June 25, 2016-June 27, 2016.

Mrs. Derrane and Ms. Orlinski received one full and one partial scholarship to attend the Global Leader's Summit on Human Rights at The Hague from EF Tours. Dedham Community Savings Bank provided them with a \$1300 grant to make the partial scholarship a full scholarship.

## GUIDANCE DEPARTMENT

The NHS Guidance staff works with students and their families to help maintain a stable social/emotional balance that allows them the opportunity to be successful in school. In addition, counselors

# HIGH SCHOOL ANNUAL REPORT

work collaboratively with students in all grades to develop an appropriate post-secondary plan. In an effort to help ensure that students have the best chance to gain admission to prospective colleges, Guidance meets with students and families to provide a clear understanding of the requirements and standards of each school. Guidance counselors help in administering various practice tests to all students in grades 9-11 (i.e. PSAT). Test scores help us guide students to additional resources and they aid in developing realistic college/program goals.

In addition, our staff runs numerous classroom and small-group lessons based around the analysis and interpretation of student scores and consequent needs. Counselors also meet individually with all students several times throughout the year to formulate an appropriate post-secondary plan. Senior Seminar is a course built into seniors' schedules that provides the opportunity to work regularly and closely and with students in the post-graduate planning process. This includes students who aspire to attend four-or-two year colleges, universities, vocational programs, military service, or employment.

The guidance staff organizes several evening presentations throughout the year to effectively inform students and parents/guardians of the college planning and admission process. These programs include Senior College Planning Night, MEFA Financing Seminar, and Junior College Planning Night. In addition to evening programs, counselors have organized events to help students gain exposure to various post-secondary programs and career options. The junior class attended a Career Interest Seminar, where over 30 professionals in different fields visited NHS to speak to students. There was also a post-secondary fair hosted by NHS in which all grades were invited to attend. Lastly, in an effort to ensure that we meet the diverse needs of all students, we ran our first "College Planning Breakfast for Parents of Students with Disabilities". This was well received by parents and we will continue to do it in the future.

## MATH DEPARTMENT

New Algebra 1, Geometry, and Algebra 2 textbooks have been purchased for the math department at Norwood High School and have been distributed to math classrooms for initial use in September 2016. Statistics books should be arriving shortly as well. The examination and eventual purchase of resources aligned to the common core math frameworks was a major undertaking for the Norwood High School math department during the 2015-2016 school year. Teachers are making preparations and engaging in professional development training sessions to help with the implementation of the new curricula.

District Determined Measures (DDM's) that were constructed for all math classes to document student growth have been administered to all math students for the first time this year. Teachers recorded baseline results and compared these to end-of-year or end-of-unit assessments.

Grade 10 MCAS Math scores were slightly above state averages. Scores on AP math exams continue to be strong. The new SAT test was given in the spring of 2016 and preparations are underway to assist students with the MCAS 2.0 test that is scheduled for spring 2017. Math teachers are supplementing the curriculum with SAT-type questions and PARCC and MCAS practice questions.

Other initiatives within the math department are to construct more common assessments and standardize grading rubrics. The math department will welcome Laura Mullen back next year as she returns from a maternity leave and one year leave of absence. Sean Powers will be leaving to begin a new challenge as vice principal of Walpole High beginning in the fall of 2016.

The inclusion model is helping to meet the needs of struggling students, and students appear to be learning and enjoying the technologies used for math instruction. Several awards for outstanding student performance were given out and the Rensselaer Scholarship was won by Anca Stoica. Next year will be an exciting year for math instruction at Norwood High School. New resources and teaching methods combined with new technologies and the new textbook series' promise to bring about exciting learning experiences and facilitate greater student learning.

## SCIENCE AND TECHNOLOGY EDUCATION DEPARTMENT

The 2015 – 2016 school year has been a productive and exciting one for the Senior High School Science and Technology Education Department. The department continues to focus on preparing Norwood's ninth and tenth grade students for the subject based Science and Engineering MCAS Exams: Introductory Physics, Biology, Chemistry, or Engineering. All students from the graduating class of 2016 fulfilled the state requirement for passing one of the MCAS Science exams. In order to better serve the students of Norwood, department members are always engaged in an on-going improvement process.

Department teachers use reflective teaching practices that include data analysis and backwards design. Common departmental assessments are continually revised through collaborative teacher groups and include reading & writing assessments, unit tests, and investigative laboratory investigations. District determined measurement assessments were developed and implemented for all departmental courses: full year and unit assessments. Pre and post-test D.D.M. data was collected and used to improve curriculum and instruction. Teachers analyzed yearly MCAS exam data in order to revise and improve curriculum, instruction, and assessment. Revisions to instruction in Physical Science, Biology, Chemistry, Physics, and Engineering are intended to better prepare students for their respective MCAS subject exams. Department teachers continued work on their student-learning goal; to improve student ability in reading informational text. As such, teacher's modeled Keys to Literacy instructional

# HIGH SCHOOL ANNUAL REPORT

methods for reading comprehension throughout the school year. The department continues to update and offer science course electives in Human Anatomy, Forensics Science, Engineering, CAD Design, and Robotics. Competitive students may apply to participate in two departmental minor electives: Senior Technology Service or Zoology. Dr. Crowley led his Engineering and Robotics students in being 1 of 14 national winners for MIT's InvenTeam competition. The department continues to prioritize changes that increase academic rigor and provide more variety of curricular experiences.

The process of change and continual growth has enriched the Science and Technology Education Department, students and teachers alike. Congratulations and thanks for years of caring service to retiring teacher Diane Cedrone.

## SOCIAL STUDIES DEPARTMENT

This year brought many new and interesting learning opportunities to the social studies students at Norwood High School. One teacher did a unit about Boston Busing that used resources from Facing History, including oral histories from people who were actually bused. Another had students participate in an ongoing collegiate study on the impact of video games as part of Wheelock College. Students were treated to guest speakers such as Willie Rodriguez who works as a juvenile criminal justice advocate as well as the annual Decades Day in which guest speakers came to talk to students about their experiences from the 1940s to 1990s. Students were encouraged to problem solve. Grade 10 students identified a problem in our school and invited the new principal to dialogue about their proposed solutions. Students interviewed local government officials and learned how the principles of government they have studied are at work in Norwood town government. Many teachers implemented the use of Google Classroom to streamline communication and assignment submission for students. As a department, teachers increased their overall use of primary source documents and worked together to prepare for teaching the upcoming presidential election. Town Government Day was, yet again, a success! Students had the opportunity to do real-world learning experiences. Our Law classes went to Jail and our Civics class went to the Edward Kennedy Center in order to participate in the We the People Competition again. Mr. Oliveira's Economics students were chosen to participate in an EverFi program that allowed them to apply their knowledge of economics to real world scenarios. Finally, Julia Kiley participated in her last National History Day competition for Norwood, putting on a fantastic performance as Jane Goodall. The Social Studies teachers of Norwood High School provided a year of engaging learning opportunities for students.

## FINE ARTS DEPARTMENT

The Music and Drama departments collaborated throughout the summer for their annual musical theater production. Stephen Sondheim's award-winning musical, *Into the Woods*, was presented at Norwood High School in September. We were

excited to welcome back NPS Fine Arts alumni Maura Smith, Robert McDonough, Erin Cronan, and Joe Michienzie to our production team.

This year's entrance to the METG Drama Festival was written by NHS senior Meghan Ring. *Paradise* advanced to the semi-finals and received awards in Set Design, choreography, and stage management All-Star Acting Awards were presented to Laura Ailinger, Jada Burrs and Julia Connors.

Under the leadership of teacher, Jeb Brunt, NHS-TV students received a collective 46 awards from student journalism associations, including the New England Scholastic Press Association, the Student Television Network Conference, and the National Academy of Television Arts & Sciences. The highlight of the year went to *Mustang Magazine*, which received the prestigious 2016 Broadcast Pacemaker Award; the highest honor given nationally for high school broadcast journalism. Our NHS musical ensembles, led by instrumental director Steven Conant and choral director Jennifer Hartnett enjoyed a successful season. The NHS Mustang Marching Band, received a Gold medal at the MICCA Marching Band Festival and defended their NESBA Division III Championship with a Platinum medal.

At MICCA Concert & Choral Festival, the Wind Ensemble, Orchestra, Concert Chorale and Concordia all received Silver Medals. The Madrigal Choir and Muses were both awarded Gold medals and invited to perform at Boston's Symphony Hall. The Jazz Ensemble received a Silver medal at MAJE. Congratulations to the following NHS students who auditioned for, and were selected to participate in the Southeast District Music Festivals: Alexandra Dimitriou, Greyson Griffey, Gabriel Labell, Laura Maloney, Griffin Plaag, Erin Walsh, Sara Harder, Celeste McGinty, Julia Ragusa, Carissa Turner, Shannon Carey, Elizabeth Casey, Amber Chisholm, Amanda Ciarletto, Nicholas Gassoway, Julia Kiley, Michael MacDonald, Vignesh Mahalingam, Jessica Maldonado, Brian McDonough, Amit Mistry, Rachel Smith, Joey Sweeney, Jeff Wood, Alex Ice, Sophia Bellande, Anthony DeAngelis, Celia Hazerjian, Sarah Jackson, Mikayla Jordan, Mistry Prerana, Giovana Rodriguez, Adam Foley, Matthew Murphy and Erin Ryan.

Accepted to the Massachusetts All-State Festival were Carissa Turner, Shannon Carey, Amber Chisholm, Nicholas Gassoway, Michael MacDonald, Vignesh Mahalingam, Brian McDonough and Joey Sweeney.

Respectfully Submitted,

Jonathan Bourn  
Principal, Norwood High School

# COAKLEY MIDDLE SCHOOL ANNUAL REPORT

## DR. PHILIP O. COAKLEY MIDDLE SCHOOL 2015-2016 ANNUAL REPORT

### STUDENT SERVICES

In this past year, the administrative team at Coakley Middle School has collaborated with teacher leader and Department Chairs on creating internal structures to better support the individualized learning and social emotional needs of our students. Toward that end, we worked with a Scheduling Committee to revise our schedule to create flexibility for teachers and students in offering additional support and interventions as well as enrichment during the school day. In response to feedback from all of our stakeholders, this year past year we fully implemented the "Mustang Block", which is a daily 30 minute block of time when every teacher and student are available to offer and receive targeted interventions, additional support and enrichment. Through the Scheduling Committee process, we expanded Mustang Block to include a daily 20 minute literacy block that supports our independent reading program. During this time, every staff member and student are reading and sharing and responding to literature. In support of our new Literacy Block this fall we dedicated the new Maureen Harrington Literary Nook, a literature resource room for students and teachers founded in the memory of former Coakley English Teacher, Maureen Harrington. Additionally, our work with the Scheduling Committee last year resulted in adding additional instructional time in 6th grade foreign language to support students on the pathway to proficiency, more consistent time in the PE/Wellness area and a return of the 8th grade time on learning in our choral and instrumental programs that had been cut back last year.

This new schedule at Coakley better supports our instructional approach of collaborative teaching practices and responsive teaching. Additionally, last year we added a professional development focus on diagnosing and repairing our students' mathematical thinking. In 2015-2016 this professional development in collaboration with EDC targeted our special education faculty, but in the coming year we have added a partnership with our math department. This professional development to improve our students' higher level mathematical thinking parallels the rolling out the Big Ideas Math Curriculum in grades 6-8 with its resources to support our alignment with the Common Core, online learning and differentiated instruction. Similarly in line with our focus on responsive teaching, our Administrative Team participated in a Blended Learning Cohort to support our efforts to integrate technology in a way that better supports the individual needs of our students.

At Coakley we further supported our students' social emotional learning through the addition of the Teen Speak Out Program, sponsored by a generous grant from the Women's Community Committee. Teen Speak Out is a program that trained student mentors and faculty to facilitate discussions about how students and faculty connect as a school community here at Coakley. The program culminated with an event in April where 120 of our students and faculty gathered to talk about the culture and climate issues at Coakley and developed an action plan for leading us forward. The program continues next year.

Additionally, the social emotional needs of our students are supported through a vibrant and ever-growing after school enrichment program. Coakley Middle School students are offered a variety of choices in clubs and activities after school including: intramurals, the Math Team, Cartooning Club, National History Day Club, SEARCH Program, Bowling Club, Animal Rights Club, Rocket Club, the Coakley Insider, and new this year, Girls Who Code Club.

### PTO

We have been very fortunate to continue to have a vibrant PTO run by a core group of parents who are committed to supporting Coakley Middle School. They have helped support our efforts to create a positive learning community by continuing to financially support enrichment programs such as our CMS Math team. They continue to demonstrate their appreciation for the faculty and teachers here at Coakley through sponsorship of the Welcome Back and Teacher Appreciation luncheons. Their efforts to fundraise further support the culture and climate of Coakley as they sponsor student events such as the Teen Speak Out Luncheon and sales of school spirit wear. Additionally, each year our PTO generously sponsors the annual CMS Field Day as well as the intergenerational literary luncheon and the Citizen of the Month breakfast. This coming year our PTO has been integral in raising scholarship money in support of an 8th grade trip to Washington D. C. in the spring of 2017. The CMS PTO has been a continued source for positive home/school connections and communication, and we are grateful for their continued support.

### ENGLISH/LANGUAGE ARTS DEPARTMENT

This year the Sixth Grade read two novels, *Wonder* and *Daniel's Story*. Some important lessons from these novels include treating others with kindness, respecting and embracing differences, and standing up for what is right. Much of the year was also dedicated to different types of writing. Students learned how to write analytical, narrative, and research-based essays. Students also engaged in student-led discussion and presentations which cultivated confidence, independence, and maturity.

Grade 7 ELA teachers began the year by establishing literary expectations for their classes' ventures into 19th century industrial England, The Dust Bowl, and tumultuous Verona, Italy. Students bookended their year with a reading comprehension common assessment and completed common writing assessments throughout. Students read *A Christmas Carol* and attended a live production at North Shore Music Theater. They also read *Out of the Dust* by Karen Hesse, Shakespeare's *Romeo and Juliet*, and a variety of short stories, nonfiction selections, and poems.

Eighth Grade began the year with an introduction to literature and setting literary dispositions through short stories, emphasizing how authors such as Edgar Allan Poe create unique writing using literary devices. All 8th grade classes followed the adventurous Bilbo Baggins in *The Hobbit* as they journeyed across Middle Earth. Students performed William Shakespeare's comedy *A Midsummer Night's Dream*, complete with props and costumes of course! The unit was followed by a dramatic performance from the Shakespeare Now! Theater Company.

# COAKLEY MIDDLE SCHOOL ANNUAL REPORT

Reading students at CMS developed and expanded their vocabulary using strategies to enhance their fluency and comprehension skills. Students in grades 6 worked on the “Word of the Week” and explored the meanings, usage, and synonyms and antonyms of these new words. In grades 7 and 8, students worked with Greek and Latin roots and their meanings. In all grades the focus was on “Keys to Literacy” comprehension instruction: identifying main idea, note taking, summarizing, and question generation for higher-order thinking skills as well as Writing About their Reading.

## FOREIGN LANGUAGE DEPARTMENT

The Coakley Middle School Foreign Language participated in Pathways to Proficiency professional development and created targeted proficiency benchmarks for each grade level based on the number of contact hours during the course of the school year. Further, staff collaborated to create a bank of strategies specific to increasing interpersonal communication in the classroom. Staff also chose Can Do Statements for each grade level that will help students to reach the targeted proficiency benchmark for each course. Can Do Statements will begin to be implemented in September.

Coakley Middle School Foreign Language staff also worked together to plan activities for National Foreign Language Week at the Coakley. Coakley students learned to salsa with two of our teachers and all Coakley Foreign Language staff helped to plan and organize as well as to attend our annual Foreign Language Night celebration honoring the rich, ethnic diversity of our schools and our community.

Eighth grade students participated in the MaFLA poster contest. Forty eighth grade students participated in the National French Exam and we had one bronze medal winner: Noelle Connelly. Eleven students received Honorable Mention. Thirty-nine eighth grade students participated in the National Spanish Exam and four students received bronze medals: Bernice Pierre, Emili Serratore, Karina Delgado and Joshua Flores. Three students received honorable mention.

## HISTORY/SOCIAL STUDIES DEPARTMENT

Students were encouraged to analyze claims and produce evidence-based arguments on questions varying from opinions on whether homework matters, the validity of internet regulation, or the existence of the glass ceiling to issues of global concern such as global warming and national politics. Another example was that students explored the idea of how we are a global, interconnected community by examining the circumstances in Syria through a Situation Room stimulation, with student’s role playing current cabinet members. Students not only practiced writing these arguments, but also worked to develop important debate skills over the course of the year. Teachers worked hard this year to incorporate new technologies, such as Google Classroom, into their teaching. Students used Google classroom to create their own Greek Myths using the knowledge from their own two column notes. They worked on a rough draft and final copies and practiced submitting them as assignments in class. We also had lots of fun!

## MATHEMATICS AND COMPUTER DEPARTMENT

Implementing the new, common-core aligned, Big Ideas math program was the chief objective for the math department and staff during the 2015-2016 school year at the Coakley Middle School. After the textbook selection process was concluded and the Big Ideas program was purchased and delivered to math and SPED classrooms, professional development training sessions were conducted and planning meetings took place for the rollout which began in September 2015. Now, after it’s initial first year of use, teachers and students report that they like the new, coherent program with all of its features. It is more rigorous and incorporates the use of a daily student journal with applications and a technology component.

For the first time, PARCC scores were received (instead of MCAS). Analysis indicated grade 6 scores at about the state average, grade 7 scores are below state averages, but 8th grade scores are well above. Grade 7 math seems to be a pivotal and difficult grade level. Attention is now being directed to this grade and a summer planning workshop is being scheduled. Additional support may come from EDC consultants who will help math and SPED teachers assist struggling learners.

Two math teachers were split between grade 7 and grade 8 this year with plans to return to full teams in September 2016. First-year math teacher Michael McCarthy was welcomed and did an outstanding job instructing the accelerated 7th and 8th grade math classes and provided RTI services as well to struggling students. Mike also assisted with a presentation detailing to the school committee how the implementation of the new program is going and demonstrated to math staff members many of the features of the program.

The Coakley Middle School Math Team had a very successful season holding regular practice sessions, and travelling to and hosting several competitions. For the first time, the math team won second place in the division and had one student achieve a top score!

District determined measures (DDM’s) were administered for the first time with a baseline exam given in September and an end of year assessment given in June 2016. Data gleaned from a comparison of scores will help to inform curricula decisions.

Math teachers put in tremendous efforts this year in preparing new lesson plans and assessments following the common core math frameworks and Big Ideas program. The new curriculum and teaching methods will work to help students with their mathematical understanding and growth.

## SCIENCE AND TECHNOLOGY DEPARTMENT

The 2015 – 2016 school year has been a productive one for the Middle School Science and Technology Education Department. The department continues to identify and analyze areas of curriculum, instruction, and assessment for improvement. Reflective teaching practices include data analysis, revision of common chapter/unit assessments and/or of instructional materials, and selection of guest presenters and engaging activities. The ten department members meet regularly with each other and with the department chair to focus on improvements. Common departmental assessments have been revised through collaborative teacher groups and include reading & writing

# COAKLEY MIDDLE SCHOOL ANNUAL REPORT

assessments, unit tests, and lab investigations/activities. District determined measurement assessments were developed and implemented for all grade levels: full year and unit assessments. Pre and post-test D.D.M. data was collected and will be used to improve curriculum and instruction. Adjustments to the curriculum have been made with a continued focus on the state's science and technology education learning standards. In order to identify areas of strength and concern, all departmental teachers worked in collaborative groups to analyze student results from the eighth grade Science MCAS exam. Departmental teachers used the student data to revise and develop curriculum, instruction, and assessments. In order to enhance classroom instruction, department teachers facilitated student projects and investigations as well as provided special presentations. This year the sixth grade welcomed back Carl Geden to present States of Matter, and in the classroom students investigated water samples from Hawes Pond, dissected owl pellets, and observed depositions and erosion in stream table models. Sixth grade students also traveled to Blue Hill Observatory and The New England Aquarium. Seventh grade students dissected squid as presented by the New England aquarium and in class students completed DNA models and "Design a Kid" projects. Eighth grade students presented and completed projects on volcanoes, elements of the periodic table, and endangered species. The Coakley eighth grade students competed on jogNog's MCAS review challenge winning first place among competing middle schools for the "Tower of Challenge". Seventh and eighth grade Technology Education students completed a number of design problem projects that reinforced related topics: Gum Ball Machines (manufacturing technologies), Bridge Building (construction technologies), Door alarms (communication technologies) and Mag-Lev Vehicle Races (transportation technologies). Students were also introduced to computer programming through Scratch Programming. Participating students also enjoyed the new student after school activity, the Rocket Club.

The process of change and continual growth has enriched the Science and Technology Education Department, students and teachers alike. The department looks forward to welcoming back veteran science and technology education teachers for the 2016 - 2017 school year. Thank you for the successful year and caring contributions!

## FINE ARTS DEPARTMENT

It was a typically busy and successful year for the Fine Arts department at the Coakley Middle School. The Music and Drama departments collaborated for their annual musical theater production. Twenty CMS students joined NHS students to present Stephen Sondheim's award-winning musical, *Into the Woods*. Rehearsals were held daily beginning in June and extending through-out the summer, with the production being presented in the high school's performing arts center September 17-20. We were excited to welcome back several NPS Fine Arts alumni to our production team: director Maura Smith, music director and accompanist Robert McDonough, assistant music director Erin Cronan, and costumes coordinator Joe Michienzie. Music director Catherine Connor-Moen and choreographer Christopher Landis completed the team. It was a fabulous production; a fairytale book set, beautiful costumes, wonderful lighting effects, and a full orchestra. All involved would agree that this was a special production.

The CMS Honor Ensembles performed for evaluation at the annual MICCA Concert and Choral Festival in April. The Wind Ensemble, under the direction of Sean Lee and the Honor Chorus, under the direction of Sara Seals were both awarded Silver Medals. The Honor Orchestra, under the direction of Craig Chisholm received a Bronze Medal.

The CMS jazz band, under the direction of Larry Smith enjoyed a busy and successful season, performing at both the Norwood Jazz Classic held at the high school, and at the Norwood Jazz Night at the Sheraton Four-Points. The ensemble performed for evaluation at the MAJE Jazz Festival and was thrilled to be awarded a Gold medal.

The CMS concert season ended with the Honor Wind Ensemble, Honor Orchestra, Honor Chorus and Jazz Band attending the Great East Music Festival. Similar to the MICCA festival, all ensembles are evaluated by outstanding music educators and receive an educational clinic, but this festival includes a day at the Six Flags Amusement Park in Agawam. The CMS Honor Orchestra and Honor Band received a Gold rating, and the Honor Chorus and Jazz Band were thrilled to receive a Platinum rating which reflects a *Superior* performance, the highest award that can be given.

Finally, congratulations to the following CMS students who auditioned for, and were selected to participate in the Southeast District Junior Music Festival, held in March at Attleboro High School. Accepted to the band were Jason Amis, Carolyn Ferris, Leah Hall, Robyn Jones, Mark Larrivee, and Mea Sangiacomo. Accepted to the chorus were Sean Chisholm, Kushi Shah, Brady Sheehan, and Jayda Taylor. Accepted to the orchestra were Kalee Hanson, Catherine Kennedy, Laura Maloney, and Emili Serratore.

## VISUAL ARTS

Staff: There are 2 full time art teachers scheduled for the Coakley Middle School: Mrs. Laura Donlan Ribeiro and Ms. Bonnie Branson

Curriculum: New curriculum supplementary visual materials were purchased.

This year due to a dramatic cut in instructional time, the Visual Arts Department had to adapt to 45 less class periods of instruction. In terms of student learning, the department focused on increasing the frequency and the quality of higher order thinking questions as well as examining how to increase students' ability to generate ideas.

This year, during professional development, teachers worked on goals, building based initiatives, and art history at Harvard's Fogg Museum.

Extra-Curricular: Mrs. Ribeiro was the advisor for the Artists' Circle, an after-school program for middle school students who are passionate about the creation of 2D art. The groups' membership is comprised of 6th, 7th and 8th grade students.

Exhibits & Awards: The 19th Annual Fine Arts Festival was held on April 12th & April 13th at the Savage Center in Norwood.

# ELEMENTARY SCHOOLS ANNUAL REPORT

Artwork representing the 1-12 Visual Arts program was featured. Other exhibitions include: FoVA's Youth Art Month benefit, Perks, the James Savage Educational Center, Morrill Memorial Public Library, and the Sculpture Show at Grace Episcopal Church's Sunken Garden.

In January, the Middle school art program participated in the Massachusetts Scholastic Art Awards. The award winning students are: Valerie Chaika, Silver Key, Printmaking, Erin Fitzsimmons, Honorable Mention, and Printmaking, Ava Hurwitz, Honorable Mention, Printmaking

## HEALTH/PHYSICAL EDUCATION DEPARTMENT

The CMS Wellness Department continues to promote lifelong health and wellbeing for all students. The goal of the curriculum is to have students find some sort of activity that will promote life time movement and healthy habits. Working with the national and state standards we align our wellness curriculum to fit the needs of all students.

Physical education classes continue to offer a variety of activities that appeal to all students. Some highlights from this year's activities were a new game called Flag Frenzy, an aerobic challenge activity and new project adventure team challenges. We are looking to add a low elements course within the next year to supplement the foundations games unit. Other lifelong activities offered group dance and tennis. We continued to run our yearly "Walk to School Day" and look forward to adding a school wide Hot Cocoa Run for next year to promote healthy cardiovascular exercise. We also had a great speaker for the 6th grade on dental hygiene with Dr. Neela Gandhi.

In the health area we are implementing new curriculum called Life Skills and Healthy Habits for our 8th grade. This curriculum was given to our schools from the Norfolk DA office. This program is on prevention and education around gateway drugs leading to prescription and heroin abuse. This will provide a great deal of information and skills based on social and emotional health. Looking at our students 21st century communication and coping skills for when life hands them hard times and how to handle these times in a positive and healthy way.

With another new designed schedule for the Wellness Department we are looking forward to providing 30 classes of physical education and 15 classes of health in semester chunks to all 6,7,8 grade. Our goal is to design the most cohesive and sequential program each and every year. We want our students to receive the most current and valuable units in health and physical education. As we know these subjects are what keep a person healthy physically, emotionally and socially what every middle school student needs in order to be successful as active participants of our world.

Respectfully Submitted,

Jackie Mann  
Principal

## BALCH, CALLAHAN, CLEVELAND, OLDHAM AND PRESCOTT ELEMENTARY SCHOOLS 2015-2016 ANNUAL REPORT

It is with great pleasure that we submit the following combined Annual Report for the Balch, Callahan, Cleveland, Oldham and Prescott Elementary Schools. The school year saw many accomplishments that could not have been attained without the support of the community, School Councils, PTO/PTA's and volunteers, the talents of our teachers and support staff, and the involvement of parents/guardians. The following is a summary of these efforts.

### BALCH SCHOOL COUNCIL

Each year we rely on the School Council to fulfill an advisory role in the administration of Balch Elementary School. Our council members this year are Jean Selines, Elizabeth Kelley, Dimitra Karypidis, Darlene Follett, Emily Caille and Denise Begley. The group has discussed and brainstormed a number of strategies to enhance the educational experience of both students and their families. The council has participated in sessions focused on communication and community building. This group contributes to the overall success of our school with a sharing of ideas and concepts.

Our School Council has collaborated to reflect upon our school's successes and challenges and to create our school improvement plan. Looking ahead our school improvement plan continues to encourage a positive environment at the Balch School. We strive to ensure that students have the social and emotional skills that enable them to form positive relationships with peers, make good choices, and manage their actions appropriately. Our school improvement plan also states the goals that students will improve both their ELA scores and math scores by 5% as measured by a combined increase in the percentage of students scoring at proficient and advanced levels on the MCAS ELA test in grades 3, 4 and 5.

### BALCH SCHOOL PTO

The Balch Elementary School PTO continues to be an active and integral part of our school community. The members enhance our school environment with educational, enriching and enjoyable community building activities. The officers of the PTO are Nicole Sawyer as president, Kathy McTernan as treasurer, Leah Ramsdell as secretary and Kristen Serratore is our vice president. This year the PTO sponsored a number of activities including an ice cream social at Back To School Night, a Monster Mash Family Dance in October, a family game night, a pancake breakfast, musical and dance presentations and a number of book fairs. The PTO also supports our grade level field trips which make it possible for our children to visit places such as the LEGO Museum, Plimouth Plantation, the Museum of Science, the Massachusetts State House, Duxbury Maritime Organization and the Commonwealth Archives Museum. We also have a wonderful group of parents who volunteer at our school and provide daily support. Our PTO and School Council collaborated to offer a variety of after school enrichment classes including: science, arts and crafts, cooking and building with legos. We are thankful for our caring and supportive families.

# ELEMENTARY SCHOOLS ANNUAL REPORT

## CALLAHAN SCHOOL COUNCIL

The C.M. Callahan School Council included the following members during the 2015 – 2016 school year:

Robert M. Griffin (Principal - Co-Chair), Amy O'Keefe (Parent - Co-Chair), Joe Hart (Parent), Laura McCarthy (Parent), Catherine Breen (Teacher), Katie Lambrenos (Teacher).

The School Council completed the following goals from the second year portion of the 2014 - 2016 Callahan School Improvement Plan:

1. **Accountability Level** – Although the Callahan School has enjoyed great success over the years, the High Needs population of our school received a Progressive and Performance Index of 73 from the 2014 PARCC Tests, even though our PPI for all students was 88, we became a level II school because of the decline in the High Needs PPI. We worked industriously to identify, prepare appropriate programs, and assist our High Needs group across the curriculum. Our efforts resulted in superior results on the 2015 PARCC assessments. The Callahan All Students PPI jumped to 98, and our High Needs group rose to 86. This not only gave us our Level 1 status back, but made us one of only forty-five schools in the state to be honored with the official recognition of MA. Commendation School.
2. During the 2015 – 2016 school year our new evaluation system included all Callahan teacher, divided into groups of Non Professional Status, Cycle A, and Cycle B staff. Each N.P.S. teacher received four announced and unannounced observations. All Cycle B teachers were also recipients of unannounced observations. The five N.P.S. teachers received Formative Assessments in January and Summative Evaluations in May. The ten Cycle B teachers received Formative Evaluations in May, and our ten Cycle A teachers received Summative Evaluations, by June 1st, to conclude their first two year cycle of goals, plans, observations, and evaluations.
3. Our district completed the formulation of District Determined Measures to be used to compare pre and post results on two approved assessments for E.L.A. and math, in all grades 1 – 5.
4. Our district's literacy teachers worked with our classroom teachers to establish a writing program, across the district that would enhance our students' writing in grades 1 – 5.

## CALLAHAN SCHOOL PTA

Amy O'Keefe (Presidents), Kristen Carreiro (Vice-President), Tara Kelly (Secretary), Cheryl Mills and Paula Pungitore (Co-Treasurers), Amy O'Keefe (Programs), Kristen Carreiro (Book Fairs), Committee(Fundraising), Wendy Keats and Vicky Martin(Basket Raffle), Laura McDonald (Cookies with Santa), Laura McCarthy (Appreciation Breakfast), Amy O'Keefe and Committee (Fall Family Fun Night), Committee (Math/Science Night), Joe Conti, Kristen Carreiro and Committee (Field Day). The board meets on the second Tuesday of each month to plan family oriented events for our school community.

## CLEVELAND SCHOOL COUNCIL

The F.A. Cleveland School Council included the following members during the 2015-2016 school year: Nancy H. Coppola (Principal), Michelle Hsu (Parent), Amy MacDougall (Parent), Erin Saulnier (Parent), Karen Murphy (Parent), Gail Howell (Teacher), Nora Galvin (Teacher), Mary Wesley (Teacher), Annmarie Higgins (Librarian). Our School Council meets monthly and discusses the needs and accomplishments of our school. This year they were instrumental in writing a new school improvement plan. It includes improvements in the areas of curriculum, facilities and the building of a new playground. We have a Student Council that includes students in grades 4 & 5. The Student Council has run various activities including, but not limited to: gathering cards for service people, collecting candy for service personnel, and a soup drive for the food pantry. Also, they sell small items as a way to raise funds for their activities.

This year, the Cleveland School is scheduled to participate in statewide PARCC Testing for English Language Arts and Mathematics. Students in Grade 5 will participate in MCAS Testing for Science. All classrooms have SmartBoards and Ladybug cameras. We have 3 Chrome Carts for student use throughout the school. Our library has 12 eBooks that students are able to borrow for classroom or home use. We also have an iPad station that is shared with our Pragmatic Language Classrooms. Our staff participates in PLC (Professional Learning Community) meetings once a month and RTI (Response to Intervention) meetings every Friday. The Cleveland staff participate in many activities such as: Character Day, Talent Show, Field Trips, Vocabulary Parade, Drop Everything and Read, Read Across America, and Poem in your Pocket Day. For Dr. Seuss' birthday, we have "celebrity readers" in all of our classrooms. We have a number of afterschool activities called "Cleveland Clubs" which are sponsored by our PTA. Activities include yoga, drama, computers, cooking, poetry, puzzles, crafts, knitting and art. We have a holiday concert, a year end concert and a Grade 5 musical. We have several food drives for the local food pantry, host a Dessert Spectacular for two Nursing Home Facilities, support "pay" dress down days to support philanthropic endeavors, and enjoy a school wide field day. Staff members host "lunch bunch" to help students working on socialization issues. We also have students participating in Honor Chorus, Honor Orchestra and Honor Band. The Cleveland School is totally inclusive and works together as a family.

## CLEVELAND SCHOOL PTO

The Cleveland School has a very active PTA. It meets monthly to discuss school events and fundraisers. They sponsor two book fairs each year and several enrichment assemblies. The PTA fundraisers help support the enrichment activities, as well as helping to finance the buses for our field trips. The PTA also sponsors the following activities: Walk to School Day, Ice Cream Social, Monster Mash, Cleveland Café, Game Night, Math and Science Night, Staff Appreciation functions, Trivia Night, and the Talent Show. Most recently, our PTA has funded a number of different websites for students to subscribe to both in school and at home. Their support and funds are crucial to our school enrichment.

# ELEMENTARY SCHOOLS ANNUAL REPORT

## OLDHAM SCHOOL COUNCIL

The School Council Members are: Dr. Wesley P. Manaday (Principal/Co-Chair); Elizabeth Gassoway (Community Member/Co-Chair); Cathy Barnicle, Candice DeBoer and Stephen Perry (Teachers); Kim Miller and Scott Schaul (Parents); and Patty Griffin Starr (Community Member).

## BUILDING IMPROVEMENTS

The PTO purchased a swing set and worked with the Building and Grounds Department to have it installed on the playground for all students to enjoy. Additionally, earlier physical improvements to the school have brightened the building immensely. The John P. Oldham School remains a flagship school of cleanliness. On behalf of the school community, we wish to thank Mr. Paul Riccardi, the Director of Buildings and Grounds Department, for overseeing these major improvements.

## GOALS

We worked on the following goals:

### ENGLISH LANGUAGE ARTS (ELA)

1. Used the computer lab to publish more student writing using a variety of digital tools, including: iPads, Chrome books, HP mini-computers, flip cameras, tape recorders, Stationery Studio, Microsoft Word, Power Point, Microsoft Presentations, Photo Story and Kidspiration.
2. Built consistency in vocabulary by incorporating instructional strategies at all grade levels.
3. Refined our Response to Intervention (RTI) model so that so that each student made one year's worth of progress within the school year as determined by the Developmental Reading Assessment (DRA).
4. Strived for consistency throughout the school as teachers met with at least three guided reading groups every day.
5. Worked together as a school community to create common planning times so teachers could assess student work on a regular basis.

### MATHEMATICS

1. Implemented the "Problem of the Day" math calendars on a monthly basis in grades 3-5.
2. Improved our Tier 1 Response to Intervention (RTI) model by developing grade level common math centers time. Teachers differentiated instruction using manipulatives, technology resources, games and problem solving activities to address the individual needs of students.
3. Met twice monthly to discuss curriculum alignment for the Envisions Math 2.0 Program in its first year of district wide implementation.
4. Maintained no less than 75 minutes of uninterrupted math instructional time each day.

### SCIENCE and TECHNOLOGY

1. Increased science instruction and activities from 60 to 90 minutes per week by teaching science across the curriculum.

### ASSESSMENT

1. Increased student achievement at the proficient level and reduced the numbers of students identified in both the needs improvement and warning levels of the Math and Science Assessment for PARCC 2016.

2. Increased student achievement at the proficient level and reduced the numbers of students identified in both the needs improvement and warning levels of the Math Assessment for PARC 2016.
3. Increased student achievement at the proficient level and reduced the numbers of students identified in both the warning and needs improvement levels on the Science and Technology Assessment for MCAS 2016.

## OLDHAM SCHOOL PTO

The Oldham School PTO was led during the 2015-2016 school year by Executive Board Members: Mollie Caravello (President); Arati Paranjpe (Vice President); Valerie Hill (Treasurer); Kimyana Murphy (Secretary). The treasurer's summary showed the Oldham PTO's beginning balance in August 2015 was \$10,122.55, and the balance to start the 2016-2017 school year was \$10,700.65. Fundraising activities in 2015-2016 included the Spring Fair, the Oldham Fitness Challenge, sales of Butter Braids and Yankee Candle products, the Scholastic Book Fair, Box Tops, Halloween party, and dine out nights at various local restaurants. Funds were also raised through PTO family dues. The Oldham PTO purchased 2 sets of swings and picnic tables. Installation was provided by the Norwood Public Schools' Building & Grounds Department. Kim Miller coordinated in-school enrichment programs and used money from the Massachusetts Cultural Council grants as well as other grants to offset costs. A wide variety of programs included after school activities, and special in-school events as well as the annual Oldham Math & Science Night. Funds were also used to supplement the cost of buses for school field trips, and provide classrooms stipends and teacher subscriptions. The Oldham School PTO also provided funds for after school sports and awarded scholarships to graduating Norwood High School seniors who attended the Oldham School.

## PRESCOTT SCHOOL COUNCIL

The following people comprised the Prescott School Council: Brianne Killion (Principal and Co-Chair), Mr. Rob Marshalsea (Teacher and Co-Chair) Mrs. Signe Pagliuca (Teacher), Kristen Cannon (Parent), Nancy Wladkowski (Parent), Scott Murphy (Community Rep), Joan Briggs (Community Rep), and Pat Rose (Community Rep). I would like to thank all those who have served on the School Council. This year the School Council received updates on the status of the 2014-2016 School Improvement Plan.

### Improve student achievement:

1. **Math** – Every classroom adopted the new math "Envisions" program. Instruction time for math was increased in all grade levels. Teachers diligently implemented the program with the help of Jill Milton, Norwood math coach. We were the only Norwood school to participate in the online PARCC testing in all grades. We did very well with 79% of our students in grades 3-5 reading the proficient/advanced level. Our school is designated as a Level 1 after this year's round of testing.
2. **Reading** – Mrs. Carol Thornton our Literacy Specialist provided modeling and instruction in all grade levels for good reading strategies. She also continues to use the Leveled Literacy program providing RTI support for first

# ELEMENTARY SCHOOLS ANNUAL REPORT

and second graders. Technology was integrated into third, fourth and fifth grades using the Chrome Books and shared Google docs. We continued our "Share our Books" program with an all school book read. Our librarian Donna Miller continues to make our library the media center of our school, this year building a "maker space" for our students.

- 3. Technology** – We are leaders in the district for the use of technology with our students. Students in grades 3-5 are proficient in using chrome books and Google classroom for daily writing activities and research. Students in first and second grade have access to iPads for literacy and math centers. Teachers consistently model good use of technology for our students.
- 4. Community of Learners** – We continue to use and practice the components of the Open Circle Social Competency program at the Prescott School. We celebrate good character traits through our "Always an All Star" program where students are nominated monthly for being kind, hardworking, respectful, and a good friend. Theme days and "Mix it Up" lunches promote good citizenship skills. Our annual "Talent Show" showcases a diverse group of talented students.

## PRESCOTT PTO

The Prescott PTO is an integral part of our school. They work hard to provide programs and programs that will enrich and expand the educational, social, and cultural opportunities for the Prescott School students. The PTO generously fund field trip buses for our students, thus keeping the costs of field trips down for our students. The PTO co-presidents were Amy Pfingston and Annemarie Stenstrom. We thank them for their time on the board. The PTO also includes many hard working volunteers on various boards and committees who give many hours to the children and staff in our school.

Some of the other activities sponsored throughout the year by the PTO are the Back to School BBQ, Ice Cream Social, Annual Book Fair, All School Field Trip to the Orpheum Theatre in Foxboro, Math and Science Night, Halloween Party, 5th Grade Pasta Supper, and the end of the year Field Day and Family Fun Day. The PTO also brings enrichment programs into the school with the help of grants through the Norwood Cultural Council. This year we had the following quality programs; Ball in the House, author Sara Pennypacker, historical perspective Helen Keller and Wingmasters. Our school store, part of the PTO, helps to fund activities for the students such as playground equipment and indoor and outdoor recess games and activities.

I would like thank the PTO for all their hard work and dedication to the students and staff at the Prescott School. They are truly a very important part of the Prescott community.

## ELL PROGRAM

The ELL Program serviced 266 students from many different countries who speak 36 different languages. Upon entry to the schools, the ELL staff addresses the students' language abilities. After testing is completed, English support services are scheduled according to the student's need. Pullout and inclusion services are provided on an ongoing basis through ELL and classroom support. Every ELL class focuses on increasing vocabulary,

rhyming ability, reading and writing skills and supporting classroom subjects. All ESL students are assessed by the State for English proficiency using the ACCESS test administered mid-winter and the MCAS state testing in the spring. This data is used in addition to building based data to design instruction appropriate for each student. For the last three years, the district has met all three of its Annual Measurable Achievement Objectives (AMAO) targets.

## LIBRARY

The mission of the Library Media Program is to foster the development of skills, strategies, and proficiencies that enable students to become lifelong, independent learners by accessing various information technologies. It is also the responsibility of the program to provide the services and resources that will meet this objective. This year the librarians have been refining a Gr. 1-5 research curriculum and ways to assess that knowledge. The librarians also continue to build and update their school library's website which allows students, teachers, and families to access relevant and appropriately categorized websites, electronic databases, award-winning children's literature and information and resources specific to each school library. Our school librarians are also essential partners in collaborating with all our content area teachers in using various instructional technologies and developing interdisciplinary curricula designed to meet the Common Core's Literacy standards. In addition, our school librarians work in cooperation with the Morrill Memorial librarian staff to coordinate various programs, such as summer reading. The Norwood Public Schools sincerely thank all our PTO/PTA's who were once again very active in raising money to purchase new books to help students become enthusiastic and habitual independent readers.

## READING PROGRAM & TITLE ONE

The Norwood Public Schools uses a balanced literacy approach for literacy instruction. Literacy Specialist and Title I teachers work within each classroom and in pull out models to offer reading modifications to students who need extra support for the regular classroom curriculum to improve reading, writing, listening and speaking. Small group models are used for students who need additional help aside from the regular classroom curriculum, as well as other individualized programs, as necessary. The Literacy Specialist and Title I teachers help to administer many assessments and all testing results are graphed and presented to the classroom teachers to help further their students' instruction. The classroom teachers use individual assessments to better understand the needs of each student; evaluate the student's strengths and weaknesses; and provide classroom modifications. Also, there are many additional activities arranged by the Literacy Specialist and Title I teachers in each school to increase family participation and make reading enjoyable so our students strive to become proficient readers and writers.

## STUDENT SUPPORT TEAM

The Student Support Team (SST) is a general education resource available to meet with classroom teachers to discuss ways to help children who are experiencing difficulty achieving success. The team consists of a classroom teacher, Literacy Specialist, Adjustment Counselor and Principal. The SST provides an alternative for teachers, other than the Special Education referral process, for obtaining input from colleagues on ways to help children achieve success.

# ELEMENTARY SCHOOLS ANNUAL REPORT

## **INCLUSION**

The Inclusion Specialist is a member of the Special Education Evaluation TEAM and is responsible for academic instruction, support, testing, and interpretation of test results and development of Individual Educational Plans (IEPs). Students are supported in a variety of ways including one-on-one, small group, and/or inclusion settings depending upon their individual needs. Students may need modification of classroom materials; extra time to complete class work; repetition of material with several demonstrations; special visual reinforcements; a separate setting to take tests; or tasks broken down into more manageable steps.

## **RESOURCE ROOM**

The Resource Room services children who have a wide variety of needs and meet the criteria for Special Education services with disabilities ranging from autism, communication, neurological disability, mild to severe specific learning disabilities and behavioral/emotional issues. The TEAM meets annually to discuss whether the child is making effective progress with this support. Children are serviced in the Resource Room according to the service delivery that is written into their IEP that requires small group instruction and/or one-on-one assistance and instruction in one or more academic areas. It is also available for students to take tests and complete unfinished work. The Resource Room teacher collaborates with the classroom teacher to provide instruction and work on the grade level curriculum, provide modifications and accommodations within the classroom and to include the student in the classroom routine.

## **THERAPEUTIC/ACDEMIC SUPPORT CLASSROOM (TASC)**

The TASC program exists for students with severe, behavioral and emotional needs, who require specific teaching strategies for implementing IEP goals and objectives. Academic support and specialized instruction with regular education curriculum is delivered to a student that is appropriate to meet their individual needs. Teachers work closely with clinical staff to develop a therapeutic learning environment to assure appropriate learning experiences for all students.

## **LANGUAGE-BASED LEARNING DISABILITY CLASSROOM (LBLD)**

The LBLD program exists for students who have substantial difficulty with language-based concepts, including but not limited to, decoding, fluency, reading comprehension, writing and sound-symbol relationships. Classrooms are centered around direct systematic multi-sensory approach and focus on executive functioning skills such as planning, flexibility, tolerance, methods, social and problem-solving skills. This is a highly structured language-based program that implements specially designed instruction which is individualized according to the specific goals and benchmarks of the student's IEP. In addition, all academic instruction is aligned with the State Curriculum Frameworks and a Speech/Language Pathologist is assigned to the classroom to collaborate with teachers and service providers to develop the best strategies for a successful program.

## **PRAGMATIC LEARNING CENTER (PLC)**

The PLC at the Cleveland Elementary, Middle School and High School exists for students who require additional support with social pragmatic skills or behavior. The services include a combination of supported inclusion, discrete trial sessions, small

group activities and incidental teaching strategies to students on the spectrum. The program is based on the principles of Applied Behavior Analysis with a focus on reinforcement systems and consistent behavior management programs. Accommodations and/or modifications to the academic program are individually tailored, as needed. Students attend their grade level classroom, visit the PLC as needed, participate in a social group with peers, and receive direct instruction in social skills by the Speech/Language Pathologist.

## **PRACTICAL APPLICATION OF CURRICULUM AND SKILLS PROGRAM (PACS)**

The PACS classroom at the Oldham and Prescott Elementary Schools and the High School, provide students with basic academic skills, functional living skills and pre-vocational to vocational training. The Special Education Teacher, Speech/Language Pathologist, Occupational Therapist and Physical Therapist collaborate to create programming that embeds all therapies into the program per each student's IEP throughout the day.

## **SCHOOL ADJUSTMENT COUNSELOR**

The Adjustment Counselor services students who have emotional problems, social issues or exhibit behavior problems in school. Classroom teachers, who are in a position to recognize symptoms of emotional upset, unusual behavior or poor social adjustments, usually refer these students. The Counselor meets with students individually or in a group setting on a regular basis; is in regular contact with parents and teachers regarding concerns they may have; and will provide individualized behavior plans, as needed. The Counselor is part of the Special Education Evaluation Team and meets with parents of incoming Kindergarteners sharing information about the screening process and helps parents prepare their child for Kindergarten.

## **SPEECH/LANGUAGE PROGRAM**

The Speech/Language Program provides supportive services to children individually or in small groups, depending on the child's need. The responsibilities of the Speech Therapist include participation on the SST as well as performing recommended speech and language evaluations; and a formal report with test results, observations and recommendations is written and presented at the evaluation meetings. The Therapist also works closely with teachers, parents and other specialists to coordinate programs suited to the individual needs of a given student and are part of a team that provides a screening process annually for students entering Kindergarten.

## **ADAPTIVE PHYSICAL EDUCATION (APE)**

Adaptive Physical Education is in place for students with disabilities with large motor skills. Each student who is recommended for APE receives an individualized plan which offers students the chance to improve their gross motor skills in a small group setting. The APE Program also works on developing student self-confidence so that they are better able to handle a regular physical education class.

## **PHYSICAL EDUCATION/HEALTH**

The Norwood Elementary Physical Education and Health Department believes that becoming physically educated is a developmental process that begins in early childhood and

# ELEMENTARY SCHOOLS/GEORGE F. WILLETT ECC

continues throughout life. The physical education program involves the whole child and includes physical, social and emotional growth experiences. The program in 2017 will focus on a Grade 4 comprehensive physical fitness unit. Students in the 4th grade will receive information in health class on the 4 components of physical fitness. A movement approach will take place in the gymnasium during their physical education class. Students will apply their classroom learning in the gym performing the various fitness components, cardiovascular, muscle endurance, muscle strength and flexibility. The purpose of this is to give the students both the learning and hands on approach to understand and apply physical fitness in their lives.

## MUSIC PROGRAM

The Norwood Public Schools Elementary General Music Program is a comprehensive, sequential curriculum based on the Massachusetts Curriculum Frameworks and taught by music specialists. Skills developed include singing, playing instruments, movement, critical listening and the learning and reading of musical notation. Interested students may elect to take violin lessons in the 3rd grade; all other band instruments are introduced in the 4th grade and continued through 5th grade. All students are offered the opportunity to audition for and participate in the district-wide Honor Orchestra, 5th Grade Honor Band and 5th Grade Honor Chorus.

## VISUAL ART PROGRAM

The Norwood Public Schools Elementary Visual Art Program begins in 1st grade and is a comprehensive, sequential curriculum based on the Massachusetts Curriculum Frameworks and taught by visual art specialists. Through the study and creation of visual art, students improve their fine motor skills and develop critical and creative thinking habits. Skills explored and developed include drawing, painting, 3D, design and printmaking. Examples of student artwork are displayed in all the individual elementary schools, as well as at the Morrill Memorial Library, the Savage Center, and the annual Fine Arts Festival.

## CONCLUSION

The excellent reputation we have achieved within the community and the positive spirit that permeates our school buildings can only be enjoyed when all stakeholders are working collaboratively to support the schools. We would like to express our appreciation to the School Committee, Central Office Administrators, teachers, all support staff, School Councils and PTO/PTA's for all their hard work which contributed to another successful year.

Respectfully submitted,

Jean Selines, Principal Balch School  
Robert Griffin, Principal Callahan School  
Nancy Coppola, Principal Cleveland School  
Wesley Manaday, Principal Oldham School  
Brianna Killion, Principal Prescott School

## GEORGE F. WILLETT EARLY CHILDHOOD CENTER 2015-2016 ANNUAL REPORT

The Willett Early Childhood Center is a unique program in that we have educational programs for Norwood's youngest students. The Integrated Preschool Program consists of four classrooms for three and four year old children, while the Full Day Kindergarten Program services five-year-old students. Our Early Childhood Center also includes a Multi-Age Primary Skills Classroom for students whose educational issues are best addressed in a smaller classroom setting. In late August, prior to the opening of school, Parent Information Nights provided families an opportunity to learn more about our school.

## INTEGRATED PRE-SCHOOL PROGRAM

The Norwood Integrated Preschool is a developmentally appropriate, language-based program that serves children with special needs and typically developing peer role models. This is a tuition-based program for those students who do not have special education issues. In September 2015, there were four (4) Preschool classrooms. Students were enrolled in a two (2) three (3) or four (4) half-day program, or an extended day, five (5) hour program. In these classrooms, a certified special education teacher leads each room, assisted by two paraprofessional aides. At the start of school, 100 preschoolers were enrolled in our preschool. This number increased to 115 by January 2016. Due to increased enrollment a new session of preschool was added at the Willett in January of 2016. Each November, an Open House provides parents of prospective preschoolers the opportunity to visit our school to learn more about this program. In late December, a public lottery is held at the school at which time typically developing peer role models are selected for classes to start the following September. This lottery system insures that all applicants have an equal chance for enrollment into the program. Throughout the year, the Willett teachers and therapists conduct screenings of preschool-aged children about whom parents have concerns. These screenings are required by law, as part of the Department of Education's child-find mandate.

## FULL-DAY KINDERGARTEN PROGRAM

The Norwood Public Schools provides tuition-free full-day kindergarten for those students attending public school. Partial funding is provided through a grant from the Massachusetts Department of Elementary and Secondary Education. The program provides students with five (5) hours, each day, of developmentally appropriate, center-based learning and is an inclusive program. Most children travel to the Willett on school buses from their neighborhood elementary schools. An instructional aide from the Kindergarten Program acts as monitor and accompanies the children on each bus. In September 2015, two hundred seventy-six kindergarten students entered the Willett full-day kindergarten program. A certified teacher and an instructional aide staff each of the thirteen (13) full-day classrooms. Of those classrooms, one integrated classroom is co-taught by a regular education teacher and a certified special education teacher. The Developmental Learning Center (DLC) is led by two special education teachers and an instructional aide. Mrs. Anne Watson, literacy specialist, supports all students' efforts to become readers. Students participate in weekly classes in Music, Gym, and Library.

# GEORGE F. WILLETT EARLY CHILDHOOD CENTER

## TRANSITIONS

A variety of transitional activities were planned for our students prior to the start of school.

- Children entering the preschool program came to visit school for a short time the day before the official start of school in September, to ease anxieties.
- New kindergarten students participated in “*Welcome to the Willett Day*” in June, during which time children and their parents were given a tour of the building, led by members of the kindergarten staff. At the end of the tour children received a copy of the book, *The Night Before Kindergarten*, as a reminder of their visit. They, too, visited classrooms for a short time the day before the start of school, meeting teachers and classmates.
- At the opening of school each year the PTO sponsors an Ice Cream Social and Open House for all families and their students to come in, meet the teachers, and visit their classrooms.
- Those kindergarten students moving on to first grade visited their first grade schools early in June, during the school day, accompanied by our teachers. Building principals welcomed the soon to be first graders and hosted tours of their buildings.

## HEALTH

Once again, our school nurse, Mrs. Joanne Ryan, provided a variety of nursing services to the students. Prior to entrance into school, Mrs. Ryan conferred with parents to insure all students had the necessary immunizations and physicals. Individualized Health Care Plans were developed, when appropriate. During the school year, students' hearing and vision were screened and parents were referred to PCPs, if needed. Mrs. Ryan visited each kindergarten class educating our students and families about the importance of healthy foods. The nurse also turned her office into a classroom, where students learned proper hand washing techniques, and infection control. Mrs. Ryan provided care for students with a variety of medical issues including diabetes, asthma, and seizure disorder. The nurse also supported students with allergies using an Allergy Action Plan based on the Food Allergy and Anaphylaxis Network protocol. The school nurse provides daily care and comfort to students in need.

## THERAPY SERVICES

A variety of services are provided for our preschool and kindergarten students, by speech/language pathologists, occupational therapists, physical therapists, and adjustment counselors who work with children according to their individual needs. Therapists also work with children as part of the community outreach program.

## SCHOOL COUNCIL

The following people served on the School Council: Diane Ferreira (Principal and Chair); Julie Barbour-Issa, Kim Frey, Christine Crowe, and Dawn Fruci (Parents); and Patty Doucette, Amy Michienzi, Diane Smith and Elena Musto (Teachers) and Linda Berger (Community Liaison). The School Council reviewed the following goals for our School Improvement Plan.

1. Complete the full implementation of the new Massachusetts Educator Evaluation System.
2. Explore the use of the Ekwall Shanker, Marie Clay, and/or Math Common Assessment for District Determined Measures which will be fully implemented in conjunction with the new Educator Evaluation System to measure student growth.

3. Pilot three new math programs in the 2014-2015 school year for final selection in the 2015-2016 school year.
4. Acquire NAEYC re-accreditation as required by the Quality Full Day Kindergarten Grant from the Department of Elementary and Secondary Education.
5. Continue to evaluate and improve safety procedures within and around the Willett Early Childhood Center.

## PTO

The parents of the PTO continued to support our students and staff through a variety of wonderful programs, including the Bike-a-Thon, Book Fair, Craft Night and Tide Pool Alive. Marci Drummey and Liz Gordon served as Co-Presidents. Many parents donated their time to make programs successful. The children were learning while participating in curricula-related programs, such as Bash the Trash, Science Tellers, and the New England Aquarium. The Willett PTO is committed to helping us create a welcoming, inclusive learning environment for Norwood's youngest students.

## SCHOOL/COMMUNITY OUTREACH

Again this year, the Willett community took part in a food drive in November asking families to bring in food products that were donated to the Ecumenical Food Pantry. Staff gave their time and materials for Operation Santa, and donated resulting funds to Norwood's Circle of Hope.

## NAEYC ACCREDITATION

The Willett Early Childhood Center is accredited by the National Association for the Education of Young Children, an organization committed to identifying quality educational environments for children birth through the age of eight years. In June, an updated report of our accreditation criteria was approved by NAEYC.

## MKEA- Teaching Strategies Gold

The Willett Early Childhood Center participated in the Massachusetts Kindergarten Entry Assessment (MKEA) initiative from the EEC and DESE by assessing all students in preschool and kindergarten utilizing a developmentally appropriate formative assessment tool. Teaching Strategies Gold was the formative assessment tool that was utilized. This tool assesses children through teacher observation and documentation across several domains (physical, social/emotional, cognitive, language, literacy, and math) and places them on a continuum of age appropriate learning bands. The goal of this assessment is to give teachers individual child-level information across all domains that will inform classroom instruction and highlight areas for potential professional development.

## CONCLUSION

The Willett Early Childhood Center continues to be a great place to grow for our early childhood students. Through the dedicated work of all staff, children in our preschool learn and practice developmentally appropriate skills, have extended opportunities to socialize with peers, and play with classmates in a welcoming and nurturing environment. Kindergarten students leave the Willett with skills they will need to become successful in first grade. I would like to thank the Norwood School Committee, the Central Office Administration, and the other Building Principals for their support, encouragement and guidance. I am also grateful to the staff for their sincere dedication and commitment to the children of Norwood. Finally, I extend sincere and heartfelt thanks to the Willett School Council, PTO and parents for their enthusiasm and hard work throughout the year.

Respectfully submitted,

Diane E. Ferreira  
Principal

# BLUE HILLS REGIONAL TECHNICAL SCHOOL

## 2016 NORWOOD TOWN REPORT OF THE BLUE HILLS REGIONAL TECHNICAL SCHOOL

The Blue Hills Regional District School Committee is pleased to submit its Annual Report to the residents of the Town of Norwood.

Blue Hills Regional Technical School continues its steadfast commitment to providing the highest caliber academic and vocational instruction to district students in grades nine through twelve, and to those receiving postgraduate training. The nine towns in the District include Avon, Braintree, Canton, Dedham, Holbrook, Milton, Norwood, Randolph, and Westwood.

Mr. James P. Quaglia is the Superintendent-Director of Blue Hills Regional Technical School. Mr. Kevin L. Connolly serves as the Norwood representative on the Blue Hills Regional District School Committee. He is starting his 25th consecutive year on the District School Committee. The Committee meets on the first and third Tuesday of each month at 7:00 p.m. in the William T. Buckley District School Committee Meeting Room (Room 207A) at the school at 800 Randolph St., Canton. The public is invited to attend.

### The following members comprised the 2015-2016 / 2016-2017 District School Committee:

<b>AVON:</b>	<b>Mr. Francis J. Fistori</b>
<b>BRAINTREE:</b>	<b>Mr. Eric C. Erskine</b>
<b>CANTON:</b>	<b>Mr. Aidan G. Maguire, Jr.</b>
<b>DEDHAM:</b>	<b>Secretary Thomas R. Polito, Jr.</b>
<b>HOLBROOK:</b>	<b>Mr. Robert A. McNeil (Mr. Michael C. Franzosa was elected to the position of Holbrook representative on Nov. 8, 2016.)</b>
<b>MILTON:</b>	<b>Mr. Festus Joyce</b>
<b>NORWOOD:</b>	<b>Mr. Kevin L. Connolly (Won re-election on Nov. 8, 2016)</b>
<b>RANDOLPH:</b>	<b>Vice Chair Marybeth Nearen</b>
<b>WESTWOOD:</b>	<b>Chairman Charles W. Flahive</b>

### Blue Hills Receives MSBA approval for Major Renovation Project Feasibility Study

In July of 2016, the Massachusetts School Building Authority voted to partner with Blue Hills Regional Technical School for the purpose of conducting a Feasibility Study to examine the need for, and to explore options for, a renovation of the existing Blue Hills facility.

Preliminary indications are that the fifty-year-old building is both structurally and programmatically sufficient to support a renovation project that addresses replacement and repairs to the building envelope, and replacement of windows and entries. Also proposed in the renovation project is replacement of the HVAC systems, electrical infrastructure, fire annunciation & suppression

(sprinkler system building wide), ADA compliance upgrades, public address system, as well as consideration of school locker rooms, interior doors, lavatories, and student lockers.

Currently, the district has hired Dore and Whittier Management Partners as the Owner's Project Manager. The architectural firm of Drummey, Rosane and Anderson (DRA) has been hired as the design firm. Members of the School Building Committee are scheduled to meet with the MSBA in mid-February for a preliminary schematic review with an eye toward a late August Project Funding Agreement from the MSBA.

The district is planning meetings with local officials to keep them informed of project progress, as well as project cost and funding models. The first of such meetings will occur in January with another to be scheduled for mid-April.

The district has established a web site, [www.renovatebluehills.org](http://www.renovatebluehills.org), which will provide member communities with up to date information on the project. "This project is essential to Blue Hills providing quality career and technical training to the students of your town for the next half century." - James P. Quaglia, Superintendent-Director.

Fifty members of the Class of 2016 received John and Abigail Adams Scholarships including Norwood students Chloe Belanger, Trevere Bougouneau, Alfred Coppola, Jacob Dillow, Candido Leyba Jourdain, Joseph McDonough and Chelsea Paduano.

One hundred nine students from Blue Hills Regional attended the SkillsUSA District Conference in February 2016. Student Liam Coyne of Norwood won a bronze medal in the Collision Repair Technology category. The advisor to the Blue Hills chapter of SkillsUSA is Mr. Robert Foley. SkillsUSA is a national organization for vocational students that sponsors rigorous competitions at the local, district, state and national levels at which students vie with their peers for gold, silver, or bronze medals in various technical areas.

Principal Jill Rossetti raised more than \$3,000 for the Muscular Dystrophy Association by participating in its "Lock-Up" fundraiser. This was just one of many successful charitable endeavors conducted by Blue Hills administrators, faculty and students throughout the year.

The annual William A. Dwyer Chapter of the National Honor Society (NHS) Induction Ceremony was held on April 12, 2016. Twenty-four new members were inducted.

The annual breakfast held at Blue Hills to honor selected students with scholarships, opportunities to attend a leadership conference and career assistance awards from the Neponset Valley Rotary Club and Canton Rotary Club was held on May 4, 2016 in the school's student-run restaurant, the Chateau de Bleu. Student

# **BLUE HILLS REGIONAL TECHNICAL SCHOOL**

Lauren Phillips of Norwood was recognized with a \$250 career assistance award by the Neponset Valley Rotary Club.

In a ceremony held on May 4, 2016, 18 Health Assisting students received their Certified Nursing Assistant pins, along with another valuable credential. They are also now Geriatric Patient Care Associates, having completed training in that area at Beth Israel Hospital Deaconess Hospital—Milton that was funded by the Healthcare Workforce Transformation Fund administered by the Mass. Dept. of Labor and Workforce Development. Among the honorees were Norwood students Chloe Belanger and Chelsea Paduano.

At the Senior Scholarship and Awards Night on May 25, 2016, dozens of students were honored for their achievements. Over \$11,000 in memorial scholarships and close to \$25,000 in civic, state and industry awards was distributed to students, over 100 of whom in the graduating class were recognized with certificates and/or scholarships. Blue Hills is grateful to all the individuals and civic and municipal organizations that generously recognized these deserving young men and women.

It was a stellar school year in sports for Blue Hills Regional. Blue Hills Regional takes great pride in all its student-athletes and coaches and congratulates them for their tremendous dedication and hard work. Nate Newman of Norwood was named an All-Star in golf in honor of his outstanding season. Among the highlights were the selection of Athletic Director Ed Catabia by the Massachusetts Football Coaches to coach in the Shriners football game on June 17, 2017, and the selection of the Blue Hills Regional cheerleaders to participate as well. The golf team went undefeated at 14-0 and Coach Brian Gearty was Coach of the Year. The football team was Mayflower League Co-Champion, the boys' soccer team was Vocational Champion, and the golf team was Vocational and Mayflower League Champions.

When NASA astronaut Scott D. Tingle of Randolph goes up in space on board the International Space Station (ISS) in 2017, he will be traveling with two unique items symbolizing Blue Hills Regional, where he graduated in 1983. Christopher Bullock of Avon, a student in Engineering, under the direction of teachers Dr. Michael Meyers and Dan Hamill, created a detailed model of the ISS using a 3-D printer. It bears the words "Blue Hills Regional Tech, Scott Tingle, Class of 1983." Blue Hills Construction students Jill Yurewicz of Randolph and Robert Devine of Dedham, supervised by teacher Mike Harkin, fabricated a handsome wooden box to store the model, with the letters "N-A-S-A" emblazoned across the lid mirroring the space agency's familiar, futuristic logo. The entire concept of making the model and container is the brainchild of Blue Hills Superintendent James P. Quaglia.

Commencement was held on June 7, 2016. Principal Rossetti was master of ceremonies. In her speech to the Class of 2016, she said, "May the fire of learning kindled at Blue Hills always burn brightly in your hearts and minds." In his own address, Supt. Quaglia said, "What we really did for you here is set the stage for your next act." Twelve students from Norwood were among the graduates including Chloe Belanger, Trevere Bougouneau, Alfred Coppola, Jacob Dillow, Millee Diop, Alexis Leitao-Cassidy, Candido Leyba Jourdain, Joseph McDonough, Chelsea Paduano, Lauren Phillips, Alexander Smit Sibinga and Thomas Woodbury.

The Practical Nursing Program (Postsecondary Programs Division) is a full-time program of study provided to adults on a tuition and fee basis. The Practical Nursing students are prepared upon graduation to take the NCLEX-PN (National Council Licensure Examination for Practical Nursing) through the State Board of Registration in Nursing. The Practical Nursing program (Postsecondary Programs Division) held its 27th Annual Commencement at Blue Hills on June 29, 2016 for thirty students.

The 2016 foundation enrollment numbers for Blue Hills show 896 students at the school, 53 from Norwood.

District School Committee members Mr. Festus Joyce of Milton, Mr. Kevin L. Connolly of Norwood, Mrs. Marybeth Nearen of Randolph and Mr. Charles W. Flahive of Westwood won reelection on Nov. 8, 2016. Mr. Michael C. Franzosa was elected to be Holbrook's representative to the DSC.

On November 16, 2016, Blue Hills Regional hosted its annual Open House. The well-attended event allowed the public to visit classrooms and technical areas, speak with students, teachers, and administrators, and gather information about the school.

Blue Hills Regional is proud to offer various services (Cosmetology, Culinary featuring our in-house-student-run restaurant, the Chateau de Bleu, Early Education and Care, Electrical, Metal Fabrication, Design & Visual Communications, Construction Technology, Graphics and Automotive) to district residents – and in some cases, the general public – from a variety of technical programs. This practice allows students to utilize their training in practical, hands-on situations that augment their classroom work. Furthermore, these professional-quality services are available at well below commercial cost. Over the years, residents and civic or municipal groups in the Town of Norwood have saved considerable money by having Blue Hills Regional students perform work for them.

Respectfully submitted,

Mr. Kevin L. Connolly  
Norwood Representative  
Blue Hills Regional Technical School District  
December 31, 2016

# **POLICE DEPARTMENT**

I hereby submit the Annual Report of the Norwood Police Department.

This past year, the rank of Deputy Chief of Police was created and the General Manager appointed Peter F. Kelly Jr. as the Department's first Deputy Chief. This changed the command structure from 5 lieutenants to 4 and a Deputy Chief.

The Department rolled out a Rape Aggression Defense (RAD) course for women. Sergeant Sarah Lyden was assigned to build the program and act as lead instructor. RAD is a nationally certified program that teaches women various methods of self-defense to help protect them against potential attackers.

Two sessions of the Youth Academy were conducted by School Resource Officers Paul Murphy and Jamie Mahoney, one in July and the other in August. This one-week program teaches 7<sup>th</sup> and 8<sup>th</sup> grade students about the police profession. We thank the Norwood Recreation Department for teaming up with us and making it so successful.

The two programs listed above were funded by a donation from the Norwood Junior Women's Club.

In March of 2016 Norwood had its first homicide in eight years. A man was shot and killed in the rear lot of the Stonebridge apartments in the middle of the night. The Norwood Police detectives and the Norfolk District Attorney's Office are investigating.

For the first time, the United States Attorney General designated the first week in October as National Community Policing week. The NPD held two "coffee with a cop" events, Lt. Benedetti read to children at Morrill Memorial Library, the Department held an open house that Saturday, and U.S. Attorney for Massachusetts Carmen Ortiz walked the beat in with Chief Brooks in South Norwood.

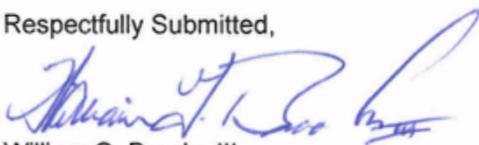
In September, the NPD was awarded full accreditation by the Massachusetts Police Accreditation Commission. Approximately 55 municipal police departments in Massachusetts are accredited. The project to achieve this distinction was headed by Sgt. Christopher Padden.

The Norwood Police Department joined the One Mind Campaign of the International Association of Chiefs of Police. Under this campaign, the NPD committed to adopting a policy on serving the mentally ill, establishing a formal relationship with a mental health service provider, training every officer in "mental health first aid," and training 20% of the Department in Crisis Intervention Team protocols, a 40-hour course. The campaign is designed to guide police departments in better serving the mentally ill. IACP provides a three-year window for completion, but the NPD anticipates completing the project by the end of 2017.

Norwood saw 48 drug overdose incidents in 2016, three of which were fatal. In 2015 there had been 41 overdose cases with five fatalities.

I would like to take this opportunity to thank Norwood's residents and town officials for their support this past year, particularly General Manager John J. Carroll and the Board of Selectmen, and to acknowledge the dedication and hard work of the men and women of the Norwood Police Department.

Respectfully Submitted,



William G. Brooks III  
Chief of Police

# POLICE DEPARTMENT

## CHIEF OF POLICE

William G. Brooks III

## DEPUTY CHIEF

Peter F. Kelly Jr. created 7/14/16

## LIEUTENANTS

Martin F. Baker      Michael Benedetti      Christopher Flanagan

David Benton promoted 7/14/2016

Kevin P. McDonough retired 6/24/2016

## SERGEANTS

Robert Doucette      William Fundora      Timothy McDonagh  
Sarah Lyden

Christopher Padden promoted 7/14/2016

## ADMIN. ASST. TO CHIEF

Kevin J. Grasso

## CHIEF CLERK

Robert Baker

## SCHOOL RESOURCE OFFICERS

Paul Murphy      James Mahoney

## BUREAU OF CRIMINAL INVESTIGATION

Det. Sgt. Peter Curran      Paul Ryan      John Gover  
Thomas Stapleton      Richard Giacoppo

Anthony Lopes promoted 11/7/2016

Clifford H. Brown retired 8/3/2016

David Eysie retired 8/24/2016

## PATROL OFFICERS

Paul Lear	Daniel Kehoe	Robert Harkins
Terrence Connolly	Gregory Gamel	Mario Costa
Brian Riley	Kevin Riley	Gregory Shore
Paul Zorzi	Geoffrey Baguma	Derek Wennerstrand
Matthew O'Brien	Jaime Mazzola	Andrew Jurewich
Michael O'Brien	Shawn Wilman	Patrick Bishop
Brendan Sweeney	Diego Silva	James Payne
Kyle Cordero	Brenden Greene	Richard McGowan
Enid Miller	Kevin P. McDonough Jr	John Rooney
Scott Miller	Thomas Carey	Jennifer Hoyle
Melanie Wigmore		

Jennifer Sullivan hired 3/14/2016

Brian Cedrone hired 9/26/2016

Peter Fiske hired 9/26/2016

Sunyub Hwang hired 9/26/2016

David MacEachern hired 10/12/2016

Justin Hitchcock transferred 7/28/2016

Michael Richer resigned 10/2/2016

## SPECIAL POLICE OFFICERS

Edward J. Farioli	Joseph P. Flaherty	Thomas O'Toole
Robert W. Rinn	Brian P. Murphy	Kevin P. McDonough
James M. Keady	Maureen Murphy-Payne	James D. Payne
David C. Papargiris	Clifford H. Brown	Milton Vega

## COMMUNICATIONS CENTER

Joseph Sampson – Dispatcher	James Maroney – Dispatcher
Sheila Condrin – Dispatcher	Daniel Leavitt – Dispatcher
Michael Regan—Dispatcher	James Feibelman-Dispatcher

## CIVILIAN SUPPORT PERSONEL

Cynthia Keady Secretary, Chief  
Susan Wicklund Clerk/Secretary, Bureau of Criminal Investigation

Karen Ricci – Records/Systems Analyst

Mark Walsh – Senior Building Custodian

Michael Kelley – Building Custodian

## SCHOOL TRAFFIC SUPERVISORS/POLICE MATRONS

Elaine Petherick	Julia Pond	Constance King
Donna Breen	Karen Murphy	Paula Olson
Donna Gronroos	June Marotta	Catherine Girard
Jerilyn Glassman	Dianne Bragg	Donna Cunningham
Angela Malvone	Rosanna Giszczynski	Susan Scopa
Sharon Rogers	Maria Antoniou	Elizabeth King

Danielle Sabourin hired 9/1/2016

## CALLS FOR SERVICES

	<u>2016</u>	<u>2015</u>	
209A VIOLATION	Total: 22	37	-15
ABANDONED CALL	Total: 175	249	-74
ABANDONED VEHICLE	Total: 11	19	-8
ACCIDENTAL 911	Total: 0	7	-7
ALARM-BURGLAR	Total: 1576	1436	140
ANIMAL COMPLAINT	Total: 223	251	-28
ARSON	Total: 2	0	2
ASSAULTS	Total: 36	52	-16
ASSIST CITIZEN	Total: 861	888	-27
ASSIST FIRE DEPT	Total: 48	43	5
ASSIST MCI/HOSP	Total: 116	169	-53
ASSIST OTHER AGENCY	Total: 296	275	21
ASSIST OTHER POLICE DEPARTMENT	Total: 0	21	-21
ATTEMPT TO COMMIT CRIME	Total: 17	10	7
ATTEMPTED B & E	Total: 0	2	-2
AUTO THEFT	Total: 32	30	2
B & E COMMERCIAL	Total: 15	8	7
B & E OF MOTOR VEHICLE	Total: 43	63	-20
B & E RESIDENCE	Total: 19	39	-20
BE ON THE LOOKOUT	Total: 44	34	10
BOMB THREAT	Total: 2	3	-1
BREAKING AND ENTERING	Total: 0	7	-7
BUILDING CHECK	Total: 743	599	144
CHILD ABUSE/NEGLECT	Total: 5	1	4
CITIZENS COMPLAINT	Total: 77	142	-65
CIVIL DISPUTE	Total: 105	55	50
COMMUNITY POLICE	Total: 135	148	-13
COMPLAINT OF MV	Total: 248	352	-104
COURT DOCUMENTS TRANSFER	Total: 5	7	-2
DEATH AT HOME	Total: 21	34	-13
DEBRIS ON ROAD	Total: 31	62	-31
DISABLED MV	Total: 342	388	-46
DISPUTE	Total: 0	12	-12
DISTURBANCE	Total: 270	305	-35
DOG BITE	Total: 8	2	6



# POLICE DEPARTMENT

	<u>2016</u>	<u>2015</u>	
Fraud (credit/debit card;ATM)	35	57	-22
Fraud (impersonation)	62	48	14
Embezzlement	7	10	-3
Stolen Property	4	7	-3
Destruction of Property/Vandalism	152	198	-46

**TOTAL CRIMES AGAINST PROPERTY      664    719    -55**

	<u>2016</u>	<u>2015</u>	
Drug/Narcotic Violations	37	49	-12
Pornography/Obscene Material	2	5	-3
Gambling(operating;promoting)			0
Prostitution	0	2	-2
Weapon Law Violations	2	1	1

**TOTAL CRIMES AGAINST SOCIETY      41    57    -16**

	<u>2016</u>	<u>2015</u>	
Bad Checks	6	13	-7
Disorderly Conduct	10	15	-5
Driving under influence	49	53	-4
Drunkenness	146	141	5
Liquor Law Violations	15	17	-2
Trespass of Real Property	6	5	1
All Other Offenses	226	197	29

**TOTAL GROUP B CRIMES      458    441    17**

## CAR CRASHES INVESTIGATED

JANUARY	82
FEBRUARY	81
MARCH	67
APRIL	90
MAY	93
JUNE	91
JULY	103
AUGUST	76
SEPTEMBER	85
OCTOBER	70
NOVEMBER	95
DECEMBER	77

**1010**

## CITATION OFFENSES 2015

AFTERMARKET LIGHTING, NONCOMPLIANT	5
ALCOHOL IN MV, POSSESS OPEN CONTAINER OF	8
ATTACHING PLATES	4
BLIND PEDESTRIAN, FAIL STOP FOR	1
BRAKES VIOLATION, MV	19
BREAKDOWN LANE VIOLATION	95

CHILD 8-12 OR OVER 57 INCHES WITHOUT SEAT BELT	2
CHILD UNDER 8 YEARS & UNDER 58 INCHES WITHOUT	1
CROSSWALK VIOLATION	11
ELECTRONIC MESSAGE, OPERATOR SEND/READ	78
EMERGENCY VEHICLE, OBSTRUCT	9
EMERGENCY VEHICLE, OBSTRUCT STATIONARY	13
EMERGENCY VEHICLE, WILFULLY OBSTRUCT	1
EQUIPMENT VIOLATION, MISCELLANEOUS MV	27
HEADLIGHTS, FAIL DIM	4
IDENTIFY SELF, MV OPERATOR REFUSE	2
INSPECTION/STICKER, NO	64
JUNIOR OPERATOR OP 12-5 W/o PARENT	1
JUNIOR OPERATOR WITH PASSENGER UNDER 18	2
KEEP RIGHT FOR ONCOMING MV, FAIL TO	1
KEEP RIGHT ON HILL/OBSTRUCTED VIEW, FAIL	4
LEARNERS PERMIT VIOLATION	1
LEAVE SCENE OF PROPERTY DAMAGE	19
LEFT LANE RESTRICTION VIOLATION	1
LICENSE CLASS, OPERATE MV IN VIOLATION	1
LICENSE NOT IN POSSESSION	49
LICENSE RESTRICTION, OPERATE MV IN VIOLATION	1
LICENSE REVOKED AS HTO, OPERATE MV WITH	3
LICENSE REVOKED, OP MV WITH	9
LICENSE SUSPENDED, OP MV WITH	37
LICENSE SUSPENDED, OP MV WITH, SUBSQ.OFF	10
LIGHTS VIOLATION, MV	366
MARKED LANES VIOLATION	167
MDC WAY \$100 VIOLATION	1
MINOR TRANSPORTING/CARRYING ALCOHOLIC BEVERAGE	1
MOBILE PHONE, OPERATOR UNDER 18 USE	1
MOBILE PHONE, OPERATOR USE IMPROPERLY	24
MOTORCYCLE EQUIPMENT VIOLATION	2
NAME/ADDRESS CHANGE, FAILURE NOTIFY RMV OF	14
NEGLIGENT OPERATION OF MOTOR VEHICLE	55
NUMBER PLATE VIOLATION	102
NUMBER PLATE VIOLATION TO CONCEAL ID	1
NUMBER PLATE, MISUSE OFFICAL	1
OPERATION OF MOTOR VEHICLE, IMPROPER	12
OUI DRUGS	8
OUI DRUGS, 2ND OFFENSE	1
OUI LIQUOR OR .08%	40
OUI LIQUOR OR .08%, 2ND OFFENSE	4
OUI LIQUOR OR .08%, 4TH OFFENSE	1

# POLICE DEPARTMENT

OVERSIZE MV	1
PASSING VIOLATION	18
POSSESSION OF MARIJUANA UNDER AN OUNCE	1
RECEIVE STOLEN PROPERTY -\$250	1
RECKLESS OPERATION OF MOTOR VEHICLE	2
RED/BLUE LIGHT VIOLATION, MV	3
REGISTRATION NOT IN POSSESSION	47
REGISTRATION STICKER MISSING	7
REGISTRATION SUSPENDED/REVOKED, OP MV WITH	17
RIGHT LANE, FAIL DRIVE IN	13
SAFETY STANDARDS, MV NOT MEETING RMV	14
SCHOOL BUS, FAIL STOP FOR	4
SEAT BELT, FAIL WEAR	84
SIGNAL, FAIL TO	32
SLOW, FAIL TO	1
SPEEDING	1377
SPEEDING IN VIOL SPECIAL REGULATION	230
STATE HIGHWAY - FAIL TO OPERATE IN MARKED LANES	1
STATE HWAY - FAIL TO OPERATE IN RIGHT LANE	1
STATE HWAY - FAIL TO USE CARE IN PASSING	2
STATE HWAY - FAILURE TO USE CARE EXIT DRIVEWAY	5
STATE HWAY - MAKING A PROHIBITED TURN	2
STATE HWAY - OPERATE ON SIDEWALK	1
STATE HWAY - WRONG WAY	2
STATE HWAY-FAIL TO USE CARE IN STOP/START/TURN/BACK	60
STATE HWAY-FOLLOWING TOO CLOSELY	74
STOP FOR POLICE, FAIL	7
STOP/YIELD, FAIL TO	868
TRAFFIC, TOWN BY-LAW OFFENSES	1
TRASH, LITTER FROM MV	1
TRUCK FAIL DISPLAY OWNER'S NAME	1
TURN, IMPROPER	101
UNINSURED MOTOR VEHICLE	29
UNLICENSED OPERATION OF MV	39
UNLICENSED/SUSPENDED OPERATION OF MV, PERMITTING	2
UNREGISTERED MOTOR VEHICLE	65
UNSAFE OPERATION OF MV	53
USE MV WITHOUT AUTHORITY	1
WINDOW OBSTRUCTED/NONTRANSPARENT	16
YIELD AT INTERSECTION, FAIL	128
<b>TOTAL CITATION FOR 2016</b>	<b>4596</b>

## IN RETIREMENT – LIEUTENANT KEVIN P. MCDONOUGH



Lieutenant Kevin P. McDonough joined the Norwood Police Department on January 12, 1983 and served the town faithfully and conscientiously until his retirement on June 24, 2016. He was the Executive Officer and second in command at the time of his retirement. Lt. McDonough worked for the San Diego Sheriff's Department and the Nantucket Police Department prior to joining Norwood. Lieutenant McDonough performed admirably for the Norwood Police Department for 33 plus years. We wish him and his family many years of health and happiness.

## IN RETIREMENT – PATROLMAN THOMAS J. ANNINO



Patrolman Thomas J. Annino joined the Norwood Police Department on March 1, 1990 and served the town faithfully and conscientiously until his retirement on January 7, 2016. Officer Annino worked for the Boston University Police Department and then Metropolitan Police Department prior to Norwood. Officer Annino performed admirably for the Norwood Police Department for 26 years. We wish him and his family many years of health and happiness.

# **POLICE DEPARTMENT / ANIMAL CONTROL**

## **IN RETIREMENT – CLIFFORD H. BROWN**



Detective Clifford H. Brown joined the Norwood Police Department on September 19, 1989 and served the town faithfully and conscientiously until his retirement on August 3, 2016. Detective Brown worked for the Dover Police Department and the Norfolk County Sheriff's Office prior to Norwood. Detective Brown performed admirably for the Norwood Police Department for 27 years. We wish him and his family many years of health and happiness.

## **IN RETIREMENT – ANTHONY J. COPPONI**



Patrolman Anthony J. Copponi started with the Norwood Police Department on December 28, 1987 and served the town faithfully and conscientiously until his retirement on September 1, 2016. Officer Copponi was assigned to the newly formed Motorcycle Unit in the early 1990's and remained a member for many years. Officer Copponi performed admirably for the Norwood Police Department for 29 years. We wish him and his family many years of health and happiness.

## **IN RETIREMENT – DAVID J. EYSIE**



Detective David J. Eysie started with the Norwood Police Department on September 7, 1988 and served the town faithfully and conscientiously until his retirement on August 24, 2016. Detective Eysie served as a Police Officer at Lincoln Police Department prior to joining Norwood Police Department. Detective Eysie performed admirably for the Norwood Police Department for 28 years. We wish him and his family many years of health and happiness.

---

### **2016 ANNUAL REPORT OF THE ANIMAL CONTROL OFFICER**

I respectfully submit the Annual Report of the Animal Control Officer for the calendar year ending December 31, 2016. I would like to extend my gratitude to all of the responsible animal owners in the town. Furthermore I would also like to thank all of the residents who have assisted with providing supplies throughout the year.

Remember that all new dog Licenses are due in the beginning of the year.

#### **Animals Tested for Rabies and Results:**

Cats	2 tested results negative
Bats	1 tested unsatisfactory
Dogs	2 tested results negative

Canines impounded	57
Canines Claimed	47
Canines adopted	8
Cats adopted	9
Dog Bites	22

**Total Fees Collected for FY2016: \$5,760.00**

# **FIRE DEPARTMENT**

## **2016 ANNUAL REPORT OF THE FIRE DEPARTMENT**

I hereby submit the Annual Report of the Fire Department for the year 2016. The firefighters, officers and Chief of the Department would like to thank the Board of Selectmen, Town Meeting Members and residents of Norwood for their support of the Fire Department during 2016. I would also like to express our appreciation of the various town departments for their assistance and cooperation in aiding the Fire Department's operation.

I wish to thank all the personnel of the Fire Department for their devotion and dedication to duty. To the officers and firefighters of Norwood's surrounding towns, I convey Norwood's gratitude for their professional assistance given through our mutual aid agreements.

Respectfully submitted,

Anthony J. Greeley, Chief  
Norwood Fire Department

## **IN MEMORIAM OF**



**Deputy Chief Paul E. Narbut**

**Born: April 21, 1940**

**Appointed: July 10, 1966**

**Retired: July 16, 1993**

**Died: April 6, 2016**

**Served the citizens of Norwood - 27 years**

## **IN RETIREMENT**

**Robert P. Henry**  
**Captain – Badge #66**

**(November 29, 1982- January 4, 2016)**

Rob retired after more than 33 years of service. Rob was known as a kind, funny and professional firefighter in the station. A true family man, Rob and his wife, Maria, raised three wonderful children. Rob now turns his undivided attention to his wonderful grandchildren. The Norwood Fire Department wishes Rob a happy and healthy retirement.

**Joseph F. McDonough**  
**Firefighter – Badge 61**

**(October 19, 1981-January 4, 2016)**

Joe retired after more than 34 years of service. Joe was known as a quiet member in the station. Joe was as physically and mentally tough as they come in the fire service. He was also as compassionate to our community as any. The Norwood Fire Department wishes Joe good health and happiness in his retirement.

**Kevin J. Romines**  
**Captain – Badge #95**

**(December 31, 1985 – January 7, 2016)**

Kevin retired after more than 30 years of service. Kevin was a long time Captain on Group 1. Steady and reliable, Kevin was a fine officer for many years. The safety of his crew was always a top priority for Kevin. The Norwood Fire Department wishes Kevin a healthy and happy retirement.

**William R. Turner, Jr.**  
**Firefighter/Arson Investigator – Badge #60**

**(March 12, 1978 –July 31, 2016)**

Bill retired after more than 38 years of service. Bill was Fire Investigator for 28 years and was a tremendous senior leader and mentor to many firefighters over the decades of service. Known for his "mustache", Bill will be missed by all. The Norwood Fire Department wishes Bill a happy and healthy retirement.

# FIRE DEPARTMENT

**CHIEF**

Anthony J. Greeley

**DEPUTY FIRE CHIEF**

Ronald J. Maggio

**FIRE PREVENTION OFFICER**

Lieutenant Paul L. Butters

**CAPTAINS**

Joseph M. Boyland	Michael F. Costello
George T. Morrice	Daniel J. Harkins

**LIEUTENANTS**

George Bent	David J. Hayes
Christopher Campilio	Jeffrey Campilio

**FIREFIIGHTERS**

Thomas Starr	Paul Hansen	Christopher Queally
Richard Flaherty	Dennis Mawn	Christopher Griffin
Michael McDonough	Jeffrey Shockley	Scott St. Cyr
Richard Breen	Andrew Quinn	David Lazzaro
Phillip Morrison	Douglas Beyer	Brian Donoghue
Stephen Lydon	Edmond Fitzgerald	Michael Chisholm
Robert Greeley	Eric Henry	Joseph O'Malley
Dara O'Malley	Paul Hogan	Patrick Moloney
Michael Motta	Brian Cullen	John Farrell
Michael Carr	Jennifer Gover	Patrick McDonough
Mark McCarthy	John Cody	James Murphy
William LeBlanc	George Burton	Nicholas Gulla
Kevin Brown	Michael Downing	Jonathan Campisano
John R. Shea	Joshua Gunschel	Kevin Morrissey
John Bellanti	Steven McDonough	Nicholas Murphy
Paul Ronco	Christopher Fuller	Justin Hitchcock
Gerald Mahoney	Benjamin Coven	Michael Fagan
Joseph Mawn		

**CIVILIAN DISPATCHERS**

Ronald Lanzoni	Colleen DiBlasi – Supervisor
Paul Brown	Joseph White

**PART-TIME CIVILIAN DISPATCHERS**

James Flaherty	Brian Herman
----------------	--------------

**DEPARTMENT BUSINESS MANAGER**

Kathy Bane

**FIRE DEPARTMENT MASTER MECHANIC**

Michael Waters

**PART-TIME CLERK/SECRETARY**

**FIRE PREVENTION BUREAU**

Ann Harrington

**NORWOOD FIRE DEPARTMENT**

**RESPONSES 2015**

**FIRE RESPONSES**

Structure Fire	81	Fire Outside Structure	1
Vehicle Fire	8	Grass/Brush Fire	75
Refuse Fire	26	Spill Fire	0
Electrical	36	Smoke Scare/Removal	86
Unauthorized Burning	9	Controlled Burning	4

**RESCUE RESPONSES**

MVA with Injuries	118	MV vs. Pedestrian	3
Lock In	17	EMS	3,914
Animal Rescue	1		

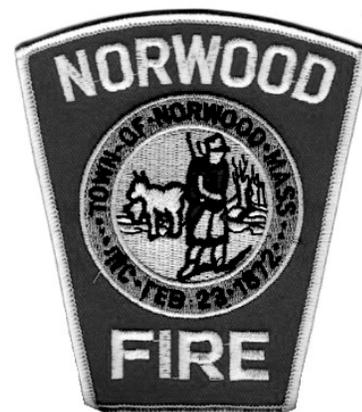
**NON-FIRE RESPONSES**

Hazardous Condition	6	Spill/Leak	95
Aircraft	0	Water Problem	35
Lock Out	179	Assist Others	33
Power Line Down/Arc	123	Steam Rupture	0
CO Response	90	Good Intent	13
Chemical Emergency	0		

**NON-FIRE/FALSE ALARMS**

Alarm Sounding	85	Unintentional	329
System Malfunction	166	Bomb Scare	5
Malicious False Calls	9		

**TOTAL FIRE DEPARTMENT RESPONSES IN 2016 5,547**



# **BUILDING DEPARTMENT**

## **2016 ANNUAL REPORT OF THE BUILDING DEPARTMENT**

The Building Department is responsible for reviewing applications and plans to construct, alter or demolish any building or structure, for compliance with applicable Zoning Bylaws, MA State Building Code, MA State Fuel, Gas and Plumbing Code, and the MA State Electrical Code.

For the dates 1/1/2016 to 12/31/2016 the total collected was \$986,536

<b>Type</b>	<b>Subtype</b>	<b>Number</b>	<b>Revenue</b>	<b>Estimated Cost</b>
<b>ANNUAL BUILDING</b>				
	AMUSEMENT, SOCIAL AND RECREATIONAL	1	\$50	\$0
	ASSEMBLY & DAY CARE	1	\$50	
	CAFETERIA	5	\$250	\$0
	CHURCHES AND OTHER RELIGIONS	1	\$0	\$0
	DAY CARE CENTER	7	\$350	\$0
	GROUP RESIDENCE/INDEPENDENT LIVING	6	\$300	\$0
	HOSPITAL	2	\$100	\$0
	HOTELS, MOTELS AND TOURIST CABINS	1	\$220	\$0
	LODGING HSE/HOTEL/MOTEL	6	\$474	\$0
	NOT SPECIFIED	2	\$0	\$0
	NURSING HOMES	4	\$200	
	PLACE OF ASSEMBLY	23	\$692	\$0
	PLACE OF WORSHIP	14	\$0	\$0
	PRIVATE SCHOOLS	6	\$250	\$0
	PUBLIC SCHOOL	10	\$0	\$0
	RESTAURANT	13	\$600	\$0
	WORKSHOP/SOCIAL PROGRAM	4	\$200	\$0
<b>ANNUAL BUILDING/FIRE CO-INSPECTIONS</b>				
	LODGING HSE/HOTEL/MOTEL	15	\$2,250	\$0
	PLACE OF ASSEMBLY	30	\$1,200	\$0
	RESTAURANT	126	\$7,700	\$0
<b>ANNUAL ELECTRIC</b>				
	COMMERCIAL & INDUSTRIAL PROPERTY	67	\$6,900	\$0
	NOT SPECIFIED	3	\$150	\$0
	RESTAURANT	1	\$50	

# BUILDING DEPARTMENT

Type	Subtype	Number	Revenue	Estimated Cost
<b>BUILDING</b>				
CHURCHES AND OTHER RELIGIONS		5	\$300	\$132,416
COMMERCIAL & INDUSTRIAL PROPERTY		6	\$136,711	\$9,484,185
COMMERCIAL ADDITIONS + ALTERATIONS		112	\$356,147	\$22,160,903
DEMO - ALL OTHER BUILDINGS + STRUCTURES		8	\$36,501	\$2,898,302
DEMO - SINGLE FAMILY DWELLING		6	\$973	\$82,500
FIVE OR MORE FAMILY BUILDING		20	\$37,619	\$965,845
MISCELLANEOUS		23	\$1,150	\$1,052,088
OFFICES, BANKS AND PROFESSIONAL		6	\$56,007	\$3,730,645
OTHER NON-RESIDENTIAL BUILDINGS		7	\$2,856	\$193,519
RESIDENTIAL ADDITIONS + ALTERATIONS		690	\$139,350	\$13,316,898
RESIDENTIAL GARAGES		5	\$2,697	\$268,569
SHEET METAL/MECHANICAL PERMIT		39	\$10,020	\$593,152
SHEET METAL/MECHANICAL PERMIT		35	\$12,048	\$921,700
SIGNS		3	\$158	\$9,600
SINGLE FAMILY HOUSES, ATTACHED		2	\$9,350	\$935,000
SINGLE FAMILY HOUSES, DETACHED		8	\$17,608	\$1,945,800
STRUCTURES OTHER THAN BUILDINGS		1	\$15	\$1,000
SWIMMING POOLS		5	\$1,060	\$88,600
TWO-FAMILY BUILDINGS		3	\$8,589	\$571,952
<b>ELECTRICAL</b>				
ELECTRICAL		727	\$49,278	\$4,213,902
ELECTRICAL		1	\$50	\$0
<b>GAS</b>				
GAS		1	\$46	\$0
GAS		540	\$34,475	\$0
<b>PLUMBING</b>				
PLUMBING		513	\$43,864	\$0
<b>SIGN</b>				
SIGN		74	\$7,481	\$470,756
SIGN		2	\$198	\$13,100
<hr/>				
<b>TOTALS:</b>		<b>3190</b>	<b>\$986,536</b>	<b>\$64,050,433</b>

For information and applications see [BUILDING.NORWOODMA.GOV](http://BUILDING.NORWOODMA.GOV)

# DEPARTMENT OF PUBLIC WORKS

## 2016 ANNUAL REPORT OF THE DEPARTMENT OF PUBLIC WORKS

As Director of Public Works, I submit the Annual report for the Department of Public Works for the year 2016.

The Department of Public Works provides essential services to the residents of Norwood on a daily basis. These services include, but are not limited to maintaining sewer, drain and water mains, maintaining parks and playgrounds, clearing roads of snow and ice, removal of snow in downtown areas, maintenance of signs and pavement markings, repairing damaged roadways and sidewalks, operating and maintaining the Winter Street Composting Facility, managing the central fueling station, operating and maintaining 2 cemeteries, operating and maintaining 3 sewer pump stations and, the removal of dead and dying trees as well as planting of new trees.

The Public Work Department successfully managed its first snow and ice season from our wonderful new facility at 1 Lyman Place. The 2015-2016 snow and ice season was mild compared to the historic 2014-2015 winter. During 2015-2016, there were 22 salt operations, 6 plow operations and 2 snow removal operations.

The annual resurfacing project was awarded to M. Susi and Sons. Project involved cold planing existing hot mix asphalt roadway and installing a hot mix asphalt overlay on the following streets: Fulton St (Prospect St to Howard St); Granite St (Washington St to Warren St); Lenox Ave (entire street); Longwood Terrace (entire street); Morse St (Route One to Carnegie ROW); Orchard Lane (entire street); Philbrick St (entire street); Prospect Ave (entire street); Warren St (entire street); Monroe St (Rock St to Cross St); Washington St (Guild St to Hoyle St).

The Public Works Department was the featured performer at the Recreation Departments Annual "Touch –A-Truck" event.

The sidewalk resurfacing project was awarded to Lorusso Corp. The project resurfaced 6.5 miles of hot mix asphalt sidewalks.

The Highway Department repaired numerous hot mix asphalt berms that have deteriorated or were damaged during the course of the 2016.

The Highway and Parks Department worked closely with the Board of Health at the 2 very successful Hazardous Waste Days.

The Highway Department continued operating the Winter Street Composting Facility providing more hours for the public to use the facility for leaf bag, brush, single stream recycling, bulk items, metals, rigid plastics, fluorescent light bulbs, products containing mercury, textiles, books, polystyrene (Styrofoam) and Christmas tree disposal as well as providing quality compost material free of charge to residents.

The Highway Department hosted its 9th Annual Holiday Recycling services at the Winter Street Composting Facility. The Facility was open multiple days for extended hours to allow residents to dispose of all the holiday wrapping paper, cardboard boxes and any other single stream recyclables.

The Highway Department street sweeper is operated on a daily basis, weather permitting, to provide clean streets and to reduce the quantity of sediment that can enter the drain system as well as control particulates being in the air we breathe.

The Highway and Parks Department provided leaf bag and brush pickup on a weekly basis during the months of April through November. The crews also picked up discarded Christmas trees during January and February.

The Highway and Parks Department maintained 24 athletic fields to a high standard.

The Highway Department continues to manage the very successful Single Stream Recycling program. This program provides a uniform system of trash and recycling carts that are picked up mechanically by the Towns waste collection contractor. The success of the program has reduced disposal costs to residents as well as increased recycling rates from 14% to around 30%.

The curbside trash and recycling program disposed of 5,858 tons of trash and 2,415 tons of recyclables, a recycling rate of 29%.

The Public Works Department issued 317 notices to residents who were in non-compliance with the towns' trash and recycling program.

The Highway Department supervised the installation of pavement markings throughout Town. Numerous crosswalks, parking stalls, roadway centerlines and stop lines were installed. In addition, the Highway Department provided pavement markings at individual locations.

The Highway and Parks Department provided fertilizing and watering services for flower beds throughout town.

The Highway and Park's Department actively maintains a trail from Fr. Mac's to the Willett School.

The Highway and Parks Department installed a brick sidewalk within Aaron Guild Park.

The Highway and Parks Department expanded the park area around the Hawes Pool Ponds.

The irrigation system was installed at the Coakley Baseball Field.

The Highway and Parks Department distributed over 300 tree seedlings to the elementary schools in celebration of Arbor Day.

The Highway and Parks Department planted sugar maple trees to provide spectators with much needed shade. These trees were planted at Ellis Ballfield (3 trees), Coakley Middle School Fields (10 trees), Oldham School Fields (6 trees) and Willett Ballfield (2 trees). These trees were donated by Norwood Bank.

The Highway and Parks Department installed winter turf blankets at the Coakley rectangular fields and Fr. Mac's.

# DEPARTMENT OF PUBLIC WORKS

The Highway and Parks Department actively maintained the "Froggy's" skating area during the winter.

The Highway and Parks Department provided valuable services for the set up and clean up for the 4th of July Parade, Norwood Day, the Little League Parade, Memorial Day Parade, Veterans Day Parade and the Christmas Parade.

The Highway and Parks Department provides assistance to the Community Garden and the Farmer's Market.

The Highway and Parks Department spruced up the Hawes Pool Pond area for the annual fishing derby held in April.

The Highway and Parks Department worked with the Norwood Light Department installing seasonal decorative banners on light poles in Norwood Center and South Norwood.

The Public Works Department coordinated and supervised a comprehensive leak detection survey of the Town's water system. A total of 3 substantial water main leaks were identified and repaired by Water Department crews.

During 2016, the average daily flow discharged to the sanitary sewer system was 4.96 MGD. The months of February and April had the highest average daily flow with an average flow of 7.16 MGD in February and 6.96 MGD in April. This can be attributed to infiltration and inflow of clean water into the system due to rainfall and periods of high groundwater.

The Meadowbrook Area 3 and \$ Sewer Lining project was completed in 2016. The project lined 8,250 feet of sewer mains, 217 building sewer services and 50 sewer manholes. The streets included in the project were: Walpole St (Winter St to Elliot St); Elliot St (Walpole St to House #94); Monroe St (Rock St to Cross St); West St (Crescent Ave to House #21); Crescent Ave (West St to Oak Rd); Oak Rd (Highland Ave to House #19); Washington St (Douglas Ave to House #955); Walnut Ave (Washington St to House #40); Douglas Ave (Washington St to Winslow Ave); Winslow Ave (Phillips Ave to Walnut Ave). As part of this project, the sewer main was completely replaced on Philips Ave from Winslow Ave to House #24.

The Sewer Department provides valuable assistance to residents with blocked sewer lines in 2016. During the year, 132 sewer services and 40 sewer mains were cleared of obstructions ranging from tree roots to objects that are illegally dumped into the sewer system.

The Sewer Department also repaired 4 sewer services and 4 sewer mains that had failed in some capacity. In addition, over 1,100 catch basins were cleared of debris.

The Sewer Department worked diligently to locate broken sewers and illegal sewer connections that contaminate the storm drain system and downstream brooks.

The drain system was upgraded in front of #930 Pleasant St to alleviate roadway flooding.

The Town of Norwood receives its water from the MWRA system. The Town of Norwood provides weekly testing of the water to ensure its quality is meeting drinking water standards.

During 2016, the average daily demand in the Town of Norwood was 2.83 million gallons per day (MGD). As expected, the highest demand was during the months of June (3.48 MGD), July (3.65 MGD) and August (3.58 MGD).

Water Department crews repaired 32 water services and 23 water main breaks. In addition, repairs were made to numerous hydrants, water meters, and water gates.

The Water Department continued its annual fire hydrant painting project with our summer interns.

The Water Department managed the cleaning and cement lining of 1,100 feet of 6 inch water mains on Nichols St (Vernon St to Bond St) and 1,200 feet of 12 inch water mains on Winter Street (Nichols St to Bellevue Ave).

The Water Department managed the backflow/cross connection program which protects the Town water system.

The Water Department and Sewer Department provided numerous utility mark outs for various excavation projects.

The Cemetery Department prepared and conducted 216 internments during 2016. Crews also installed monument foundations and Veteran markers. Of these, there were 165 full burials and 51 cremations.

The Cemetery Department furnished and installed 51 cremation vaults. On July 1, 2013, the Cemetery Department began providing services to furnish and install burial liners. The Department also furnished and installed 80 full burial liners in 2016.

The Cemetery Department installed new trees in various locations. Trees included Kousa Dogwoods, Green Giant Aborvitaes, Norway Spruces, Colorado Blue Spruces, and Red Maples

The Cemetery Department continued providing tent services for burials.

The Cemetery Superintendent managed and supervised the chip sealing of 1.1 miles of Cemetery roadways.

The Cemetery Superintendent managed and supervised the crack sealing of various Cemetery roadways.

Cemetery crews sanded and re-treated the wood for every sitting bench in Highland Cemetery.

The Cemetery Superintendent continues working with the PBCC and Gienapp Design on the Chapel restoration project.

Cemetery Superintendent continued managing the restoring of the stone walls along various roadways at Highland Cemetery.

# DEPARTMENT OF PUBLIC WORKS / LIGHT DEPT.

Cemetery crews continued a program of removing overgrown bushes and failing trees.

Cemetery crews continued clearing dead trees and overgrown brush within the cemetery property adjacent to Bellevue Avenue. The installation of "green giant" arborvitae's also continued along Bellevue Ave.

The Highland Cemetery crews continued a multi-year project installing street signs identifying ways throughout the cemetery.

The Highland Cemetery crews also groomed, aerated, fertilized and maintained the Highland Cemetery and the Old Parish Cemetery.

In closing, I offer a special thanks to the Department of Public Works and Cemetery crews for their dedication to the Town of Norwood. It is a dirty job, performed many times during inconvenient times of the day and year. They respond faithfully to emergencies in order to provide services that many of us take for granted. They are true public servants.

Respectfully submitted  
 Mark P. Ryan  
 Director of Public Works/Town Engineer

### IN RETIREMENT

#### Tom Tracy – Truck Driver and Laborer

On January 23, 2016, Tom Tracy retired from the Public Works Department. Tom began his employment with Public Works in December of 2000 and worked diligently and faithfully for 16 years! He started off as a Truck Driver/Laborer and eventually retiring as one of the after hour shift workers. Tom's demeanor was perfect to help out residents faced with emergencies, big and small. He was loyal public servant and a valuable asset to the Town of Norwood, especially during snow events when he jumped into Truck #4 to plow and outlast whatever Mother Nature sent our way. All the members of the Public Works Department wish Tom Tracy a Happy and Healthy retirement.

### 2016 ANNUAL REPORT OF THE LIGHT DEPARTMENT

I herewith submit my report as Superintendent of the Norwood Municipal Light Department for the year 2016.

I would like to thank the FEPSNC consisting of: Paul Donohue, Al Fiske, Tim McDonough, Joseph Michienzi, Bill Plasko, Mark Ryan, and chaired by Harry Spence, for their time and assistance. In the coming year, the FEPSNC will continue to study the feasibility of Norwood purchasing small generation units in order to help reduce the capacity and transmission costs of power purchased for Norwood customers.

With the committee's support and board's approval, NLD will begin receiving wind energy from the Canton Mountain Wind Project in Oxford County, Maine before the end of 2017. This project will represent 2% of Norwood's energy requirements. This project along with Woodstock Wind, Saddleback Wind, Miller Hydroelectric and NYPA Hydroelectric will raise the percentage of renewable energy in our portfolio to 15%.

The town is supplied via two 115 KV transmission lines that run between Sharon and our Dean Street substation. These wood pole transmission lines were over 45 years old and in need of replacement. In November of 2015 the Transmission Line Replacement Project contract was awarded to Haugland Energy. This job was substantially completed by the end of October 2016.

For 2016 we experienced an increase in kWh purchased of approximately 0.1%.

There were no rate increases in 2016.

A recent rate comparison between the Norwood Light Department and Eversource based on January 2017 rates shows that Norwood's rates are very advantageous. While usages between customers vary, it is typical to use 550 kWh to represent the average residential customer when performing comparisons. In Norwood the cost for 550 kWh is \$79.14 and in neighboring towns (served by Eversource, such as Westwood, Canton, Walpole, and Dedham) the cost for 550 kWh is \$122.44. The following table shows the actual rate comparison between NLD and Eversource at various levels of usage.

#### RESIDENTIAL RATE COMPARISON NORWOOD ELECTRIC AND EVERSOURCE ELECTRIC

MONTHLY USAGE	NLD 1/1/2017	NSTAR 1/1/2017	Monthly Difference	Annual Difference	%
100	\$21.51	\$27.52	\$6.01	\$72	28%
250	\$40.09	\$59.16	\$19.07	\$229	48%
350	\$53.10	\$80.25	\$27.15	\$326	51%
550	\$79.14	\$122.44	\$43.30	\$520	55%
600	\$85.65	\$132.98	\$47.34	\$568	55%
700	\$98.66	\$154.07	\$55.41	\$665	56%
800	\$111.68	\$175.17	\$63.49	\$762	57%
900	\$124.70	\$196.26	\$71.56	\$859	57%

# LIGHT DEPARTMENT

1000	\$137.71	\$217.35	\$79.64	\$956	58%
1200	\$163.74	\$259.53	\$95.79	\$1,149	58%
2000	\$267.88	\$428.27	\$160.39	\$1,925	60%
2500	\$332.96	\$533.73	\$200.77	\$2,409	60%
5000	\$658.37	\$1,061.03	\$402.66	\$4,832	61%

The Light Department continues to offer an Appliance Rebate Incentive program, free home energy audits to its residential customers, and free commercial energy audits to small business customers. In 2016 the small commercial energy audits and lighting retrofit programs were once again very popular.

The Light Department's Conservation and Load Management Program continues to save money by lowering energy consumption and reducing the Town's peak demand. This is accomplished through the following programs; capacitor control along the distribution lines, controlled residential electric water heaters, uncontrolled residential electric water heaters, commercial/industrial lighting retrofits, and residential compact fluorescent bulb giveaways. In 2017 the Light Department will be replacing its capacitor bank controllers and water heater switches so these devices can be controlled via the new RF communication system being installed by the Light Department. This new system will also be used to read the electric meters throughout Norwood, as part of the Automated Metering Infrastructure (AMI) system being installed.

In November 2016 the Light Department started replacing residential meters as part of the AMI project. All of the electric meters in Norwood are going to be replaced as part of this program. There are approximately 15,600 electric meters to be replaced and the Light Department has contracted Tru-Check Utility Metering Solutions to replace all the residential meters. This AMI system will allow the Light Department to read all the meters remotely. This system should eliminate the need for estimating bills and will reduce operating costs.

In 2016 the Light Department was approved for a grant from the Massachusetts Department of Energy Resources (DOER) to replace all of the streetlights in town. The existing streetlights will be replaced with more energy efficient LED lights. The DOER will pay 50% of the materials cost for this program. The Light Department expects to be substantially complete with the streetlight replacements by June 2018.

The Broadband division continues to be the provider of choice among Norwood residents and businesses. Broadbandnow.com, a national internet service provider rating service, ranked Norwood Light Broadband first in residential, small business and enterprise business service in Norwood. This success is attributed to a number of factors including pricing, reliability, customer service, robust internet access, and town loyalty.

In 2016, we established peering relationships with several internet video providers such as Netflix and Amazon. These peering connections improve the customer viewing experience while using these services. They also help maintain an open

path to the internet for those not streaming video services. Our interconnection with Shrewsbury Electric Light Company (SELCO), also a municipal electric and broadband services provider, has proven beneficial through 2016 by allowing us to share both video and internet resources.

Despite the fact that the Broadband Division competes directly with two of the largest telecommunications companies in the nation, NLB enjoys tremendous support among the residents and businesses in Norwood with over 5,000 customers. According to the Department of Telecommunications and Cable, NLB has again maintained more video subscribers than both Comcast and Verizon as we enter 2017. Norwood Light Broadband remains fiscally strong and as committed as ever to providing superior customer service to our customers and to generating revenue for the town.

I offer the following statistical data relative to the operation of the Light Department.

### 2016 Calendar year

Operating Revenue	\$49,922,234
Energy Sold	317,309,569
Average \$/kWh	\$0.1470
Increase in kWh	250,411
Percent Growth	0.08%
Accounts	15,707
Increase in Accts	280

Respectfully submitted

James F. Collins, Jr.  
Superintendent

### IN RETIREMENT

#### Michael Lawrie – Working Line Foreman

On June 29, 2016, Michael retired from the Light Department after over 25 years of faithful service. Mike was hired in January of 1985 and worked for a short time as a meter reader before starting his career as a lineman. Michael excelled as a lineman and left the department for several years to pursue work as a First Class Lineman for an investor owned utility on Cape Cod. Mike also worked in Washington state before coming back to work in Massachusetts for the Hudson Light Department. Michael returned to Norwood in January of 1996 and eventually became a Working Foreman. Michael's skill and passion for line work was evident throughout his career. In addition to helping Norwood survive many storms, Mike would often volunteer for mutual aid to our neighbor utilities throughout New England. Every time Michael went away to help another utility, we would get a call praising his work ethic and thanking us for sending him. He always showed pride in his work and was well respected for his ability to teach others his craft. With sincere appreciation for his dedication and many years of service to the Light Department we wish Michael many years of happiness and health in his retirement.

# **PERMANENT BUILDING CONSTRUCTION COMMITTEE**

## **2016 ANNUAL REPORT OF THE PERMANENT BUILDING CONSTRUCTION COMMITTEE**

### **PBCC MEMBERS**

**Theodore Callahan  
Robert A Silk  
Edward McKenna  
William Kinsman  
Francis Hopcroft  
William O'Connor  
Christopher Eberly  
Susan Kreuzsch**

The closeout of the contract for the Public Works Facilities at Lyman Place, Lenox Street and Winter Street occurred early in 2016. The final cost for the project was \$18,000,000. The one item remaining is the safety system installation on the roof of building number two on Lyman Street for servicing the roof mounted equipment. This is scheduled for early 2017. The court case initiated by Maverick Construction Management Services, the site work sub contractor continues. All parties have presented their evidence and a decision is expected in 2017. Approximately 50% of the \$60,000 appropriated by town meeting for this legal service has been spent.

The Town Hall Masonry leak investigation did not result in evidence of any masonry leaks. Sensors were installed and monitored. A significant Northeast Storm did not occur during the test period. This may be the reason that no moisture was detected. Another investigation will be planned for the future.

The Callahan School Boiler Project was closed out. Town Meeting appropriated \$500,000 of which there was \$122,000 not spent after completing the original project and some peripheral work to make the heating system operate more effectively and efficiently. \$378,000 was spent on the project. \$156,000 was reimbursed to the town by the Massachusetts School Building Authority, and the total net cost to the Town of Norwood was \$222,000.

The Hawes Brook Pool Bath House was the major project for 2016. Steven Kelleher Architects made significant design changes in January and February to reduce construction costs. Three cost estimates were prepared to track the results of the changes. Request for contractor bids were advertised in March 2016. Bids were received on May 2nd. The low bid of \$867,098 was submitted by Barbato Construction company of Middleboro, Massachusetts. Construction costs have been accelerating at a rate of 5% annually so the low bid was more than the 2015 town meeting budget approval of \$800,000. A presentation was made at the May 9, 2016 Special Town Meeting for a budget of \$1,100,000 for the project. This would cover all costs; construction and soft costs such as architects and engineer fees. Town Meeting approved the additional \$300,000 to provide a total budget of \$1,100,000 for the project.

After the pool closed at the end of the swim season, Barbato Construction began work in early September. The existing building was taken down and foundation work began. The work progressed in October and the concrete foundation and the under ground sanitary plumbing system were completed in November. In late December the masonry wall construction started. Completion is expected by May 15, 2017.

A new project, the Chapel of St Gabriel the Archangel at Highland Cemetery was assigned to the PBCC by the May Annual Town Meeting. The building was built in 1903 and has significant masonry problems and is structurally deficient. Proposals were requested from Architectural and Engineering firms. Five responded and three were interviewed. Gienapp Design of Danvers, Massachusetts was selected to investigate the building condition and propose corrections. Previously they were the Architectural and Engineering firm who were in charge of the Town Hall Masonry restoration project in 2013. The Board of Selectman wants a three step program for the Chapel restoration:

1. Minimal-Repair Major Deficiencies of the Building.
2. Middle Ground-Continue Current Uses
3. Total- Accommodate Additional uses:

Gienapp Design completed an on site survey of the Chapel in December with assistance from the Public Works Department. They will now develop the three step program and report to the annual town meeting in May 2017. Input regarding future use from key stakeholders will be solicited in January and from residents in March 2017.

In May 2016 Edward McKenna retired from the committee after 15 years of service. A search commenced for a replacement. In June the committee elected Jerry Hopcroft as Chairman and Robert Silk as vice chair. Susan Kreuzsch was interviewed in November and joined the committee that month. Now the committee has seven members per the town bylaw.

## 2016 ANNUAL REPORT OF THE NORWOOD BOARD OF HEALTH

### ORGANIZATION OF THE BOARD

Joan M. Jacobs, Chairman  
Kathleen F. Bishop, RN  
Carolyn Riccardi

### HEALTH DEPARTMENT

Sigalle Reiss, MPH, RS/REHS, Superintendent/Director  
Stacey Lane, RN, MPH, Assistant Director  
Karen Regan, RN, BSN, Public Health Nurse  
Angelo De Luca, RS, Sanitarian  
Jennifer Bartucca, Administrative Assistant

### DENTAL CLINIC

Mark Stone, DMD, Dentist  
Eileen Johnson, RDH, Dental Hygienist  
Christine Weylman, Dental Assistant

### BOARD OF HEALTH

The Board of Health is comprised of three elected officials that serve three-year terms. The Board meets on a monthly basis and oversees and authorizes the activities of the Health Department. The primary responsibility of the Department is to protect the public health of Norwood through regulatory enforcement and disease prevention services. The 2016 report summarizes activities and policies implemented to promote health and prevent disease in Norwood.

### SPECIAL PROGRAMS/ GRANTS

#### IMPACT NORWOOD

The Health Department, in partnership with the Schools and Police Department, founded the town substance use prevention coalition, Impact Norwood. The Coalition is made up of residents, businesses, parents, students and town departments. The Coalition works to raise awareness of substance use issues. Our prevention approach focuses on helping individuals develop the knowledge, attitudes, and skills they need to make healthy choices. A website was developed to assist with outreach and communications: [impactnorwood.org](http://impactnorwood.org).

### EMERGENCY PREPAREDNESS

Local public health agencies are largely responsible for protecting their communities from infectious disease outbreaks, environmental hazards, and possible terrorist activities. Recognizing that many communities lacked the staff and resources to respond to major disasters, the Massachusetts Department of Public Health (MDPH) established six Health and Medical Coordinating Coalitions (HMCC) across the Commonwealth. In 2016, the Norwood Health Department became part of the Region 4ab HMCC which covers over 60 cities and towns. It is a formal regional collaboration among public health and healthcare organizations to prepare for and respond to an emergency, mass casualty, or other catastrophic health events. The HMCC's role is to coordinate regional efforts across all phases of the emergency response cycle. The core disciplines in the HMCC that will be involved in responding to an emergency are; community health centers and large ambulatory organizations, emergency medical service providers, hospitals, local public health, and long-term

care facilities. As a member of the Region 4ab HMCC, the health department works closely with other health and medical partners, and builds strong connections with emergency management and public safety/first responder organizations within the region, as well as other public and private organizations with a role under Emergency Support Function 8 (ESF8), public health and medical services.

In addition to being a member of HMCC Region 4ab, the Health Department worked collaboratively with the smaller sub-region, Norfolk County-7 Public Health Coalition (NC7), to enhance our collective capacity to prepare for and respond to public health emergencies. NC7 is comprised of health departments from the seven communities of Canton, Dedham, Milton, Needham, Norwood, Wellesley and Westwood. In an effort to increase the number of MRC volunteers that would be available to help with public health emergencies, NC7 pooled their resources to maintain the NC7 MRC.

### NEEDLE DISPOSAL PROGRAM

This program is for Norwood residents to dispose of syringes from residential use in an appropriate manner. Sharps containers were sold at the Health Department; \$1 for a quart size and \$3 for a gallon sized container. When filled, the containers were returned to the Health Department. The containers were then properly disposed of with a medical waste disposal company. In 2016, the Department 90 cu. ft. of sharps was disposed of through a medical waste company.

### HAZARDOUS WASTE/RECYCLING

The Hazardous Waste Collection/Recycling Days had 863 vehicles drive through both the Spring and Fall collection days. Both events collected recyclable materials that are not accepted in regular trash disposal, such as electronics, scrap metal and tires. During the Spring Hazardous Waste Day, additional hazardous materials were collected such as paint thinners, oil-based paint, and drain cleaner.

The Department printed and distributed the magnet Recycling Calendar to approximately 14,000 residential homes.

The Health Department sold compost bins at a reduced rate of \$20.00. A total of 19 bins were sold in 2016.

### INSPECTIONAL SERVICES

#### PERMITS & LICENSES ISSUED

Food Service	134
Food Service/School Cafeteria	10
Food Service/Function Hall	5
Food Service/Catering	17
Food Service/Bakery	3
Food Service/Nursing Home	5
Food Service/Mobile	7
Retail Markets	53
Retail Markets/Liquor	9
Tobacco	37
Summer Camps	7
Funeral Directors	11
Burial Permits	570

# BOARD OF HEALTH

Biotechnology	1
Septic Haulers	7
Tanning Establishments	4
Vapor Baths/Showers	7
Hotels/Motels	5
Pools/Whirlpool	22
Keeper of Animals	12
<b>Total permits &amp; licenses:</b>	<b>926</b>

## **FOOD SAFETY PROGRAM**

The Sanitarian conducted 319 routine food inspections, 78 re-inspections, 35 complaint based, and 11 pre-operational inspections for a total of 443 food inspections in 2016. Inspections focus on safety and sanitation to prevent disease and illness.

The free Food Safety Workshops were held in May and November for the community's food handling employees, with 135 attendees. The goal is to prevent food-borne illnesses in Norwood's many restaurants through education. The workshops were given by the Sanitarian and topics included personal hygiene, food protection, proper cooking temperatures, proper hot and cold holding of food, general sanitation, temperature controls regarding the cooling and thawing of food, chemical storage, recognizing and responding to pest infestations, and proper cleaning and sanitizing of food utensils and equipment.

## **SWIMMING POOL SANITATION**

The Department inspected and licensed all public, semi-public swimming pools and whirlpools/spas. Norwood has 22 indoor/outdoor pools and spas that are regulated. Inspections included chemical tests, location of safety equipment, ensuring the proper supervision of swimmers and operations, and daily logs that must be maintained to ensure the safety of the water.

## **RECREATIONAL CAMPS**

All Recreational Camps for Children were inspected and licensed by the Health Department. The standards and requirements that must be met include background checks on all staff persons, proof of up-to-date camper and staff immunizations, specific staff-to-camper ratios, appropriate staff training and general safety of the camp environment. On-site inspections were conducted throughout the summer at all licensed camps. The department provided information to all camp directors on topics that included sun safety, heat related illness, tick and mosquito borne diseases, meningitis and other communicable diseases.

## **TOBACCO & NICOTINE DELIVERY PRODUCTS CONTROL**

The Department enforces two laws related to tobacco and nicotine delivery products. The first being the *Regulation of the Norwood Board of Health Restricting the Sale of Tobacco Products and Nicotine Delivery Products* which regulates sales to individuals under 21 years of age and other restrictions. The second is the Massachusetts Smoke-free Workplace Law which prohibits smoking in workplaces, including private offices, taxis, restaurants and bars in order to protect employees and the public from secondhand smoke. Inspections were conducted for compliance at the 37 permitted tobacco retailers.

## **HOUSING & NUISANCE**

The Health Department enforces the 105 CMR 410.00; State Sanitary Code, Chapter 2: Minimum Standards of Fitness for Human Habitation. Inspections were conducted upon request by the occupant to ensure the unit was in a safe and sanitary condition. The Department conducted 72 initial inspections as well as follow-up inspections to verify compliance with the regulation.

## **OTHER INSPECTED FACILITIES**

The Health Department inspected annually, as well as on a complaint basis, all tanning facilities, hotels, public vapor baths/saunas and public showers in the Town. The inspections were conducted to ensure the facilities are maintained in a safe and sanitary condition.

## **PUBLIC HEALTH NURSING**

### **HEALTH PROMOTION & SCREENINGS**

The main focus of the Public Health Nursing program is health promotion and disease prevention. Health counseling and blood pressure clinics were offered at various locations in town each month. Evening clinics were held the first Monday of every month in an effort to offer immunizations and health screening to the working population. Health promotion and disease prevention information and materials were displayed and made available to the public.

## **PROGRAMS AND SERVICES**

Information and assistance regarding communicable diseases, vaccine preventable illnesses, immunizations, physician and health care provider resources, dental services, home health care, travel clinics, counseling services, elder services, children's services, other community resources and nursing services were available at the Nursing Office.

Vitamin B12 injections were administered monthly to residents with an order from their physician.

The Health Department provided information to the public regarding National Health Observances and other topics. Bulletin boards and pamphlets were provided at the Health Department and the Morrill Memorial Library. In addition, press releases were sent to local media outlets to promote public awareness of important health issues. Information was provided to area Health Care Providers, Long Term Care Facilities and Schools when appropriate.

The Town Hall has been equipped with two Automated External Defibrillators (AED), one on the ground level and one on the first floor, both of which are managed by the Health Department. In addition, the Department coordinates a CPR/AED recertification program every two years, which has been offered to Town Hall and Recreation Department employees. In process, is the addition of two more AEDs on the 2nd and 3rd floors of the Town Hall.

The Health Department continued to sponsor a Helmet Program in an effort to reduce head injuries. This program provides multi-sport and bicycle helmets to Norwood residents of all ages for

# BOARD OF HEALTH

a reduced cost. Helmets were promoted and sold at Norwood Public School open houses. All helmets continue to be available for \$5.00 at the Health Department Office.

## **IMMUNIZATIONS**

The Health Department provided Influenza Vaccines to Norwood residents and employees, 14 years and older, according to the Massachusetts Department of Public Health (MDPH) guidelines. Flu Clinics were held during the months of September through November at the Health Department, Senior Center, and multiple sites within the Town. More than 600 flu shots were given.

In collaboration with Norwood School Nurses, students who under-immunized were identified, and resources were provided in an effort to maximize access to preventive medical care and immunizations required for school attendance.

## **COMMUNICABLE DISEASE CONTROL AND INVESTIGATION**

Communicable disease investigations were conducted to identify sources of infection within the community. These investigations involved communication with physicians, nursing staff, hospital Infection Control Departments, MDPH epidemiologists, school nurses, long-term care facilities, and patients. Appropriate control measures, including the exclusion of food handlers and health care workers from work when necessary, were initiated to minimize the spread of infection. Data was collected and submitted through Maven, an electronic reporting system, to the Massachusetts Department of Public Health.

The Health Department continued Tuberculosis (TB) prevention activities through screening and Mantoux testing of high risk individuals and contacts of active Tuberculosis cases. Priority Class II Tuberculosis cases were monitored for compliance with clinic appointments. Home visits were made to monitor active TB patients for medication and TB clinic appointment compliance.

## **COMMUNICABLE DISEASES**

The following are the numbers of communicable disease cases in Norwood that were reported and/or investigated by The Health Department in 2016:

Influenza	63
Lyme Disease	58
Babesiosis	2
Anaplasmosis	3
Malaria	1
West Nile Virus	1
Salmonella	7
Campylobacter	7
Norovirus	5
Giardia	1
Shigellosis	1
Cryptosporidiosis	2
Vibrio	1
Chronic Hepatitis B	13
Chronic Hepatitis C	52
Streptococcus pneumoniae	1
Group B Streptococcus	5
Mumps Suspect	4

Varicella	1
Pertussis	1
Legionellosis	3
Enterovirus	1
<b>Total All Diseases</b>	<b>233</b>

## **WELLNESS**

Influenza Vaccines were offered to all Town of Norwood employees at multiple clinics, and on a walk in basis. During American Heart Month, blood pressure screening clinics were held for all town employees at various work sites. Health promotion materials were provided and referrals to Health Care Providers made when appropriate.

## **ELDER DENTAL PROGRAM**

The Elder Dental Program puts elders lacking dental insurance in touch with dentists who agree to work at reduced rates. In addition, dental screening clinics are held for seniors to address overall oral health including: oral cancer screening, dental exams, nutrition counseling, and denture cleaning. The program serves 17 communities and the Health Department has been a long-standing member of the program board. More information can be found at [communityvna.com/elderdental/](http://communityvna.com/elderdental/).

## **DENTAL CLINIC**

Screenings are offered to all children in grades one through six in the Norwood Public Schools and St. Catherine of Siena School. Approximately 1,152 children were screened, approximately 65% of the eligible population. Notices were sent home advising parents of the dental services available. The Dental Services offered included cleaning, plaque control, dental hygiene instruction, sealants and emergency treatments for special dental treatments. The clinic saw 196 students, 193 children had cleanings, and 264 erupted permanent molars (teeth) were sealed.

## **EYE CLINIC**

Steven Sharma, OD

The Board of Health Eye Clinic was conducted by Steven Sharma, O.D. When a student did not pass the routine vision screening conducted by the School Nurse a letter of referral to the eye clinic was sent home. The following optometric services and tests were offered: distance and near visual acuity, eye muscle alignment, color vision, depth perception, pupillary response, extra-ocular muscle motion and spectacle lens refraction for determining eyeglass prescription.

Respectfully Submitted,

NORWOOD BOARD OF HEALTH  
Joan M. Jacobs, Chairman  
Kathleen F. Bishop  
Carolyn Riccardi

# DEPT. OF VETERANS' SERVICES / COUNCIL ON AGING

## 2016 ANNUAL REPORT OF THE DEPARTMENT OF VETERANS' SERVICES

I respectfully submit the report of the Department of Veterans' Services for the year ending December 31, 2016.

Veterans' Benefits will increase as a result of the large number of veterans and dependents that are unemployed, prolonged illness cases, rising fuel costs, rising hospital and age-related medical costs, along with the customary requests for emergency financial assistance by the veterans' community.

Additionally, returning Norwood Veterans of Operation Enduring Freedom in Afghanistan and Operation Iraqi Freedom, as well as other deployments, have had a dramatic, substantial and significant impact in the increase of benefits granted.

For 36 years, the Department of Veterans' Services has taken applications for the fuel assistance program. This program is for the benefit of all Norwood residents who qualify. I am pleased to report that last year this program aided many families in need.

Also, we administrate a Taxicab Transfare Program for the elderly and disabled. This program is provided to assist citizens with motor vehicle transportation needs at a reduced cost.

The Department also processes parking violations. I serve as the Hearings Officer for parking violations. This office maintains a file of all parking tickets issued by the Police Department. All correspondence, complaints, inquiries and records of payments are handled in this office.

The monetary awards, processed through this office, by the Veterans' Administration to veterans and their dependents in the Town of Norwood for fiscal year 2016 exceeded 1 million dollars. This amount will increase due to future adjudication of pending claims, and cost of living adjustments. These benefits are for compensation to dependents of veterans who died in the service or of service connected disabilities, disability pensions, disability compensations, burial awards and special equipment for automobiles for veterans with service connected disabilities, vocational rehabilitation training for the disabled, their sons, daughters, wives, or widows, education readjustment training, veterans' insurance and indemnities.

The Department of Veterans' Services, composed as it is in two component parts, is operated under Chapter 115 of the General Laws of the Commonwealth as amended by Chapter 584, Acts of 1946, for the purpose of administering Veterans' Benefits and Services. All assistance cases were investigated and payments made in accordance with Chapter 115 of the General Laws, which assures the Town of Norwood seventy-five (75%) percent reimbursement from the Commonwealth of Massachusetts.

The purpose of the Department of Veterans' Services is to assist veterans and/or their dependents in procuring financial assistance, information and benefits to which they are entitled

relative to vocational or other educational opportunities. Additionally, assistance with G.I. Loans, hospitalization, medical care, compensation, pensions, on-the-job and apprenticeship training, insurance, burial allowance, grave markers, photostats, copies, and other benefits granted under existing State and Federal laws is also provided.

Every request for assistance under existing regulations is invariably granted. Our primary mission is to give all veterans and their dependents the very best service at all times and to administer the laws and regulations affecting them impartially, efficiently and effectively.

There was complete cooperation with the Department of Veterans' Affairs and the various local, civic, and veterans' organizations that interest themselves in veterans' affairs and exceptional cooperation extended this department throughout the year by the Massachusetts Department of Veterans' Services.

Grateful acknowledgement is made to the Honorable Board of Selectmen, the General Manager and his staff, other Town Departments and all others who have assisted the Director of Veterans' Services in the performance of his duties.

Respectfully,

Edmund W. Mulvehill, Jr.  
Director of Veterans' Services  
Veterans' Service Officer

---

## 2016 ANNUAL REPORT OF THE NORWOOD COUNCIL ON AGING

The Norwood Council on Aging Executive Director and the Council on Aging Board members are pleased to submit our Annual Report for the year 2016. First and foremost, we wish to thank the Town of Norwood for their continuous and unwavering support of the Norwood Senior Center and their senior citizens.

Our staff plays a vital role here at the Senior Center and we extend our sincere thanks to them for their continued dedication, commitment and compassion shown to our seniors each and every day.

As we reflect back over the year 2016 there were many wonderful occasions for us to celebrate; however each year we also mourn the loss of so many of our beautiful senior citizens who no longer grace us with their presence here at the Senior Center. They have; however, left us with many fond memories.

The Norwood Council on Aging once again experienced a very successful year. This year the senior center welcomed 253 new participants. What makes a successful year at a senior center? First, it is the overall senior population who attend our programs on a daily basis. Then it is the many programs, workshops,

special speakers, celebrations, luncheons, entertainment, and so much more. Our seniors understand the importance of Healthy Aging, and take advantage of the many opportunities they have when they enter our doors and are greeted by very friendly staff who are always there when needed. Our seniors are not only from Norwood but from surrounding towns, as well. On a daily basis an average of eighty seniors check into our center. We enjoy reciprocity among all the senior centers in our area.

We all know how invaluable our volunteers are to any organization and the volunteers at the Norwood Senior Center are no different. We salute all of our volunteers who for years have been serving as leaders of our whist parties, cribbage games, computer classes, computer club, history classes, glee club and so much more. Our crafters are continuously knitting and crocheting lap robes, cancer hats, and prayer shawls for Norwood Hospital, the Veteran's Hospital in West Roxbury and Brigham and our local nursing homes. Our volunteers at the reception desk work four hours a week and we have two shifts per day, per week. For all that you do with such selflessness, we thank you.

Once again this year, we held our Tuesday Night Suppers. We serve at 5:30 p.m. and many of our seniors stay to enjoy further socialization by playing card games, pool, Wii, or just sitting around with a cup of tea and enjoying each other. The Senior Center is open until 8:00 pm on these Tuesday nights. If anyone is interested in joining us this year, our first Tuesday Night Supper will be served on July 11th.

The intergenerational lunch program with the Phoenix School continues to go strong however the school is now located in Walpole and the students are bussed here each day. Lunch is served here at the center while school is in session, and for \$5.00 you can purchase, soup, entrée, and dessert and either take it home or sit and socialize with other seniors. The menu is posted in the monthly newsletter, and on our information board.

In November we held our annual Thanksgiving dinner, and in December we had our annual Christmas party. Both of these events included a hot lunch and entertainment. Over 130 seniors attended and a great time was had by all. The Glee Club also held three performances this year and all three were well attended with friends and family.

On December 31, 2016 the Computer Club started its eighth year of continuous operation at the Norwood Senior Center. The Club continued to enjoy the loyalty of a large number of seniors who are fiercely loyal to the Club. Attendance averaged 12-15 seniors during 2016 except when Ali Palmgren visits. Ali is the Technology Librarian at the Norwood Library and when she ran a computer demo the attendance ran as high as 28. The group met for 10 months, taking vacation time only during July and August.

The Senior Center is a wonderful refuge and second home for all who come through our doors; however, it is so much more than that. We serve a large population of seniors at risk, and seniors who are in need of financial support and those who need

assistance with their obvious daily requirement of food. Our Outreach Coordinator is in perfect harmony with the needs of so many who fall within the income guidelines for Fuel Assistance and Food Stamps. We are so grateful that there are continued funds from the state and federal government to continue with these programs. We also advocate for these programs by calling our representatives and our senators to stop any possible cuts that may be made on the state yearly budgets. Please know that we make every effort to go above and beyond to assure that the seniors of Norwood are well served in every area of need.

The Senior Center Bus continues to be very busy, and a very valuable resource to our aging population who are no longer able to drive. The bus operates Monday thru Friday from 8:30AM-4:00PM. There is no charge to ride the bus locally, and there is a small fee of \$5.00 for the out of town trips that take place on Tuesdays. During 2016 the mini bus trips included Plymouth, Castle Island, Nantasket Beach and a few of the local casinos. During the summer months we were able to bring seniors to the Concerts on the Common. Ellen Rano works tirelessly to make sure all the seniors who ride her bus are comfortable and safe. We are very fortunate to have such a dedicated bus driver that often goes above and beyond the call of duty.

So many of our seniors are unable to speak for themselves so if you have an older adult living in your neighborhood or perhaps, right next door, please visit them and see what you can do to help them. And always mention the Senior Center as a resource of support. If you know of anyone who needs a Friendly Visitor, or a meeting with our Outreach Coordinator, please call us at 781-762-1201. If they are unable to travel to the center, Sheila will travel to them. We hope that this Annual Report will reach someone who will know someone else who we will be in a position to assist. Thank you for your support and for heightening your awareness to this critical concern of ours.

Respectfully submitted,

Kerri McCarthy  
Executive Director

Council on Aging Board Members  
Thomas Tobin, Chairperson  
Theodore Mulvehill, Vice Chairperson  
Delia Bartucca, Secretary  
Elizabeth Mastandrea, Member  
Fran Kenney, Member

### COA Board Comments:

As the Board Chair I would also like to echo all of the COA Board member's sentiments that we are extremely fortunate to have the dedicated staff and volunteers that make our Center so successful. Additionally, the Norwood Seniors are extremely fortunate to have Ms. McCarthy as our Center's Director, her demeanor, leadership and adept administrative skills, daily, make our Center a better place for our community's seniors.

# HUMAN RESOURCES DEPT. / PERSONNEL BOARD

## 2016 ANNUAL TOWN REPORT HUMAN RESOURCES DEPARTMENT AND PERSONNEL BOARD

The Norwood Personnel Board and the Director of Human Resources are pleased to submit their annual report for calendar year 2016.

The Personnel Board (Board) is a five-member board appointed jointly by the Town Moderator, and the Chairs of the Board of Selectmen and Finance Commission. It was established in accordance with Article XXXIX of the Town of Norwood By-laws approved at the 2003 Town Meeting. The Board generally meets monthly and meetings are posted and open to the public. Article XXXIX also established a Department of Human Resources (HR) and the position of Human Resources Director.

In calendar year 2016, the Board and the HR Department celebrated their thirteenth-year anniversary by continuing in the development of policies and procedures that would be in the best interest of the Town, all employees and applicants.

In February 2016, the Board published a list of 17 objectives to both the Board of Selectmen and Finance Commission. This is meant to indicate the Board's priorities for the year and to take input from these key elected officials. In addition, most issues/tasks get added during the year. In support of the tasks and/or objectives, the Board tracks all activities and publishes a monthly report that indicates the status of all activities. For 2016 there were 40 tasks and/or objectives, 23 were added during the course of the year. Thirty-one tasks were completed (78%), 7 are still being worked on and 2 have yet to be started. All open 2016 activities will be carried into 2017.

**Classifications:** The Board completed 3 new Classifications, 2 for the Board of Health and 1 for the Police Department.

BOH - these Classifications are for a Drug Free Communities Grant from the US Department of Health and Human Resources:

- Program Director – Grade M11 40 hours/week
- Program Coordinator – Grade N6 PTn 15 hours/week

The grant would be for 10 years and during this time the Town would be expected to roll the headcount and cost of these positions into the Town's overall budget.

The one for the Police Department was for the creation of the Deputy Police Chief. This involved the Board working with Chief Brooks on a new position description and rating it using the Boards structured Point-Factor System.

**Reclassifications:** The Board completed four (4) Reclassification Requests. These requests included:

- Town Clerk & Accountant – Census & Elections Administrator from C5 to C7
- Town Clerk & Accountant – Senior Office Assistant (2) from grade C3 to Principle Office Assistant grade C5, which is down from the requested grade C6

- DPW – MEO I grade PW3 to MEO III grade PW5. The Board has an understanding with the DPW Director that as the grandfathered PW2 and PW3 positions become vacant, they would be upgraded to either a PW4 or PW5 position.

A submitted Reclassification for the Assessor' Department Administrative Assistant was withdrawn w/o prejudice and may be submitted again at the direction of the Appointing Authority.

There are two (2) on-going submitted Reclassifications that carried over into 2017:

- Light Department - Head Clerk S7B to Sr. Head Clerk (new)
- General Manager's Office – EA to the Asst. TM N7 (new)

However, since both of these potentially new positions, as the requested new position and position descriptions do not exist, they may become new Classifications.

In addition there were four (4) position descriptions that were requested to be updated:

- Engineering Office – Civil Engineer
- Light Department – Technical Operations Supervisor to Technical Operations manager
- Light Department – Telephone Network Engineer to Head End Engineer
- Light Department Network Operations Supervisor

All four were voted to remain at their current grade – no changes.

The Board uses a structured Point-Factor System, which was implemented by HRS Services, Inc. in 2002 / 2003, to rate positions. This structured point-factor system ensures equity among classification ratings. It can take up to several months to complete a reclassification request. Depending on the proposed depth of change, an outside salary survey with our comparable communities is often sought.

**Policies and Procedures:** Much of the work of the Board is in the continuation of developing and updating personnel policies for the Town and support procedures for the HR Department. The Board utilizes a standardized format and numbering system for all personnel policies, which groups them by category. All adopted Town personnel policies are public documents and are available on the Town website [www.norwoodma.gov](http://www.norwoodma.gov).

The Board adopted three (3) new policies in 2016:

**(1) Social Media Policy [#P-410]** – this policy was adopted on 10/19/16 and indicates acceptable employee use of social media, which should be broadly understood for purposes of this policy to include blogs, wikis, microblogs, message boards, chat rooms, electronic newsletters, online forums, social networking sites, and other sites and services that permit users to share information with others in a contemporaneous manner when conducting business with other employees, customers, vendors, and visitors, who interact with the Town on a daily basis.

# HUMAN RESOURCES DEPT. / PERSONNEL BOARD

(2) **Accelerated Step Increase Policy [#P-411]** – this policy was adopted on 03/16/16 and provides a standard by which all General Government Appointing Authorities shall follow, if they determine a non-bargained-for employee is deserving of a 2-step increase. This policy requires the filling out of a performance agreement template (#D-115) between the Appointing Authority and the employee. This template was approved on 11/16/16.

(3) **Paid Sick Leave Policy [#P-304]** – this policy was adopted on 11/16/16 and outlines the Town's paid sick leave policy with respect to eligibility, benefits, use and accrual, and to ensure that sick leave benefits are implemented equitably and consistently to all non-bargained-for employees.

There were several existing personnel policies that were reviewed and updated due to changes in law, the amount of time from the last update, and/or necessary format/standard language changes. Four (4) existing policies were updated:

- (1) **Alcohol and Drug Policy [#P-404] – 02/17/2016**
- (2) **Seasonal/Temporary Employment Policy [#P-103] – 02/17/16**
- (3) **Unpaid Leave Policy [#P-319] – 10/19/16**
- (4) **FLSA Policy [#P-104] – 12/14/16**

The PB continues work on or has scheduled to work on several other new policies and updates to existing policies for 2017:

- (1) **Parental Leave [#P-313] (new)**
- (2) **Travel Reimbursement [#P-504] (new)**
- (3) **FMLA [#P-301] (existing)**
- (4) **Personnel Records [#P-402] (existing)**
- (5) **Alcohol and Drug Policy [#P-404] (existing) – Town Counsel has advised the Board to again review this policy due to the passage of the Recreational Marijuana ballot question**

In May of 2013, Town Meeting approved a By-law that expanded CORI to include the use of fingerprinting as part of a background check for certain Town License applicants. In May of 2014, the Board of Selectmen requested the Personnel Board to draft a town-wide CORI and Fingerprint policy. This policy requires all non-employees that may be in contact with the vulnerable population (elderly, children and disabled) to be CORI'd and certain specific license applicants to be fingerprinted.

The Board completed its efforts with Chief Brooks and Town Counsel, and presented its draft policy to the BOS in December of 2015, who approved this policy in February 2016, pending a review by the MA Attorney General's Office and State Police.

The Board worked with Town Counsel's office in obtaining all the necessary approvals so that by June of 2016, the Town had and could implement a Town-wide CORI Check and Fingerprint Policy [#B)S-1].

The Board also continued its' work on documents related to Administrative Procedures to ensure specific issues were codified in a complete document:

- **PB OP&P** is the Personnel Board's Operating Policy and Procedures document. Based on discussions with other Town personnel, the Board updated the document to provide:
  - i. The Board with flexibility in setting an employee's step date if the Reclassification should result in lost wages;
  - ii. An appeals process for Appointing Authorities to utilize if they disagree with the Board's decision on a Classification or Reclassification.
- **Administrative Procedure A-101** is the *Personnel Board Policy and Procedures Document*, which was originally adopted and published in October 2008. There were several updates made during 2016 to clarify procedures, as well as to include an appeal process of decisions made regarding Classification / Reclassification requests.
- **Administrative Procedure A-103** is the Board's process and procedure in determining if a position is Exempt of non-Exempt from certain overtime laws/regulations and/or minimum wage laws/regulations, as defined by the federal Department of labor and/or Massachusetts labor laws. Each position description contains a footer that indicates whether it is Exempt or Non-exempt from FLSA requirements.

All documents related to any Administrative Procedure of the Board is available on the Town's website [www.norwoodma.gov](http://www.norwoodma.gov).

The Board is also creating several Guideline documents related to personnel issues. Guidelines are documents that seek to simplify a set of processes with regards to an established practice. Guidelines are not compulsory or mandated, but are still an important part of the entire process. They are a course of action that helps people not to get lost in doing tasks or activities deemed necessary by an Appointing Authority:

- **Guideline G-101** is a document under development to assist Appointing Authorities with Business Continuity Planning. This will be a tool for the Town to ensure key departments have a plan in place to operate if a key employee suddenly departs. The Town Treasurer & Collector and the Town Clerk & Accountant have provided their plans, which will be used as the template for all key employee positions. As this is a business operational matter, we have referred this to the Board of Selectmen.
- **Guideline G-102** is a document under development to assist Appointing Authorities and Department Heads in identifying potential annual or biennial goals and objectives for employees. This is meant as a tool to potentially document what the different work groups should stay focused on.

## Other Major PB Activities:

- **ORG Charts** - The Board updated and published the General Government organization charts in December 2016 for each department, in our continuing effort to keep

# HUMAN RESOURCES DEPT. / PERSONNEL BOARD

the Board of Selectmen and the Finance Commission abreast of all Town positions. Department organization charts identify each position by name and title to ensure there is a match with the department budget/pink sheets. This document also helps the Board with classification and position description issues, as well as the Board of Selectmen and Finance Commission with the backfilling of vacant positions. This document is also available on the Town's website and reflects the approved FY17 budget. The Board's review of information provided to us from the Town Accountant enables us to be in alignment regarding headcount figures. We are one if not only Town with published org charts in the state.

- **FLSA Exempt Test** – Based on updated US Department of labor regulations, all 49 Exempt positions in general government had to be reviewed to ensure they still were Exempt. This whole process was confusing, as a federal judge issued a nation-wide injunction to the issued regulations, which were to take effect December 1, 2016. However, Town Counsel advised the Personnel Board to complete the task anyway, because if the injunction was listed, the effect could be retroactive. In addition, the incoming federal administration had indicated a roll-back of these same regulations, which would mean a whole or partial retreat of the decisions made. In any case, to ensure the Town is in compliance with the Federal Department of Labor regarding the Federal Labor Standards Act, the Board indicates on every position description whether they are Exempt or Non-exempt from certain wage and overtime provisions.
- **Town Benefits Value Chart** - To assist the Board of Selectmen and the Finance Commission, the Board is updating a previously developed Town Benefits Value Chart. The Board reviews the current level of benefits and determines each benefit value/obligation, as contributed by the Town. This is not an exercise in determining the appropriate level of benefits, only the range value of the total benefits provided by the Town for each position. This exercise includes the provided benefits of Sick Time, Vacation Time, Retirement, Medical, Dental, Longevity, Holidays, Funeral, Stipends and Clothing. A finalization of this effort has been delayed until 2017.

The Board also spent considerable time standardizing some forms utilized by HR in its day-to-day function with employees:

- #D-106 – Vacation Leave/Sick Leave/Floating Holiday Pay-out Request Form, which was coordinated through the Human Resources Director and the Town Accountant.
- #D-115 – Performance Agreement Template for use with the Accelerated Step Increase Policy [#P-411] that requires Appointing Authorities to work with HR in the development of goals and objectives in order to be considered for an advanced step increase.

- #D-147 – Schedule A of the Seasonal/Temporary Employment Policy [#P-103], which indicates the pay ranges for Seasonal and Temporary employees.
- #D-126/#D-127 – a 1-page policy acknowledgement form signed by employees upon receipt and review of employees when hired or newly updated.

The Board is also working with several work groups in General Government in analyzing if the current comparable Towns is still accurate. The Board utilizes comparable towns when reviewing Classifications, Reclassifications, position descriptions, pay ranges, and more. The Board is reviewing whether there should be separate comparable Town lists for:

- Library
- Light Department
- General Government

The Board spent 9 months on an effort with the Board of Health (BOH) and St Catherine's of Siena (SCS) School to align the school nurse position under the responsibility of SCS. This involved Town Counsel, the budget change approved by Annual Town Meeting, and the signing of a Memorandum of Understanding between the BOH and SCS.

And finally, a last shout out to Anne Haley, who served on the Personnel Board for over 10 years, many of them as vice-chair. Anne was a dedicated Board member who worked tirelessly for the Town. While we hated to see her leave us, we are happy for her election to the Finance Commission during April of 2016. The Board was fortunate to have the vacancy quickly filled when Mr. Gregg Giambanco submitted interest in serving the community as a member of the Personnel Board. Mr. Giambanco brings with him over 20 years of Human Resource industry experience, the last four as the Director of Talent Acquisition at Cumberland Farms. As a Norwood resident for the past 18 years, Gregg is the current President of the Norwood Basketball Association and was also a previous President of the Norwood Youth Softball League. We welcome Gregg to the Personnel Board.

## Recruitment and Staffing:

The HR Department had an extremely busy year of recruitment and staffing. With the retirement of many long time employees, the HR Department coordinated the advertising, recruiting, interviewing and background checks of non-union and union vacancies in over 12 departments, marking this one of the busiest recruitment years since the development of the Department. Some of those departments included:

- Morrill Memorial Library
- Recreation Department
- Light and Broadband Department
- Department of Public Works
- Police Department
- Fire Department
- Human Resources Department
- Office of the Town Clerk & Accountant
- Treasurer/Collectors Office

Some notable retirements and recruitment efforts included the following positions:

# **HUMAN RESOURCES DEPT. / PERSONNEL BOARD**

## Recreation Program Director:

Linda Berger was hired as our Program Director for the Norwood Recreation Department in 2010. After serving and significantly contributing to the Department, Ms. Berger was recruited by the Town of Sharon and was selected to be their Recreation Director. As a result, we began the recruitment process to fill her vacancy in March of 2016. The Town was very fortunate to recruit Travis Farley as our new Program Director. Mr. Farley brings over 16 years of related experience in various roles including the Assistant Superintendent of Recreation and Parks for the Town of Marblehead, the Assistant Athletic Business Manager for the Boston University Department of Athletics and the Athletics and Recreation Operations Manager for the Fitchburg State University Athletics Department. Mr. Farley also holds a Bachelor's degree from Plymouth State University in Interdisciplinary Studies and a Master's of Science Degree in Sports Management from Springfield College. Mr. Farley began serving in his new role with the Town in June of 2016.

## Assistant Accountant:

After 26 years of service to the Town and a notable member of the Norwood team of managers and public servants, Margaret (Peggy) Flaherty notified us of her intent to retire. We knew that filling her shoes would not be easy but we were fortunate that Ms. Flaherty and the Town Accountant had invested in training her direct report and as a result we internally promoted Linda Laridis to the position. Ms. Laridas was able to slide right into her role and hit the ground running. Ms. Laridas began serving in her new role as Assistant Town Accountant in June of 2016.

## DPW Highway Parks General Foreman:

Thomas McCarthy served the Norwood DPW for a combined total of over 8 years as our Highway & Parks General Foreman. After battling snow storms and keeping the Town's parks a shining green, among many other notable accomplishments, Mr. McCarthy was recruited by the Milton Department of Public Works to take on the role of Assistant DPW Director. In another successful training and promotional process, the Town promoted Michael Driscoll, formerly the DPW Highway & Parks Working Foreman to succeed Mr. McCarthy. Mr. Driscoll had served previously in various positions with the Norwood DPW since 1989 and brought with him over 35 years of related experience. Mr. Driscoll began his service in his new management role in June of 2016.

## Deputy Police Chief:

In early 2016 the HR Department, Personnel Board, General Manager's Office and Norwood Police Chief began the process to develop and create a position description for the position of Deputy Police Chief. The position as rated and adopted by the Personnel Board and funding for the position was approved at the May 2016 Annual Town Meeting. After an interview process which included the HR Director, Police Chief and General Manager, long time officer and Lieutenant, Peter Kelly was promoted and officially appointed as the Town's first Deputy Chief of Police. It was clear to the recruitment team that Deputy Kelly was the person for the job. Deputy Kelly began serving the Town of Norwood Police Department as a patrolman in 1987 and brings over 29 years in the police service to the position. Additionally he holds two bachelors' degrees from Stonehill College, one in Criminal Justice and the other in Business Administration. He

also holds a Masters in Criminal Justice Administration from Western New England College and is also a graduate of the FBI National Academy and the Senior Management Police Institute. Deputy Kelly is affiliated with the Metropolitan Law Enforcement Council, the Massachusetts Digital Evidence Consortium and holds memberships in the FBI LEEDA, IACP, NORPAC, MMPA and PERF. Deputy Kelly's credentials are too many to list but surely would impress the citizens of Norwood. Deputy Kelly began in his new management role in July of 2016.

The HR Department also continued its effort in maintaining and improving upon the Town's background check program and new employee orientation and onboarding efforts, and the employee training program.

## Background Checks:

As it relates to background check investigations, the HR Department began working with Creative Services, Inc. out of Mansfield (CSI) following the approval of funds for this purpose at the 2016 Annual Town Meeting. With the changes in the laws relating to background checks, the HR Department found that it was not getting the information needed to fully examine candidates in a reasonable period of time. From a risk management standpoint, the liability in having the Town conduct these checks on its own has also become significant and as a result the HR Department saw that there was a need to improve this process. Creative Services, Inc. has been helping companies hire with confidence since 1976. They are a global full service employment screening and security consulting firm serving corporate, nuclear and government sectors. CSI provides screening solutions to the Town that reduces our risk at all stages of the employment cycle. CSI provides a quick, verified and thorough report, allowing the Town the ability to do necessary background checks that result in qualified and fully investigated employees. Hiring is one of our most important tasks and ensuring that those we select are fully vetted before they are sent to work directly with citizens is of utmost importance to the HR Department. Citizens can rest assured that we do our due diligence and have very thorough and professional hiring practices, including thorough background checks.

## Employee Relations and Labor Relations:

The HR Director acts a member of the Town's negotiating team, providing support in terms of research, strategy and labor law compliance. Additionally, the Director provides advice and counsel to department heads, supervisors and union officials to assist in effective employee relations. The HR Director also provides occasional assistance to the School Department in areas such as EAP related matters, health insurance, workers' compensation, labor relations and labor law compliance.

As it relates to Labor Relations, 2016 began an important process to negotiate eight successor collective bargaining agreements for FY18 – FY20. While the agreements do not expire until June 20, 2017, the HR Department begins the process of researching cost of living adjustments, changes in municipal employee benefits and paid leave time, and other labor relations matters in anticipation of beginning the bargaining process. The first to begin the bargaining process for FY18-FY20 was the Norwood Morrill Memorial Library. The Library employees were previously

# **HUMAN RESOURCES DEPT. / PERSONNEL BOARD**

represented by a private association but in 2016 they began being represented as the fifth Town chapter of Local 1451 of AFSCME (the American Federation of School, County and Municipal Employees). The new relationship proved fruitful as the Library was able to quickly settle a successor agreement well in advance of the expiration of the current agreement. The HR Department continued its work to effectively prepare the management team for the upcoming negotiations process and began coordinating meetings towards the end of 2016. Meetings will continue well into 2017 with the goal of good faith bargaining with the Town's other unions and we are confident that settlements will occur at the bargaining table prior to the expiration of the current agreements.

## **Compliance Efforts:**

The HR Department staff also worked on various projects to audit the town's compliance with federal and state labor law such as continue to work to update all labor law posting requirements and disseminating information regarding the changes to the federal Americans with Disabilities Act, Personnel Records laws, the Conflict of Interest Law and the Open Meeting Law, Fair Labor Standards Act, the Family and Medical Leave Act, as well as other mandatory updates.

In 2016, the HR Department began the process to put the entire town in compliance with the Massachusetts Conflict of Interest Law. This requires that all employees as they are defined by the law (which includes board and commission members and employees of the School Department) undergo online training and submit a certification that they have completed the training and acknowledgement of the Town's Summary of the Conflict of Interest Law. It is quite a process to coordinate but an important one that the HR Department is committed to. We began the compliance efforts in 2016 with the goal of town wide compliance by Spring of 2017. To that end, the HR Department coordinated an important town wide training which will be referenced in the section relating to training.

In another compliance effort, the HR Coordinator updated all of the legal mandated employer postings and notices and made them available to all town departments and buildings. The HR Coordinator also worked with the IT Department to coordinate the management of employee data for the purpose of completing the Town's Equal Employment Opportunity Council (EEOC) report. Lastly, the HR Coordinator conducted a Criminal Offender Records Information (CORI) audit to ensure that statutory records are kept in order and archived properly as well as a review of which positions should undergo a CORI check.

## **Employee Health Insurance Benefits:**

In 2016, the Town started the second year of a successor six year agreement with the Public Employee Committee to offer health insurance to its employees through the Group Insurance Commission (GIC). Cities and Towns are still fairly new entities with the GIC as the GIC had only provided health insurance to state departments and agencies prior to 2007, under most circumstances. As a result, new procedures and modifications to the program management and operations, health insurance plans, budget auditing and benefit information tracking, change constantly.

The Benefits Administrator continued to work in 2016 on streamlining a process to handle the influx of retirees turning 65 and moving them onto a Medicare plan. As the "baby boomers" begin to reach 65 the increase in Medicare plan enrollment has more than tripled the past. This change has modified the makeup of the town's enrollment requiring regular review and close monitoring. The Benefit Administrator also kept up to date with all of the regulatory and statutory changes as a result of Healthcare Reform, ensuring the Town's compliance with any changes.

The Benefits Administrator attends regular GIC training sessions, communicates with the GIC on a regular basis and provides information on GIC programs and benefits to employees and retirees. The HR Department also continues to partner with other GIC communities in an effort to be a voice and advocate for all municipal health insurance needs and administration.

In 2010, President Obama signed into law the Affordable Care Act (ACA). While it has been an ongoing process since then, 2016 marked the second big year of the ACA in terms of compliance. The HR Director has worked closely with the Assistant Town Manager, Treasurer/Collector, Town Clerk/Accountant and IT Director on ensuring not only the health insurance compliance portion of the ACA but also the tax implications and reporting requirements. This process is ongoing and will continue well into 2017.

## **Employee Wellness and Training Program:**

The HR Department completed another successful year of the Town's Employee Training and Wellness Program. Since its inception it has been a success. Through the efforts of the HR Director and HR Coordinator, the HR Department has been able to provide this program at a minimal cost to the Town. Training sessions as part of this program include topics such as health and wellness, policy and labor law training, safety training, EAP refreshers, etc. The HR Department hopes to continue this program and include additional topics in 2017 that would include customer service, anti-harassment, workplace safety, middle and executive management training, etc.

## **General Training:**

**Anti-Harassment:** In April of 2016 the HR Department coordinated town wide employee harassment training through the Norwood Employee Assistance Program. This session was conducted by our EAP Professional Keith Crochiere. It took four sessions to capture all Town employees. All who attended were asked to review and acknowledge the Town's Anti-Harassment Policy.

**DOT Drug Testing Program:** In October of 2016, the HR Department coordinated training through the Employee Assistance Program for all employees who are subject to the Department of Transportation (DOT) Drug Testing Program and undergo random and reasonable suspicion drug testing. All employees required by contract or those holding a Commercial Driving License were required to attend. The program was meant to remind employees of their obligations under the law as well as their rights under the law. Additionally, we offered a session targeted specifically for supervisors with a focus on how to recognize drug or alcohol use on the job as well as what their obligations are as supervisors under the DOT regulations. It took quite a few sessions but was worthwhile and was a helpful risk management tool.

# HUMAN RESOURCES DEPT. / PERSONNEL BOARD

Executive Management Training: In November of 2016, the HR Department was extremely pleased to provide manager's with a fully comprehensive *Executive Management Training Program*. This turned out to be a wonderful training AND team building event.

This comprehensive management training program was made available for all of our department head and executive level staff. Assisting the HR Department with the training were two incredibly qualified trainers and experts in their fields – Attorney Edward Mitnick of *Just Training Solutions, LLC* and Jean Heartl of *Safety and Respect at Work, LLC*.

Attorney Mitnick is an employment and labor attorney with over thirty years of experience specializing in the areas of legal training, employment litigation, investigations, labor relations and alternative dispute resolutions. He is also one of the top trainer choices of the Massachusetts Municipal Association (MMA), the Massachusetts Municipal Personnel Association (MMPA), the Massachusetts Interlocal Insurance Agency (MIIA) and the Massachusetts Commission Against Discrimination (MCAD).

Ms. Heartl is also a highly recognized trainer and professional and has conducted many sessions for the MMA, MMPA, and MCAD and furthermore is one of the most highly sought after trainers by municipalities across the Commonwealth. Ms. Heartl is the former Director of Workplace and Domestic Violence Prevention for the Commonwealth of Massachusetts. She is also a graduate of Wellesley College and attended Boston College's doctoral program in social psychology.

We are very fortunate to have been able to retain such well respected and qualified trainers to come to Norwood and work with our executive management team. The goal of the training was to bring all of the managers up to speed with employment related legal and best practices as they exist in municipal public management, and to further develop and encourage teambuilding relationships among our top leaders.

The program consisted of two full days and was held at the Norwood Police & Fire Community Room. It was a complete success and we hope to have it be the first of a series with the goal of making the Town's highest leaders the best in the state.

Board, Committee and Management Training: The HR Department coordinated another very valuable townwide training in December of 2016 for all boards, committees, managers and any other employee interested in these three very important topics: *Conflict of Interest Law*, *Open Meeting Law* and the *Public Records Law*.

The *Conflict of Interest* law seeks to prevent conflicts between private interest and public duties, foster integrity in public service, and promote the public's trust and confidence in that service. This portion of the training focused on helping those in important public service roles understand the *Conflict of interest Law*, how it applies to the attendees and provided guidance in meeting the Town's mandatory training and certification process.

The *Open Meeting Law* requires that most meetings of public bodies be held in public, and it establishes rules that public

bodies must follow in the creation and maintenance of records relating to those meetings. The *Open Meeting Law* can be tricky so this portion of the presentation was meant to discuss and remind attendees of the basic requirements and allow for a Q&A session with legal counsel.

In June of 2016, Governor Charlie Baker signed an overhaul of the state's *Public Records Law* that imposes strict new rules on cities, towns and state agencies governing timelines to respond to requests for records, how much can be charged to cover costs, and what penalties could be imposed on state and local government agencies. The new rules will take effect on January 1, 2017 so this session was meant to get everyone up to date on the changes and again allow a Q&A with legal counsel.

This training was coordinated by the HR Department and presentations were made by Attorney Kier Wachterhauser and Attorney Kerry Jenness of *Murphy, Hess, Toomey and Lehane, LLP*. The session was held in the evening at the Council on Aging. It was a successful training event and we hope to hold sessions like this that will help develop not only employees but those serving in elected and appointed board and committee roles.

## Wellness:

The Wellness portion of our program had great success this year. The HR Department partnered up with the Recreation Department to provide a discount for employees to utilize the Recreation Department wellness and health programs. The full cost was paid to the Recreation Department but offset by wellness funds available through the Human Resources Department. As a result, wellness opportunities are provided to Town employees, enhancing their health, well-being and productivity, while enrollment in Recreation programs is encouraged and funds spent on wellness supports another town Department. It was a wonderful collaborative and the Human Resources Department extends a special thank you to the Recreation Department for its professionalism and continued support of the employee wellness program.

The HR Department also continued its partnership up with the *Vanderbilt Club* in Norwood to provide discounted health club memberships to employees. Participating employees were required to meet certain utilization expectations to continue in the program. In 2016, approximately 75 employees took advantage of the program tallying up over 2000 days of healthy activity through the *Vanderbilt Club*. This collaborative was yet again another great success. It provided an incentive to employees to stay healthy and active while also supporting a Norwood business. A special thank you is extended to the *Vanderbilt Club* and its managers and employees in supporting the Town's wellness initiatives.

The HR Department also continued to work with *New Horizon Health and Wellness Center*. *New Horizon* is a medically-supervised Health and Wellness Center that focuses on individualized programs for weight loss, fitness, sleep apnea and overall wellness. All programs were specifically tailored to each employee's individual needs. We had four employees successfully participant in the program, helping them understand their health condition and improve on it in a positive way. The feedback from

## **HUMAN RESOURCES DEPT. / PERSONNEL BOARD**

this program has been positive and we look forward to working with *New Horizon* to better meet our employee wellness needs in the future.

This year, the HR Department added another wellness partner to the lineup. For the fall of 2016, employees were offered the opportunity to take advantage of a discounted membership to Universal Power Yoga of Norwood. It is always our goal to support local Norwood business when we partner up for wellness programs.

Town of Norwood employees also participated in the *Jimmy Fund Rally*. On opening day in 2016, employees were encouraged to wear their Red Sox gear and were provided with a team website where employees could donate on behalf of the Norwood Team of employees to the Jimmy Fund. This team building and fundraising event included the School Department and resulted in raising \$1,430 for the Jimmy Fund. The Town of Norwood Employee Team was recognized as one of the top 20 fundraising groups in Massachusetts. The HR Department would like to thank all of the employees who participated and donated their hard earned money to this important program.

Town of Norwood employees also participated in the *Treats-4-Troops Halloween Candy Buyback* program. This program "buys back" children's Halloween candy by donating it to a local participating Dentist, who then shares it with troops looking for a much needed treat. The HR Department partnered up with *Central Dental* on Washington Street in Norwood for this important event. The goal of the program is to remove excess Halloween candy from children (and town offices!) while supporting our troops. It is a great platform to help multiple causes while promoting healthy choices. Town employees resisted the urge to eat leftover candy by donating over 5 lbs. to this fun program. The HR Department would like to thank all of the employees who participated as well as *Central Dental* who helped in this area to coordinate such a healthy and fun program.

The HR Department also coordinated a dental hygiene awareness event in October of 2016. October is Dental Hygiene Awareness month and we wanted to encourage employees and their families to maintain good dental hygiene. Bags of dental hygiene information, a tooth brush donated by *Delta Dental of Massachusetts* and travel size dental care products were provided to employees.

The HR Coordinator also attended various trainings this year and continues to stay connected to other municipal representatives who work to ensure the advancement of wellness initiatives and training programs for municipal employees.

The Human Resources Director is on the Board of Directors for the Massachusetts Municipal Personnel Association and chairs the MMPA Membership Committee. Through this group, the Director stays abreast of all areas of municipal human resources management, attends and conducts various trainings in the area of municipal human resources and employee and labor relations, acts as a voice and advocate for the Town's interest in the area of human resources management and works to ensure the advancement of best practices in this field throughout the commonwealth. The HR Director also holds progressive

membership roles in the International Public Management Association for Human Resources, National Public Employer Labor Relations Association, Northeast Human Resources Association, and the Society for Human Resources Management.

In 2016, the Massachusetts Collectors Treasurers Association (MTCA) requested that the Norwood HR Director return to present at the association's annual conference in June. The HR Director presented along with Mary Beth Bernard, the Assistant Town Administrator of the Town of Foxborough last year to present two opening session trainings which included various HR and Payroll Management related topics. The program was a wonderful event and a great partnership between two important fields of municipal expertise. MTCA has requested that the Norwood HR Director return again in 2017 to do another presentation.

### **Strategic Planning:**

The HR Department continued to work on strategies in 2016 that include streamlining services, making effective service changes with department heads, increasing communication, positive labor relations, ethical performance and behavior, dealing with workplace conflict, and empowering employees to increase productivity levels and positive morale. These efforts will continue more aggressively in 2017 and will include various manager and supervisor trainings and the implementation of effective internal controls, training and policies. The HR Department also did a good amount of research into personnel data management and utilizing website mechanisms to better manage recruitment and applicant tracking in 2016. Additionally, 2016 marked a year in which research into better skill check assessments are on the rise and we hope in 2017 to have an established, professional, skill assessment system in place. We hope to work with the IT Director, Town Account and Town Treasurer in 2016 to further these efforts.

### **Senior Tax Work Off Program (STWOP):**

This year the HR Department was able to place four seniors in various departments. This program was adopted at Special Town Meeting in March of 2004. The program has set income limitations and earning caps set by regulation and Town Meeting. Over the years, the HR Department has noticed a decline in applications from seniors. Many have noted that the income limitations are too low for many to qualify and the amount which can be earned towards a reduction in property tax is also too low. In 2016, the HR Department began researching the use of this program internally and externally in other communities. In 2017, we plan to review this further and possibly recommend a change to the program so it can be better utilized by departments and Norwood senior citizens in the years to come.

Lastly, the HR Department is happy to welcome Chelsey Jennette as a new member of the team, acting as the HR and Wellness Coordinator. Ms. Jennette has a Bachelor's Degree from Bryant University in Human Resources Management and brings HR generalist experience from organizations such as the Kraft Group and Mt. Ida College. She joined our team in February of 2016 and has contributed tremendously towards meeting the Department's goals and objectives. Welcome Chelsey!

The Personnel Board and Human Resources Department would like to thank the General Manager, Assistant General

# THE ARC OF SOUTH NORFOLK

Manager, Finance Commission, Board of Selectmen and Town Meeting Members who continue their support of a professional Department of Human Resources for the Town of Norwood.

The Human Resources Director, HR Coordinator and Benefits Administrator thank the employees and public servants of Norwood, as well as Norwood citizens, for their continued support as we celebrate our thirteenth year anniversary as a Town Department in 2016.

Respectfully Submitted,

Michelle Pizzi, Director of Human Resources  
Patricia Pardi, Benefits Administrator  
Chelsey Jennette, HR Coordinator

Personnel Board  
David E. Hajjar, chairman  
Patterson Riley, vice-chair  
Willard Krasnow, member  
John E. Taylor, member  
Gregg Giambanco, member

## Norwood Personnel Board



Pictured bottom, from left: Patterson Riley, vice-chair, David Hajjar, Chairman, Gregg Giambanco, member.

Pictured top, from left: Jack Taylor, member, Michelle Pizzi, Director of Human Resources, Willard Krasnow, member.

**2016 REPORT OF THE ARC OF SOUTH NORFOLK, INC.**  
[www.arcsouthnorfolk.org](http://www.arcsouthnorfolk.org)

The partnership between The Arc of South Norfolk and the Town of Norwood has contributed enormously to the care of Norwood's citizens diagnosed with developmental disabilities, including autism. Over the many years of our partnership, The Arc of South Norfolk (The Arc) has been successfully "turning disabilities into possibilities" since 1954. As a homegrown, non-profit organization, we have always relied upon local financial and volunteer supports. The continuous support of Norwood and its residents has given us the platform to enhance the programs we offer, expanding as needs arise and answering the call when residents of Norwood reach out for assistance.

**Supports and services provided to the citizens of Norwood include:**  
**Family Support, Adult Family Care and Respite Care**

### Currently serving 58 residents of Norwood:

The Arc provides temporary in-home or out-of-home professional care and training for children and adults with developmental disabilities on a planned or emergency basis. It operates after-school/school vacation week programs for children, provides a wide range of support groups for families and operates a resource center for parents and professionals at our facility in Westwood. We have expanded our Adult Family Care program over the past year, and it continues to grow each year. This program provides support to families and adults diagnosed with developmental disabilities that cannot live safely alone and want to live in a family setting.

### **Family Autism Center**

### Currently serving 82 residents of Norwood:

Our Family Autism Center implements high quality programs, services and environments for all persons with an Autism Spectrum Disorder. This program provides individuals with autism, their families and the general community with information and referral services, educational services, parent and sibling support groups and a resource library with Internet access.

### **Social-Recreational Programs**

### Currently serving 118 residents of Norwood:

The Arc provides special after-school and evening education classes, sports activities, social clubs and events, and special summer programs for individuals with developmental disabilities. A principal component of these programs is one-to-one volunteer friendships (citizen advocacy).

### **Harbor Counseling Center**

### Currently serving 57 residents of Norwood:

The Arc provides specialized, one-of-a-kind, behavioral and other psychological counseling and psychiatric services for adults with developmental disabilities and their families.

### **Day Habilitation Program**

# **THE ARC OF SOUTH NORFOLK / RETIREMENT BOARD**

## **Currently serving 7 residents of Norwood:**

The Arc provides educational and therapeutic services for adults with severe and multiple developmental disabilities. The program works to help individuals improve their communication skills, physical well being, domestic and self-care skills, community living skills and social skills. This program includes a component for elderly individuals diagnosed with a developmental disability. Its primary objective is to enable these individuals to continue to maintain their functional and social skills and to meaningfully participate in the life of their community.

## **Additional services provided to residents of Norwood: Advocacy**

The Arc provides specialized education, information and referral services, social support, as well as legal, financial and other consultation support. This program also provides self-advocacy training to individuals and advocacy support to families with members who diagnosed with developmental disabilities.

## **Autism and Law Enforcement Education Coalition (ALEC)**

ALEC is a nationally recognized training program for First Responders relative to Autism Spectrum Disorders (ASD). ALEC training helps foster a deeper understanding of ASD among public safety and law enforcement personnel. Training is available for police officers, ER and courtroom personnel, EMT's and firefighters, using curriculum and videos specific to each group. Presenters are first responders with direct knowledge of ASD through a family member.

## **Residential Management:**

The Arc provides Residential Management Services for residential homes and apartments housing individuals with intellectual and other developmental disabilities.

## **Services supported by The Arc of South Norfolk through its affiliate, Lifeworks: Vocational Training and Job Placement Programs**

### **Currently serving 30 residents of Norwood:**

Lifeworks Employment Services provides vocational rehabilitation for people with developmental disabilities ages 18 and over. These services include vocational evaluation, work adjustment training, sheltered employment, transitional or supported employment and competitive job placement and follow-up support.

## **Residential Programs**

### **Currently serving 38 residents of Norwood:**

Lifeworks Residential Programs provides home-like environments and supervision, care and training in independent living skills, functional academics and social skills. These programs include community residences and supervised apartments (both with 24-hour staffing) and cooperative apartments (with staff assistance less than 24 hours per day).

## **2016 ANNUAL REPORT OF THE NORWOOD RETIREMENT BOARD**

The following report is being submitted for the Norwood Retirement Board to reflect the activities of the Board from January 1, 2016 through December 31, 2016. Whereas the Town's fiscal year end is June 30, 2016, the financial statements and other records of the Norwood Retirement System are required, by statute, to be maintained on a calendar year basis.

Regular meetings of the Norwood Retirement Board were conducted in the Municipal Building on the third Thursday of every month or as otherwise posted. In addition, special meetings were held at the conclusion of each fiscal quarter with the Board's investment consultant and portfolio managers. These four portfolio meetings were held for the purpose of monitoring the System's investment performance and compliance with state investment regulations.

## **ORGANIZATION:**

In 2016 the Retirement Board was organized as follows:

Edmund W. Mulvehill, Jr., Appointed Member and Chairman  
Thomas J. McQuaid, Ex Officio Member  
Thomas F. O'Toole, Elected Member  
Eileen P. Hickey, Elected Member  
Thomas A. Rorrie, Appointed Member  
Debra A. Wilkes, Executive Director and Secretary  
John J. Shea, Deputy Executive Director

## **INVESTMENT RESULTS:**

The Board worked closely with its Consultant, Meketa, its Actuary Daniel Sherman, and Investment Advisors at the Boston Company, Rhumblin, Euro-Pacific, Atlanta Capital, Oaktree, Vontobel, DFA, Aberdeen, Landmark, Columbia, HarbourVest, Constitution Capital and PRIT to continue to develop the System's strong investment portfolio of approximately \$143,000,000.00.

# RETIREMENT BOARD

## MEMBERSHIP INFORMATION ALL AS OF 12/31/2016:

	Group 1		Group IV		Total		Grand Total
	Male	Female	Male	Female	Male	Female	
<b>Active Employees</b>	187	261	132	5	319	266	<b>585</b>
<b>Inactives</b>							<b>132</b>
<b>Retired Members</b>	83*	170**	93	35***	176	205	381
	<u>270</u>	<u>431</u>	<u>225</u>	<u>40</u>	<u>495</u>	<u>471</u>	<u>1098</u>

\*4 of which represent beneficiaries of deceased group 1 female members

\*\*18 of which represent beneficiaries of deceased group 1 male members

\*\*\*29 of which represent beneficiaries of deceased group 4 male members

### The Board regretfully recorded the following deaths in 2016

#### RETIREES:

Mary Bodge	Louis Columbo	Frances Hamilton	Elizabeth Maleiko
Joseph Brissette	Helen Conroy	Mary Howley	Paul Narbut
Helen Bulger	Michael Costello	Maureen Joseph	Paul Wanecek
Marie Bunker	Rita L. Costello	William Joyce	Jacqueline Wynne
Marlene Carlson	Mary Deeb	Thomas Lydon	

#### MEMBERS OF THE SYSTEM WHO RETIRED IN 2015:

Thomas Annino	Louise Fellini	Francis Macaulay	Kevin Romines
Robert Binnall	Margaret Flaherty	Nancy McColgan	Cynthia Rudolph
Clifford Brown, Jr.	Priscilla Hayden-Sloane	Rita McCorkle	Joan Ryan
Paul Burgoyne	Robert Henry	Joseph McDonough	Janet Sgalia
Laurie Ciccolo	Mary Howley	Kevin McDonough	Joanne Tirrell
Janet Colamaria	Richard King	Kenneth Ogryzek	Thomas Tracy
Anthony Copponi	Michael Lawrie	Julie Price	William Turner, Jr.
Gail DiMaggio	Janice Lee	John Reynolds	Joseph Valadao
David Eysie			

## NORWOOD RETIREMENT BOARD

### ASSETS AND MEMBERSHIP 2007 – 2016

YEAR	MEMBERS	RETIREES	TOTAL MEMBERSHIP	SYSTEM ASSETS	ASSET GROWTH
2007	665	351	1016	114,200,000	-----
2008	686	373	1059	85,000,000	(29,200,000)
2009	691	367	1058	103,425,000	18,425,000
2010	657	345	1002	113,430,000	10,005,000
2011	663	358	1021	109,650,000	(3,780,000)
2012	673	357	1030	119,489,000	9,839,000
2013	681	352	1033	133,780,000	14,291,000
2014	730	364	1094	140,092,000	6,312,000
2015	662	367	1029	135,000,000	(5,092,000)
2016	717	381	1098	143,000,000	8,000,000
<b>10 YEAR CHANGE</b>	<b>52</b>	<b>30</b>	<b>82</b>	<b>28,800,000</b>	
<b>% Change</b>	<b>8%</b>	<b>8%</b>	<b>8%</b>	<b>25%</b>	

# RECREATION DEPARTMENT

## 2016 ANNUAL REPORT OF THE NORWOOD RECREATION DEPARTMENT

I respectfully submit my last Annual Report of the Norwood Recreation Department for the year 2016. After 45 years of being part of a great team and supportive residents; I will be retiring as of June 1, 2017.

The Recreation Department continues to be an instrumental part of the fabric of our community. Our staff works hard to provide a level of programs second to none and an enthusiasm that is enjoyed by our residents who participate in our activities. We are always looking to introduce new, interesting, healthy, instructional, educational, mindful, and fun activities. I am very proud of the staff, both full-time and part-time for the enthusiasm and professionalism they bring to your Recreation Department. The Civic Center is always buzzing with a wide array of programs for all ages and abilities. There are several ways people are introduced to our programs:

One Time Hits are events hosted throughout the year which include: Family Nights Out, Parents Night Out, CPR, First Aid, Middle School Dances, Easter Egg Hunt, Flashlight Hunt, Eggcellent Egg Dying, B.L.A.S.T Babysitting Clinic, F.A.S.T. Vacation Multisport, Mother's Day Sweetheart Dance, Mother Daughter Princess Tea, Parent Summer Information Night, Norwood Family Flick, Halloween Spooktacular, Trunk or Treat, Town-wide Halloween House Decorating Contest, Holiday Cookie Decorating, Laser Tag, Holiday Candy Workshop, Gingerbread Decorating Workshop, Christmas Ornament Workshop, Fleece Throw Workshop, Father Daughter Dance, Extreme Gross Candy Workshop, Dory Party, Lego Workshops, and Toe Jam Puppet Band.

The Norwood Recreation Department has continued to create collaborations to bring the best programs to Norwood. This year, we partnered with the Jr. Women's Club to offer an outdoor Summer Concert Series focusing on families, continued our annual South Norwood Fishing Derby and Rubber Duck Race tradition, hosted the Norwood Sportsman Fishing Derby, Touch-A-Truck Day and Holiday Extravaganza (with help from the Radio Club of Norwood, Spirit Club, Assistant Town Manager, Bernie Cooper and Norwood S.A.D.D.)

Some of the programs and activities offered are: Tot Fitness, Preschool Prep, Icky Sticky Goopy Art, Karate, Kids Cook, Tot Music, Gymnastics, Stem Explorers, Cross Country, Kids Tennis Nights, Leaf Peepers, Winter Wanderers, Youth Wrestling, and Basketball Clinics.

We brought in partners to offer their expertise to bring us Mummy & Me UK Petite Soccer, CrossFit Kids classes, Review the Baseball Fun-damentals, F.A.S.T. Athletic Mini Sports, F.A.S.T. Mini-Sports, Thundercat Sports Jam, and Behn Basketball Clinics.

Under the direction of Ms. Paula Pelaggi, our School of Dance continues to thrive. With the School of Dance team of instructors, we are able to offer a numerous classes from the first-time participant to the experienced dancer. Ballet, Jazz, Modern Dance, Tap, Hip Hop, Lyrical, Irish Step, and Dance and Play are just some of the classes that keep our participants active and engaged.

The Civic Center also joined forces with various community groups this year. We have hosted the Norwood Basketball Association, NBA Jamboree, CYO Basketball, Moms and Tots, Norfolk ARC, Karate Tournaments, Elections for Districts 3 and 5. We also expanded our "Fit Pass" offerings which allow patrons to participate in Cardio Power, Zumba, Mixed Level Yoga, Bootcamp, Spin, Interval Training, and Insanity.

This year, we have expanded our work with Jonathon Langley, Athletic Director at the School Department, to offer several youth sports clinics to our community; Field Hockey, Volleyball Clinic, Track and Field, Pre-Season Basketball, Football, Wrestling, and Lacrosse, led by Norwood High School coaches and support staff.

Our Fitness Area continues to attract many users, and it is especially gratifying to see our senior population taking advantage of the cardio machines, free weights and nautilus equipment. The gymnasium is a very busy part of the Civic Center with many activities including open gymnasium for teens and our staple Youth Floor Hockey League.

The Recreation Department always enjoys a very busy summer, with many varied and interesting programs. Fr. Mac's and the Coakley Middle School, again, played host to Playcamp, reaching almost twelve hundred participants this summer. The Playcamps are fun-filled days with games, sports, swimming, pizza days, in house entertainment and popular field trips. Some of the trips included Water Wiz, Franklin Park Zoo, Kimball Farms, Launch, Roller Kingdom, and North Bowl Lanes.

In our third year of Sr. Play, over four hundred sixty students entering grades 6-8 spent time with their peers to enjoy outdoor activities, a weekly visit to Morse Pond for swimming and kayaking, and weekly field trips.

For children entering grades K-1, Jr. Playground continues to be a great introduction to the playcamp experience. In-house entertainment was provided by the Tumble Bus, Johnny the K, Magic 1-2-3, Animal Adventures, Kathy Earabino Music and Teddy Town.

Camp Challenge is in its 44th year and has been an inspiration to many youngsters. The children play games, swim, do crafts and take trips to various locations such as Bowling, Monster Mini Golf and Franklin Park Zoo. Here, too, our dedicated staff has made a very positive difference on these children.

## **REC DEPT. / MORRILL MEMORIAL LIBRARY**

Under the leadership of Howard Weinstein, our town pools continued to provide a refreshing break from the summer heat. Progressive swim lessons, open swim time, lifeguard certification classes, and Norwood Stingray Swim meets, all were thriving during the summer months. In the immediate future, we are looking forward to enhancing our facilities with our new bathhouse at the Hawes Pool.

We met a couple of times per year to evaluate and look at solutions for the Norwood Fields. All the fields which were part of the Gale Master Plan are completed, except for the Turf Field at Coakley. We now have new lights at all of our lit facilities-Balch, Coakley 1 and 2.

Norwood Day, again, proved to be a great time for the Town to celebrate itself. We start Norwood Day off with the annual fireworks, sponsored by the Gallery Group, Jake and Joe's and Furlongs, and had train rides around the field with the Roaming Railroad. We had 225 different vendors representing Civic, Youth and Fraternal Groups, local businesses, and some from far away who sought to be part of the celebration. This year our attendance continued to grow, reaching the 15,500 people visiting our town center.

We, at the Recreation Department, are very appreciative of the support rendered to the Department and its sponsored activities this past year. A special thanks to the Board of Selectmen, the General Manager and his Staff, the Public Works Department, the Town Engineer and Town Planner, Board of Health, Police and Fire Departments, the School Department, and other Town Departments and Boards with whom this Department had contact during this past year.

The Recreation Department was blessed to have had Linda Berger here for 5 years. Linda brought in many new and exciting ideas; however Linda has moved on to become the Superintendent of Sharon's Recreation Department. We struck Gold, again, as we welcomed Travis Farley to the Staff- a well -adjusted, friendly and enthusiastic new Program Director.

We are also looking forward to continuing with innovative and interesting programs for our residents. It has been, and will continue to be, a pleasure providing the residents of Norwood with programs and activities to enhance their quality of life.

I have always believed that the staff, here at your Recreation Department, is the backbone of our highly-successful and respected Department. The existing full and part-time staff has, again, brought this Department a proud and productive reputation, and I appreciate their support and work ethic.

I would like to thank the hundreds of staffers I have worked with over my 45 years; you made this job something to look forward to. To all of the residents who supported the Recreation Department over the years, you have been the inspiration to strive for the best.

To my Civic family, your support and understanding made life at the Recreation Department what it should be-an enjoyable, exciting, productive, innovative, and fun experience. No ideas were too small or too big, and I knew I could depend on you when needed.

Respectfully submitted,

Gerald F. Miller  
Superintendent of Recreation



---

### **2016 MORRILL MEMORIAL LIBRARY ANNUAL REPORT**



#### **LIBRARY TRUSTEES**

Susan Pipes, Chair  
Patricia Hines, Vice Chair  
Sarah Begg  
John Hall  
Deborah Henry  
Cashman Kerr Prince  
Charlotte L. Canelli, Director

The Library's goal is to provide residents with access to information, education and entertainment. We help you find and evaluate sources of information ranging from in-print to online. We supplement all educational endeavors whether patrons are enrolled in school or they are life-long learners. We provide a comprehensive selection of popular material (books, audiobooks, music, movies) in a variety of formats, including digital downloads and streaming.

# MORRILL MEMORIAL LIBRARY

The trustees, the director and the custodial staff of the Library continue to take excellent care of our facility which is now over 119 years old. The original Library, completed in 1898, has received two additions (1928 and 1965) and opened after a complete renovation in 2001. New libraries were built around us in the towns of Walpole, Millis, Canton, and Westwood but many patrons from Norwood and surrounding communities tell us that they come to our Library to enjoy our building's grace and beauty, and our comprehensive collection and welcoming staff.

The Morrill Memorial Library once again applied for certification from the Massachusetts Board of Library Commissioners in October 2016. Our budget, staffing, hours open, and materials purchases met all the requirements and we were certified for the **2017 State Aid Award**. The Morrill Memorial Library has never been decertified. The Library expects to receive over \$35,000 in State Aid funding through the Massachusetts Board of Library Commissioners in 2017. Without the additional funding from State Aid, gifts, public grants, Friends of the Library, and private foundations, the Library would not be able to provide the Norwood community with the excellent services, materials, and programs that it does.

The **2018 Action Plan** to the **Morrill Memorial Library Long-Range Plan 2016-2021** was submitted and approved in the fall of 2016 and was accepted and approved. The Library is looking forward and will adapt to the changes that Norwood residents expect.

**Did you know** ... that the Library became a **U.S. Passport Application Acceptance Facility** in 2016? Six staff have been trained to accept passport applications by appointment on weekday evenings and Friday.

**Did you know** ... that two librarians perform **notarial services** at the library at no charge? Appointments are required for the daytime appointments.

**Did you know** ... that librarians will **proctor examinations** for students enrolled in college who need to take exams remotely? These are also by appointment only.

The **Morrill Memorial Library Staff** consists of 21 full-time and part-time permanent employees. There are additional part-time staff working short shifts to provide excellent Library service to all who use the Library in Norwood. Twenty-eight Library staff attended an all-day **Staff Development Day** in June 2016 in Boston. It included a tour of the **State House**, lunch in the Representatives Lounge with Representative John Rogers, and a tour of The **Boston Athenæum**. Many members of the staff attend a monthly book discussion group during professional time on Friday mornings. Library staff members also attend many workshops and conferences provided by professional Library organizations.

**Did you know** ... that 20 full-time and part-time members of the Library staff have master's degrees in Library Science? Several part-time staff are pursuing degrees in Library Science. Library science interns at Simmons College Graduate School of Library Science complete a capstone project at the Library each year.

**Part-Time Circulation and Technical Services Assistant Gail Wright** retired from Library service in July 2016. Norwood resident **Nicole Dana** was hired to replace her.

The Library could not operate without its many **volunteers**. On May 20, 2016 the **5th Annual Volunteer Appreciation Tea** was held in the Library's Simoni Room from 11 am to 2 pm. Over 160 dedicated volunteers work at the Library, generously giving thousands of hours of time in the Literacy, Outreach, Technical Services, Circulation, and Children's departments.

Keep up to date with **The Library Show** on **NPA-TV**. Our monthly show features news and information from the Library – new books for adults and children, upcoming programs, tips on how to use the computer, and behind the scenes interviews with Library staff. Library Director Charlotte Canelli appeared twice on NPA-TV on Jack McCarthy's **Norwood Digest** and on Tom Cummings' **Inside Norwood**.

**Did you know** ... that the Library lends crochet hooks and straight, circular and double-pointed knitting needles?

**Did you know** ... that the Library lends coloring books and pencils, Roku streaming devices, Wi-Fi hotspots, Go Pros and selfie sticks? These are just some of the non-traditional items we loan.

**Did you know** ... that the Library lends character cake pans, games and puzzles (in the Children's collection)?

**Morrill Musings**, the Library's monthly newsletter, is complete with a monthly Library calendar. It is available in print at the Library or online in PDF format. The Library publishes monthly **e-News** delivered through e-mail; subscriptions are available through a sign-up box on the Library's website. Librarians at the Library write a weekly column, **From the Library**, published in print in the *Norwood Transcript & Bulletin* and online at *Wicked Local Norwood*. Librarians have written over 400 columns (over 375,000 words) since 2009. Text of the articles is archived on the Library's website and subjects can be searched on [fromtheLibrarycolumn.blogspot.com](http://fromtheLibrarycolumn.blogspot.com). The articles are also bound by year and can be read in the Library.

**Did you know** ... that the Library subscribes to Hoopla!, a streaming service for movies and music?

**Did you know** ... that Norwood residents downloaded digital items (books, etc.) over 15,000 times in 2016?

**The Norwood Cultural Council**, as funded by the Massachusetts Cultural Council, provided partial funding for two Library programs and one Friends of the Library program each year.

**The Simoni Foundation** and the **Department of Education, Literacy Volunteers of Massachusetts** partially fund the Literacy Program.

The **Dedham Institution for Savings Foundation** helps to fund **Norwood First Steps** – the Outreach Department of the Library distributes a special bag with books and Library information delivered to parents of Norwood and Dedham babies born at Norwood Hospital. This is the third grant we have received from Dedham Institution for Savings.

# MORRILL MEMORIAL LIBRARY

**Did you know** ... that the public is welcome to sit and work at our puzzle table on the 2nd floor of the Library and our puzzling patrons sometimes complete several 1000-piece puzzles per week?

**Did you know** ... that the Library staff created a holiday tree again this year that was made from books and over 10' tall?

**The Morrill Memorial Library is a Wi-Fi Hotspot** – It is easy to access the Internet at the Library on one of the Library's 16 public computers or on a personal laptop or device. Wireless Internet is provided by **Norwood Light Broadband**. Many visitors per day access the Library's free Wi-Fi.

**Did you know** ... that over 50 people per day access the Library's Wi-Fi with personal devices?

**Did you know** ... that the Library provides iPads for in-Library use to adults and children?

**Did you know** ... that our public computers have all Microsoft Office applications installed?

**Technology highlights** in 2016 included another digital display to highlight events – this one in the children's room.

**Did you know** ... that the Library posts and tweets 457 times on social media every day? Find us on Facebook (Morrill Memorial Library) and Twitter @norwood\_Library.

**Did you know** ... that you can schedule a one-on-one session with our Technology Librarians? Call the Library or visit our website. Alli Palmgren and Sam Simas conducted a total of 312 hour-long individual technology classes with patrons in 2016 on topics ranging from downloading eBooks to creating a resume using templates.

Whether you are visiting the Library website or visiting the Library in person, we encourage you to learn to use the online catalog and request system. You may ask for help with using the online catalog when you are in the Library or when calling by phone. Brochures are available to help Library card holders make requests online or to log in to databases from home or work.

**Did you know** ... that the Library replaces all cards for free, including wallet and key cards? Or upload your Library card to a Smartphone app.

**Did you know** ... that the Library participates in The Boston Bruins – Cradles to Crayons Pajama Drive in February? Children's pajamas are collected at the Library and sent to Cradles to Crayons for distribution.

In September of each year the Library holds a **Library card promotion** inviting all Norwood residents to get a Library card. Patrons can apply for a Library card online to immediately gain access to digital materials.

**Did you know** ... that the Library presented about 216 children's programs in 2016 with nearly 6,000 participants?

**Children's Services** – The Children's Department has expanded its focus on **Early Literacy**.

- **Babes n Books, Toddler Time, and On My Own Storytime** are just some of the early literacy programs.
- **The Summer Reading Program, "Exercise Your Mind"** kicked off their program in June 2016. The Summer Reading Program is sponsored by the Massachusetts Board of Library Commissioners. 350 children reached their reading goal and read thousands of books.
- **Dozens of special events were held during the year including STEAM (Science, Technology, Engineering, Arts and Mathematics)**. The Children's Department was awarded a federally-funded **STEAM grant, 2015-2016**. The grant provided preschool children with learning experiences in science, technology, engineering, art, and mathematics. This federal IMLS (Institute for Museum and Library Services) grant is administered by the MBLC (Massachusetts Board of Library Commissioners).
- **The 18th Annual Literary Luncheon** was held at the Coakley Middle School. Intergenerational participants included Norwood Seniors and 6th grade English classes.

**Did you know** ... that the Library has more than 3 times as much adult programming as it had in 2009?

**Did you know** ... that there are at least four adult programs a week throughout the year?

**Did you know** ... that over **4,400 people attended adult programs** at the Library in 2016?

**Adult Services - 226 educational, recreational and cultural adult programs** were held in 2016:

- **Spring Musical Sundays and Fall Musical Sundays:** Funding for musical performances is made possible by the **Library Endowment Fund**.
- Norwood librarians host the **Titles on Tap book club at Napper Tandy's** each month.
- The first **Books and Brews** events were held in the fall of 2016 at the Library and at Castle Island Brewery.
- **Film Series:** Themed film fests for adults are held throughout the year in our comfortable Simoni Room. Free popcorn is provided by the Bellingham Regal Cinemas and the Friends of the Library supplies a movie license with rights to show the films to the public.
- **The Friends of the Library supported many library programs.**
- **Together Yes:** the Library collaborates with **Together Yes** of Norwood to present monthly programs and film series, including environmental topics such as damage to plant, soil, and water and wild life.
- **First Thursday Book Discussion Group:** Morning and evening sessions October – May are led by Margot Sullivan.
- **Fireside and Beach Reads:** Each January and June, with librarians Margot Sullivan and Beth Goldman.

# MORRILL MEMORIAL LIBRARY

**Did you know** ... that the Library has a **Stitch Therapy** group – a monthly meeting of needlecrafters?

**Did you know** ... that the Library offers one-on-one appointments with a **Stitch Doctor** for knitting and crocheting help?

**Did you know** ... that the Library holds **Learn to Knit** classes each month?

Our website, [norwoodLibrary.org](http://norwoodLibrary.org), is your portal to amazing databases such as *Kids InfoBits*, *Junior and Student Edition*, *Britannica Online*, *Books and Authors*, *A to Zebra Language*, *NoveList*, *Massachusetts History Online*, *Ancestry Library* and *Heritage Quest Online*, *Mango Languages*, *Historical Boston Globe*, *Business*, *Insights*, *Consumer's Checkbook*, *Culinary Arts Collection* and *Consumer Reports Online*.

**Did you know** ... that the Library has subscriptions to over **225 newspapers and magazines including some** in other languages like *Paris Match* in French and *Sarita* in Hindi?

**Did you know** ... that your Library card can be used to borrow materials at all the Minuteman Network libraries AND that you can register for a Library card in any Massachusetts town?

**Museum Passes** can be reserved online via the Library webpage. These museum passes were used nearly **1000 times** in 2016, saving Norwood residents thousands of dollars.

The **Women's Community Committee** donates memberships to the Children's Museum, Easton Children's Museum, Isabella Stewart Gardner Museum, JFK Library, Museum of Fine Arts, Museum of Science, New England Aquarium and the Roger Williams Zoo.

The **Norwood MOMS Club** donates memberships to the Franklin Park and Stone Zoos and the Providence Children's Museum.

The **Norwood Woman's Club** and the **Friends of the Library** also contribute to the New England Aquarium and Museum of Fine Arts memberships. Altogether, the value of these memberships total over \$4,000.

**Sastavickas Scholarship:** In 2006 a donation from the family of Viola Sastavickas established a scholarship fund which awards \$500 each year to a Library employee or volunteer. The Sastavickas family and a private donation supplemented the scholarship fund once again in 2016. The 2016 award was given to Chloe Belanger.

## Outreach Services

- Outreach librarians and volunteers deliver more than 6,000 items to people unable to visit the Library or use its resources without help, deliver material to people in their homes, in nursing homes, at the Senior Center and at housing facilities. They also ran various programs throughout the year, including workshops, an essay contest, monthly book clubs, and classes.

**Did you know** ... that the Library provides tools and technology to help patrons with low-vision to access books, the web, and other library resources? Items that are loaned are hand-held video magnifiers (Ruby and

Zoomax Snow); a desktop video magnifier; portable desktop video magnifier (Topaz PHD), and Perkins digital talking book players and talking books. The Library installed an assistive technology station on the 2nd floor which boasts ZoomText Fusion magnification/reader software; Kurzweil 3000 text to speech reader software; Big Keys keyboard; and i-reader scanning and reading.

- Assistive Technology equipment and software are available for use by individuals with special needs. Call 781-769-0200, x 228 for Outreach Services, assistive technology or to volunteer.

**Did you know** ... that a program called First Steps Norwood began in 2012 to deliver book bags to newborns (whose parents are residents of Norwood) at Norwood Hospital?

**Did you know** ... that Outreach Services began in May 1939 by Edna Phillips, director of the Library from 1939-1962? The Library then sent books by messenger to homes or businesses for a 15 cent charge. That service is now free!

## Literacy Volunteers of America at Morrill Memorial Library

- Free, confidential tutoring in Basic Literacy and English as a Second Language and conversation groups.
- Over 150 adult learners, 60 active tutors, and nearly 5,000 hours of instruction in 2016.
- The Literacy program receives additional funding from the **Department of Education**.
- Thanks to the **Simoni Foundation** for their generous support and other private donors.
- The annual **Harvest Dinner** is held for all volunteers and tutors each year in October.
- The Literacy Volunteers are always looking for new tutors and students. Call Literacy Volunteers at 781-769-4599.

**Morrill Memorial Library Affiliations - Minuteman Library Network** - A non-profit consortium of 45 public and academic libraries. Through its memberships, MLN provides automated services, periodical and reference databases, and downloadable eBooks, audiobooks, and videos to its member libraries.

**What are some of the wonderful benefits of sharing resources throughout the Minuteman Library Network and the Commonwealth?** Norwood patrons can access hundreds of thousands of dollars in database downloads and electronic books, audiobooks, music and videos. Norwood patrons borrowed over 35,000 items that were delivered to Norwood from other libraries in the Minuteman Library Network.

**Morrill Memorial Library Affiliations - Massachusetts Library System** – this agency, funded by the Commonwealth, provides:

- Daily interlibrary delivery (over 72,000 items were loaned to or from Norwood in 2016).
- Periodical and reference databases.
- Purchasing cooperative for supplies and material.
- Continuing education and consulting.

# MORRILL MEMORIAL LIBRARY

## The Friends of the Library

- Raised nearly \$3,000 from two book sales in the spring and the fall.
- Provides generous donations to purchase equipment, DVDs and audio books and CD-cleaning equipment.
- Supports most adult and children's programming at the Library.
- Provides a film screening license necessary for showing films to audiences of all ages.
- Supports staff development and staff events.
- Promotes the Library at **Norwood Day** and with membership notices in the electric bills.
- Holds **General** and **Annual Meetings** each year.
- Sponsors of the **First Thursday Book Discussion Group, Beach Reads** and **Fireside Reads**.
- Meets monthly at the Board meetings in the Library.

## Morrill Memorial Library Board of Trustees, 2016



Standing left to right: Deborah Henry, Sarah Begg, Amy Chandler-Nelson (Board Secretary), John Hall, and Patricia Hines.

Seated left to right: Susan Pipes, Cashman Kerr Prince, and Charlotte Canelli (Library Director).

## Cindy Rudolph, Senior Circulation Assistant Retired January 2016

Cindy is pictured with her husband Steve, a frequent musical presenter at the Library.



## Morrill Memorial Library Staff, June 10, 2016 at the Boston State House with Representative John Rogers



Standing left to right back row: Jillian Goss, Joanne Rabbitt, Carla Howard, Tina Blood, Marg Corjay, Irene Gotovich, Representative John Rogers, Kate Sheehan, Jean O'Toole, Diane Phillips, April Cushing, Jean Todesca and Nicole Guerra-Coon.

Standing left to right front row: Mary Madadi, Linda McCusker, Kate Tigue, Joanne Warren, Gail Wright, Allison Palmgren, Jeff Hartman, Jane Bradley, Geraldine Harrold and Bonnie Wylar.

Seated left to right front row: Nancy Ling, Liz Reed, Patricia Bailey and Charlotte Canelli.

## Gail Wright, Circulation Assistant Retired July 2016

Gail is pictured at her retirement party



# HISTORICAL COMMISSION / PLANNING BOARD

## 2016 ANNUAL REPORT NORWOOD HISTORICAL COMMISSION

The Norwood Historical Commission is an active board comprised of the following seven members:

Charles D. Burgess	Judith Howard
Dale Day	Brian P. Murphy
Patricia Fanning	Caroline Pannes
Marion Gaw	

It is the mission and duty of the Norwood Historical Commission to “**promote the educational, cultural, economic and general welfare of the public through the preservation and protection of the distinctive characteristics of buildings and places significant to the history of the Town of Norwood.**”

**The Commission is in the process of creating a pictorial book of homes and buildings historic to Norwood.**

The Town Manager requested the Commission to have ten vintage photos of Norwood framed for distribution in the offices at Town Hall. They are the Norwood Theatre; the building at Washington and Dean Streets; F. Holland Day House; Holton Pharmacy; the Joseph Day House; Beacon School; Norwood Hospital, circa 1926; 3 Post Office employees; Washington Street, approaching Cottage Street, circa 1930; and Neponset Valley Farm.

Also given to the Historical Commission for framing was a photograph of Norwood Veterans of World War I, taken at Elks Park on June 17, 1919. Two copies were made with one presented to Norwood’s Veterans’ Agent in October and on November 11, 2016, the other was presented to Norwood Post No. 2452.

Respectfully submitted,  
Norwood Historical Commission

---

## 2016 ANNUAL REPORT NORWOOD PLANNING BOARD

The Norwood Planning Board is pleased to submit a summary of its activities and accomplishments for 2016.

The Planning Department is staffed by Paul Halkiotis AICP, Director of Community Planning and Economic Development and Claire Murphy; Administrative Assistant. The Planning Department staff reports directly to the elected Planning Board. The staff provides support to the Planning Board by managing the day to day operations of the department, answering questions from the public, reviewing plans, making recommendations to the Board and drafting decisions on Site Plan Reviews, Special Permits, Major Project Special Permits and Subdivisions.

**Subdivision Activity** - The Planning Board administers the State Subdivision Control Law, MGL CH 41, and the Norwood Subdivision Rules & Regulations, the laws that regulate the construction of new roadways and lots. Because most of the land in town has already been developed, there is not much remaining land that can be subdivided to create new house lots. As a result, there were no subdivision plans submitted to the Planning Board in 2016. The Planning Board and Department staff continues to

oversee the work on a few subdivisions that were approved years ago.

### **Approval Not Required Plans**

The Board endorsed seven Approval Not Required Plans, which are plans not subject to the Subdivision Control Law. These plans allow simple land divisions along approved streets.

**Major Projects and Site Plan Reviews** - The Planning Board is the Town’s Major Project Special Permit Granting Authority and Site Plan Review Board. A Major Project is defined as commercial or industrial new construction project, addition, or change of use resulting in a net building addition of more than 25,000 square feet or 100 or more parking spaces. In 2016, the Planning Board reviewed and approved one Major Project, 95 Morse St.; Subaru of New England for a commercial auto storage lot. The Planning Board approved four Special Permit Applications in 2016, Monkey Sports, Friendly’s Drive-through, FM Global Expansion and 83 Morse Street. Site Plan Approval from the Planning Board is required prior to beginning any on-site work for any projects other than single or two-family dwellings. In 2016, the Board reviewed four Site Plans, 100 Tech Drive, Jack Madden Ford, 83 Morse Street and 60 Lenox Street.

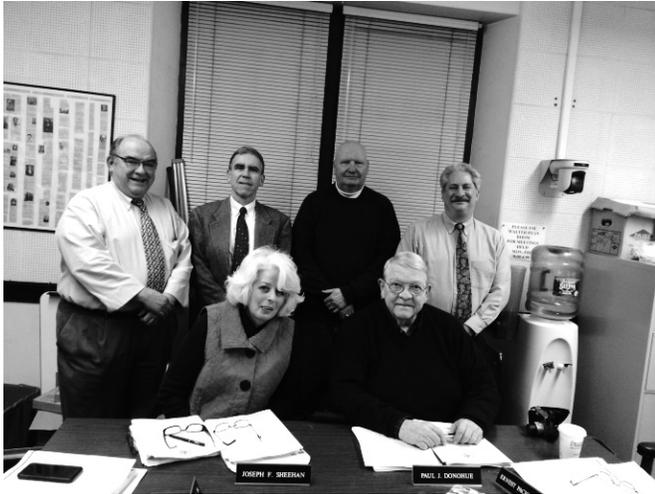
The Planning Board is also charged with approving commercial business signs in the downtown area. Ten sign plans were approved in the Central Business District.

**Zoning Bylaw Amendments** – The Planning Board is in charge of keeping the Zoning Bylaw up to date and writing amendments to regulate various land use activities within the Town. In 2016, the Planning Board presented one Zoning Bylaw amendment that established the University Avenue Expedited Permitting Overlay District. Town Meeting members voted unanimously to approve the amendment.

**Community Preservation Act** – In 2016 the Planning Board and Planning Director discussed the prospect of adopting the Community Preservation Act (CPA). The Planning Director provided the Board with information about the CPA and how it could help the Town protect and preserve open space, promote historic preservation, utilize money for new recreation projects and support the creation of new affordable housing, on the Town’s terms. Public information meetings were held and the Planning Board decided to let Town Meeting Members decide if the Town should adopt the CPA. At the 2016 spring Special Town Meeting, Town Meeting Members voted to adopt the Community Preservation Act by a vote of 124 to 28. Adoption of the CPA is a two-step process that requires both Town Meeting approval and a local ballot question. At the November 8, 2016 election the adoption of the CPA passed by 3,229 votes; 8,930 in favor and 5,701 opposed.

Respectfully Submitted,

Debbie Holmwood, Chair



**Seated L-R: Debbie Holmwood and Chairman Paul Donahue  
Standing: L-R: Al Porro, Joe Sheehan, Ernie Paciorkowski  
and Paul Halkiotis, Director of Community Planning &  
Economic Development**

## **2016 ANNUAL REPORT COMMUNITY PLANNING AND ECONOMIC DEVELOPMENT**

### **Community Development**

#### **2013 Community Development Fund Grant Program**

In an effort to improve the Town and help residents and businesses, the Planning Board utilizes its staff, to apply for and administer State and Federal grants. In the past fifteen years, the Planning Department has received millions of dollars in Community Development Block Grants (CDBG) to implement community development programs. Funding for the CDBG program originates from the Federal governments' Department of Housing & Urban Development. The grant money is passed through to the State Department of Housing & Community Development to decide which communities will receive grant funds. Over the years the Town has used grant funds to improve the downtown, provide home ownership loans, infrastructure projects, housing rehabilitation programs and commercial sign & façade improvements. During 2016 the Director of Community Planning & Economic Development focused on closing out the 2013 Community Development Fund grant. In July 2013 the Towns of Norwood and Bridgewater were awarded a joint FY 2013 Community Development Fund (CDF) Grant. Due to the fact that most CDBG awards are now regional, Norwood teamed up with the Town of Bridgewater for the FY 2013 grant round. This strategy proved successful resulting in a \$753,977 grant award. In addition to the grant money from the State funding was also generously donated by Norwood Bank, Norwood Municipal Light Department and Bridgewater Savings Bank. Due to the fact that Norwood is the lead community and in charge of grant administration the majority of grant funds were spent on Norwood projects. Approximately \$200,000 was allocated for the Housing Rehab Program which resulted in the improvement of 4 homes in Norwood utilizing the grant funds to bring the homes up to plumbing, electrical, building and sanitary code requirements.

Three homes in Bridgewater were also awarded grant funds. In addition, \$250,000 was used toward the upgrading of electrical systems in the Norwood Housing Authority's Washington Heights property which was completed in September 2015. Bridgewater also used grant funds to complete a downtown master plan.

**Community Preservation Act** – In 2016 the Planning Board and Planning Director focused on educating people about the benefits of adopting the Community Preservation Act (CPA). The Planning Board and Director met with several other Boards and committees to present them with information about the CPA and how it could help the Town protect and preserve open space, promote historic preservation, utilize money for new recreation projects and support the creation of new affordable housing, on the Town's terms. At the 2016 Annual Town Meeting Town Meeting Members voted to adopt the Community Preservation Act by a vote of 124 to 28. Adoption of the CPA is a two-step process that requires both Town Meeting approval and a local ballot question. At the November 8, 2016 election the adoption of the CPA passed by 1,485 votes, 8,930 in favor and 5,701 opposed. Following the Town Meeting vote, the Planning director drafted the Community Preservation Bylaw. Town meeting members will vote on the Bylaw at the spring 2017 Town Meeting.

### **Economic Development**

**Economic Development Committee** – The Director of Community Planning and Economic Development also serves as staff to the Economic Development Committee (EDC). This year the Economic Development Committee worked on two initiatives.

1. The Economic Development Committee worked on the establishment of a new Expedited Permitting District in the University Ave. area. Town Meeting Members voted unanimously to approve an article to amend the Zoning bylaw to create the University Ave. expedited permitting district.
2. The EDC and the Planning Director worked together on a Tax Increment Financing Agreement (TIF) with a Life Sciences company called Moderna. The EDC negotiated a 10 year TIF Agreement that had terms similar to other TIF's approved by the Town. A public information meeting was held prior to Town Meeting. At the spring Special Town Meeting Town Meeting Members unanimously voted to approve the TIF. Moderna will invest \$110,000 on improvements to the vacant building off of Tech Drive. They will rehab the building to create an FDA approved pharmaceutical manufacturing facility. They will transfer 100 jobs to the building and over 3-4 years create an additional 120 new jobs.

Several companies approached the Town about relocating to Norwood. The Director of Community Planning and Economic Development met with multiple companies and private non-profit organizations providing information about the Town in an effort to persuade them to relocate to Norwood to create new jobs and expand the tax base.

# BOARD OF APPEALS / CONSERVATION COMMISSION

**Downtown**

The Director of Community Planning and Economic Development serves as staff to the Downtown Steering Committee and the Farmer's Market Committee, working on ways to improve the downtown. Several business owners approached the Planning Director seeking information about locating in Downtown Norwood. The downtown still has some vacant stores; the Planning Director will continue help facilitate filling the vacancies and reinvestment in the downtown. Members of the Steering Committee and the Planning Director also assisted the Friends of Norwood Center, a local non-profit, with activities to support downtown business owners.

**Affordable Housing**

State law MGL CH 40 B requires cities and towns to work towards a goal of achieving 10% of their subsidized housing stock as "affordable" or by demonstrating that 1.5% of the town's land area is used for affordable housing. In 2015 the Board of Appeals denied the Davis Company's comprehensive permit application for their 300 unit apartment development called Forbes Hill. The denial was based on the Town's assertion that the Town had reached the 1.5% Minimum Land Area requirement. The denial led to a Housing Appeals Committee interlocutory hearing. In December 2016 the Town received the Decision from the HAC; the HAC had determined that the Town had 1.47% of its housing stock for affordable housing, falling short of 1.5%. The Planning Director worked with the Assistant Town Engineer and Town Counsel on the Town's appeal.

Respectfully Submitted

Paul Halkiotis, AICP  
Director Community Planning & Economic Development

---

**2016 ANNUAL REPORT OF THE ZONING BOARD OF APPEALS**

The Board of Appeals submits herewith its Annual Report for the year 2016, which shows a total of 19 cases, four (4) were withdrawn without prejudice prior to the Decision being made and/or the public hearing being opened.

A summary of the applications received and cases heard during the past year is as follows:

1.	Requests for Special Permits	16
	Approved	12
	Denied	0
	Withdrawn	4
	Open cases	0

2.	Requests for Variances	8
	Approved	5
	Denied	2
	Withdrawn	1
	Open cases	0
3.	Request for Comprehensive Permits	0
	Approved	0
	Denied	0
	Withdrawn	0
	Open cases	0
4.	Requests for Amendments	0
	Approved	0
	Denied	0
	Withdrawn Cases	0
5.	Requests for Appeal of Building Department	1
	Approved	0
	Denied	1

Philip W. Riley, Patrick J. Mulvehill, Barbara A. Kinter, John R. Perry, and Thomas Brady, wish to thank Associate Members, Mary C. Anderson, Paul W. Eysie and Scott P. Murphy along with the Inspector of Buildings Mark Chubet and his staff for their cooperation and dedication. Thanks are also extended to the various elected and appointed Town Officials for their assistance during the past year.

Respectfully submitted,

Philip W. Riley, Chairman

---

**2016 ANNUAL REPORT OF THE CONSERVATION COMMISSION**

The purpose of the Conservation Commission is to enforce the Commonwealth's Wetland Protection Act as well as the Town's Wetland by-Law. These laws identify areas subject to protection and include banks, wetlands, marshes, swamps and flats bordering on a body of water. In addition, land under a body of water and land subject to flooding are included as well as a 200-foot riparian zone along each side of a river or perennial stream. Any activity within these areas is subject to regulations as is any activity within a 100-foot buffer zone of the areas protected which would alter either the area under the protection or the buffer zone. The term activity refers to any act, which would remove, fill, dredge or alter.

# CONSERVATION COMMISSION / ENGINEERING DEPT.

The Conservation Commission issues Determinations identifying an activity as significant or non-significant. If significant, a Notice of Intent must be filed and work may only proceed under an Order of Conditions issued by the Commission. The Commission conducts site reviews on work in progress as well as at project end. If the work performed is the same as that initially proposed a Certificate of Compliance would be issued. This is an abbreviated description of the Commission's responsibility.

## Norwood Conservation Commission Members

Cheryl Rogers, Chairperson	Carol Fishman
John Gear, Vice Chairman	Joseph DiMaria
Peter Bamber, Treasurer	Lee Leach
Al Goetz, Agent	

## 2016 Filings

Keolis Commuter Service, File No. N2016-01. Project Location: USGS Right of Way Maps by Rail Line and Community.

Mark Carroll / Maxwell Estates LLC, DEP File No. 251-0474, N2016-02. Project location: 49 Maxwell Avenue.

Friendly's Ice Cream LLC, File No. N2016-03. Project Location: 469 Providence Highway.

Niko Bratsis, DEP File No. 251-0475, N2016-04. Project location: 15 Audubon Road.

83 Morse Street LLC, DEP File No. 251-0476, N2016-05. Project Location: 83 Morse Street.

Neponset River LLC, File No. N2016-06, Project Location: 1151 Boston Providence Turnpike.

Kevin Cuzzi / Gallery Automotive Group, DEP File No. 251-0477, N2016-07. Project Location: 1280 Providence Highway.

83 Morse Street LLC, DEP File No. 251-0478, N2016-08. Project Location: 83 Morse Street.

Campanelli – Trigate Norwood Upland, LLC, File No. N2016-09, Project location: 100 Tech Drive.

Steven Forrest / Bird Incorporated DBA CertainTeed Roofing, DEP File No. 251-0479, N2016-10. Project Location: 1077 Pleasant Street.

Stuart Elfland / Metropolitan Cabinets Countertops, DEP File No. 251-0480, N2016-11. Project Location: 505-537 University Avenue.

KAM Construction Management Corp. File No. N2016-12, Project location: 60 Lenox Street & Williams Street.

Town of Norwood, DEP File No. 251-0481, N2016-13. Project Location: 1261 Washington Street

David Spiegel, Tr. / Canton Street Realty Trust, DEP File No. 251-0482, N2016-14. Project Location: Canton Street & Hedgerow Lane, Westwood, MA.

## 2016 ANNUAL REPORT OF THE TOWN ENGINEER

The Engineering Department, through the Town Engineer, respectfully submits the annual report for 2016.

The Engineering Department consists of the Town Engineer, an Assistant Town Engineer, a Grade IV Civil Engineer and a part time draftsman. On occasion, a local engineering student on break from studies provides the department with valuable assistance while gaining insight to his future profession. All three department engineer's have Bachelor of Science degrees in civil engineering and are also approved by the Department of Environmental Protection (DEP) as Soil Evaluator's. The Town Engineer is registered as a Professional Engineer and Professional Land Surveyor. The Assistant Town Engineer is also registered as a Professional Land Surveyor.

The Engineering Department provides a broad range of services. This department provides technical support to all municipal departments and town boards. The following is a sample of the assistance provided: plan review, cost estimates and inspection services for the Planning Board; plan review and engineering opinions to the Board of Appeals and Conservation Commission; construction design, cost estimate and engineering services to the Department of Public Works; assistance to the Recreation Department on a variety of recreation projects; assisting the Assessor's Office in maintaining up to date tax maps; provide assistance to the General Manager and Board of Selectmen on a variety of municipal projects. This department also has its own individual projects that require performing survey work, traffic surveys and construction project design and supervision. In addition, the department provides engineering assistance to residents, contractors, builders and engineers that visit this office on a daily basis seeking guidance.

During 2016, the Engineering Department was intimately involved in a wide range of projects which proved both challenging and rewarding. It also showcased the talents and capabilities this engineering department provides. Some of the more exciting projects included:

- Geographic Information System (GIS) – The Engineering Department continued working on developing the GIS. At this point, the Assessor's Tax Maps, Water System, Drain System and Zoning Map have been converted to electronic format. The system allows the Engineering Department to produce various maps and plans for the Engineering Department and various department and boards. These plans are developed quickly and accurately which provides the ability for informed decisions to be made expeditiously. The GIS is an excellent investment and further support is a wise decision.

## **ENGINEERING DEPT. / FINANCE COMMISSION**

- Annual Road Resurfacing – Designed and provided construction administration and supervision of the annual road resurfacing project the annual resurfacing project was awarded to M. Susi and Sons. Project involved cold planing existing bituminous concrete and installing a bituminous concrete overlay on the following streets: Fulton St (Prospect St to Howard St); Granite St (Washington St to Warren St); Lenox Ave (entire street); Longwood Terrace (entire street); Morse St (Route One to Carnegie ROW); Orchard Lane (entire street); Philbrick St (entire street); Prospect Ave. (entire street); Warren St (entire street); Washington St (Guild St to Hoyle St).
- Performed numerous traffic counts
- Performed survey and engineering design for potential hangar at Norwood Airport
- Designed and supervised Phase I of the Dean Street Cross Country Drain project to alleviate flooding in the vicinity of 53 Dean Street.
- Provided engineering assistance for water main projects.
- Provided engineering assistance to the Highway and Parks Department for athletic field layouts.
- Provided management and supervision of resurfacing 6.5 miles of sidewalks with Hot Mix Asphalt.
- The Assistant Town Engineer continued to provide expert assistance in determining the percentage of land in Norwood reserved for subsidized housing.
- Revised Snow and Ice Removal route Plans for Public Works.
- Upland Road and Prospect Street Intersection – The Engineering Department has been managing the design of the Upland Road and Prospect Street intersection improvements. The proposed work includes the installation of traffic signals and is being designed by VHB, Inc. The 75% Design Plans were submitted to MassDOT for review and comment. MassDOT has accepted the project as proposed and has approved the preparation of 100% design plans to begin.
- Boston Providence Highway and University Ave/Everett St Intersection – The Engineering Department has provided input to MassDOT on the conceptual design for the intersection improvements at this location. This intersection was identified in 1996 as providing inadequate levels of service. The Town has continually pressured the State to upgrade this intersection for the benefit of not just Norwood but, the entire region.
- Pedestrian Safety – The Engineering Department provided recommendations to the Board of Selectmen on a variety of pedestrian safety issues.
- The Engineering Department continues to keep Cemetery records current and to layout new grave lots.

The upcoming year 2016 is expected to be equally challenging. The Engineering Department anticipates the following work to be performed: design; design and construction of the Annual Street Resurfacing project; continued development of the Geographic Information System, design and construction of Phase II of the Dean Street Cross Country Drain.

Respectfully submitted:

Mark P. Ryan – Director of Public Works and Town Engineer

---

### **2016 ANNUAL REPORT OF THE FINANCE COMMISSION**

To the Citizens of Norwood:

The Finance Commission was organized in the year 2016 as follows:

Judith A. Langone (Term Expires 2017)  
Joseph P. Greeley (Term Expires 2018)  
John W. Hayes (Term Expires 2018)  
Anne Marie Haley (Term Expires 2019)  
Alan D. Slater (Term Expires 2016)

The Finance Commission held numerous meetings during the year for the purpose of reviewing departmental Reserve Fund transfer requests as well as detailed annual budget requests for the next fiscal year. After deliberation with department heads charged with the responsibility for expending budgetary funds, the Finance Commission then made detailed budget recommendations for FY 2017 to the Annual Town Meeting.

The following Reserve Fund transfers were approved during the year by the Finance Commission

# FINANCE COMMISSION

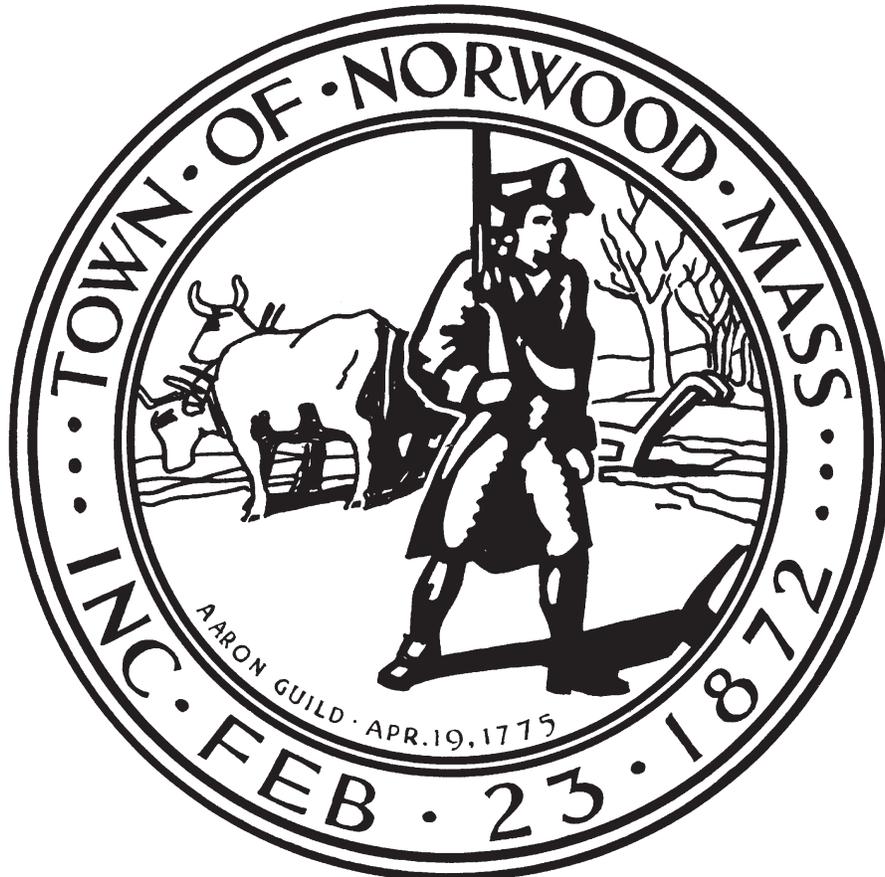
## FY 16 SCHEDULE OF RESERVE FUND TRANSFERS

DATE	PURPOSE OF TRANSFER	TRANSFER AMOUNT
11/6/2015	Veteran's Department Part-Time Help	\$2,400.00
12/10/2015	Police Surveillance System	\$30,000.00
2/10/2016	Fire Department Educational Incentive	\$600.00
3/10/2016	Building Inspector Overtime	\$2,834.42
4/28/2016	Non-Contributory Retirement Fund	\$8,500.00
5/9/2016	Airport Snow Removal	\$1,223.00
5/23/2016	FINCOM Audit Services	\$6,835.00
	Retirement Buyout – Assistant Town Accountant	\$20,000.00
<b>Total Transfers</b>		<b>\$72,392.42</b>



**Seated left to right:  
Thomas McQuaid; Judith Langone; Alan Slater**

**Standing left to right:  
John W. Hayes; Joseph Greeley; Anne Marie Haley**



# BUDGET SUMMARY

## BUDGET SUMMARY BY FUNCTION

YEAR 2016

FUNCTION	DESCRIPTION	BUDGET	ACTIVITY	ENCUMBERED	BALANCE
1011	SELECTMEN ADMIN. SALARIES	140,216.50	140,075.88	-	140.62
1012	SELECTMEN INCIDENTALS	8,675.85	7,340.41	(25.00)	1,310.44
1014	SELECT NEGOTIATING SVCS	72,500.00	72,500.00	-	-
1021	GEN MGR SALARIES	568,145.00	557,135.42	-	11,009.58
1022	GEN MGR INCIDENTALS	18,125.00	17,686.52	-	438.48
1031	TCA SALARIES	548,100.00	541,343.61	-	6,756.39
1032	TCA INCIDENTALS	22,150.00	19,680.56	(390.34)	2,079.10
1040	HUMAN RESOURCES	222,474.00	212,806.18	-	9,667.82
1042	HUMAN RESOURCE-INCIDENTALS	21,180.00	16,273.31	-	4,906.69
1051	TREASURER SALARIES	501,064.00	488,346.42	-	12,717.58
1052	TREASURER INCIDENTALS	90,054.00	87,364.06	(2,255.00)	434.94
1054	TREAS-TAX FORECLOSURE	18,900.00	11,749.89	-	7,150.11
1055	TREAS BD. CERTIFICATION	1,000.00	1,000.00	-	-
1056	TREASURER COLL AGENT	47,775.00	43,422.25	-	4,352.75
1071	ASSESSOR SALARIES	238,788.52	237,250.89	-	1,537.63
1072	ASSESSORS INCIDENTALS	6,544.00	5,973.04	-	570.96
1073	ASSESSORS NEW EQUIPMENT	500.00	400.00	-	100.00
1074	ASSESS-LEGAL CNSL DEF	30,000.00	30,000.00	-	-
1077	ASSESSORS REVAL UPDATE	139,000.00	139,000.00	-	-
1091	ENGINEERS SALARIES	158,377.00	157,637.54	-	739.46
1092	ENGINEERS INCIDENTALS	6,650.00	3,610.77	(2,873.17)	166.06
1094	ENG STORM WATER COMPLIANCE	20,000.00	6,777.80	(13,222.20)	-
1095	CO-OP STUDENT SALARY	10,298.00	10,229.73	-	68.27
1096	ENGINEERS OVERTIME	500.00	130.94	-	369.06
1097	ENGINEERS LONGEVITY	2,500.00	2,500.00	-	-
1098	STREET ACCEPTANCE	2,500.00	-	-	2,500.00
1099	ENGINEERING AERIAL PHOTO/GIS	23,000.00	8,904.27	(14,095.73)	-
1114	TOWN COUNSEL LEGAL SERV	195,800.00	183,468.44	-	12,331.56
1131	ELECT/REG SALARIES	62,982.00	59,442.41	-	3,539.59
1132	ELECT/REG INCIDENTALS	80,600.00	78,166.83	-	2,433.17
1171	MUNIC BLDG CUST SAL	117,303.00	117,011.48	-	291.52
1172	MUNIC BLDG INCIDENTALS	152,000.00	148,810.10	(2,925.39)	264.51
1177	TOWN COMMON MAINT	1,000.00	-	-	1,000.00
1179	MUNIC BLDG NEW EQUIP	500.00	313.71	-	186.29
1191	MUNIC BLDG OFFICE SALARIES	51,733.00	49,903.60	-	1,829.40
1192	MUNIC BLDG OFFICE EXPENSE	22,700.00	18,811.52	(1,300.00)	2,588.48
1211	COUNCIL ON AGING SALARIES	308,041.00	298,537.67	-	9,503.33
1212	COUNCIL ON AGING INCID	19,100.00	14,817.24	(585.00)	3,697.76
1214	COA BUILDING MAINTENANCE	53,050.00	47,145.21	(664.00)	5,240.79
1241	VETERANS SALARIES	136,924.82	135,586.72	-	1,338.10
1242	VETERANS INCIDENTALS	236,650.00	234,080.29	(2,549.65)	20.06
1244	VETERANS - FUEL ASSISTANCE	100.00	-	-	100.00
1302	FIN COM INCIDENTALS	19,351.00	18,287.31	-	1,063.69
1305	FIN COM AUDIT SERVICES	84,600.00	84,225.00	-	375.00
1311	PLANNING BD SALARIES.	33,180.00	32,287.90	-	892.10
1312	PLANNING BOARD INCID	16,900.00	14,899.47	(375.00)	1,625.53
1313	PLANNING BD SAL-PLAN	97,202.00	97,114.22	-	87.78
1321	BOARD OF APPEAL SALARY	46,925.00	46,010.96	-	914.04
1322	BD OF APPEAL INCIDENTALS	4,617.00	4,604.13	-	12.87
1342	HANDICAPPED COMM TOT	100.00	-	-	100.00
1350	CABLE TV COMMISSION	2,400.00	1,800.00	-	600.00
1370	CONSERVATION COMMISSION	39,107.00	39,106.02	-	0.98
1372	CONSERVATION COMMISSION INCID	12,703.00	11,444.13	(15.76)	1,243.11
1373	CONCOM-ELLIS POND PROJECT	25,300.00	-	(25,300.00)	-
1375	CONCOM-CONSULTING SERVICES	2,000.00	300.00	(1,700.00)	-
1378	CONSRV COMM - PROPERTY MAINT	24,116.00	9,052.99	(14,867.72)	195.29

# BUDGET SUMMARY

## YEAR 2016 (CONTINUED)

FUNCTION	DESCRIPTION	BUDGET	ACTIVITY	ENCUMBERED	BALANCE
1382	PERMANENT BLDG COMMITTEE INCID	9,040.00	8,385.83	(100.00)	554.17
1392	HISTORICAL COMMISSION INCID	3,000.00	150.00	-	2,850.00
1401	WORKER'S COMP BENEFITS	435,000.00	386,787.30	(4,000.00)	44,212.70
1410	MODERATOR'S EXPENSES	50.00	-	-	50.00
1420	FAIR HOUSING CTE. EXPENSES	50.00	-	-	50.00
1430	PERSONNEL BOARD EXPENSES	2,000.00	356.42	-	1,643.58
1440	ECONOMIC DEVELOPMENT CTE	475.00	110.00	-	365.00
1450	CULTURAL COUNCIL	2,000.00	2,000.00	-	-
1500	PRINT TOWN REPORT	8,100.00	8,058.29	-	41.71
1512	PARKING TICKET INCIDENTALS	4,000.00	1,797.84	(100.00)	2,102.16
1522	ELDERLY H/P TRANSPORTATION PRG	30,340.00	25,171.30	(2,500.00)	2,668.70
1531	COMP MGMT-SALARIES	272,524.19	272,520.66	-	3.53
1535	COMP MGMT-OPERATING COSTS	361,700.00	313,764.61	(47,906.00)	29.39
1536	COMP MGMT-NEW EQUIPMENT	40,000.00	5,600.00	(34,400.00)	-
1540	CARILLON CONCERTS	6,950.00	3,508.28	(1,652.22)	1,789.50
1552	EMERGENCY MGT/CIVIL DEFENSE	17,300.00	17,177.34	(122.66)	-
1564	MEMORIAL DAY	3,500.00	3,500.00	-	-
1565	4TH OF JULY	19,000.00	19,000.00	-	-
1566	CHRISTMAS	6,200.00	6,053.80	-	146.20
1569	HOLIDAYS-HOLIDAY FESTIVAL	2,000.00	2,000.00	-	-
1600	GEN GOV'T OTHER EXPENSES	18,200.00	18,113.00	-	87.00
1602	GEN GOV'T INCIDENTALS	72,850.00	72,429.74	(388.34)	31.92
1604	CAPITAL OUTLAY COMMITTEE	400.00	-	-	400.00
1607	SUMMERFEST PROGRAM	6,900.00	6,685.00	(215.00)	-
1617	LAND AQUISITION	2,500,000.00	2,500,000.00	-	-
2011	POLICE SALARIES	6,484,799.00	6,463,932.36	-	20,866.64
2012	POLICE INCIDENTALS	355,000.00	315,594.19	-	39,405.81
2015	POLICE TELEPHONE	52,900.00	42,718.63	(1,180.00)	9,001.37
2016	POLICE TRANSPORTATION	75,807.00	75,525.86	-	281.14
2017	POLICE NEW EQUIP'T	234,482.00	231,202.07	-	3,279.93
2023	TRAFFIC CONTROL - ELD	119,600.00	101,616.75	(17,680.68)	302.57
2038	FIRE DEPT MEDICAL	40,000.00	31,463.25	-	8,536.75
2040	FIRE DEPARTMENT	140,136.00	140,136.00	-	-
2041	FIRE SALARIES	4,399,489.00	4,399,479.66	-	9.34
2042	FIRE INCIDENTALS	260,914.00	255,858.70	(4,962.14)	93.16
2043	FIRE TRAINING	137,650.00	131,362.99	(5,500.00)	787.01
2044	FIRE HOLIDAY PAY	184,574.00	183,880.64	-	693.36
2045	FIRE OVERTIME & RECALL	96,900.00	95,730.50	-	1,169.50
2046	FIRE SUBSTITUTION PAY	698,000.00	689,093.92	-	8,906.08
2047	FIRE INCENTIVE PAY	19,200.00	19,200.00	-	-
2048	FIRE EMT PAY	295,000.00	292,528.91	-	2,471.09
2049	FIRE DISPATCHER PAY	317,127.00	307,267.75	-	9,859.25
2052	FIRE ALARM MAINTENANCE	64,358.00	25,594.81	-	38,763.19
2064	MAINT POL/FIRE BLDG	390,518.00	357,755.79	(32,749.30)	12.91
2201	BLDG INSPECTOR SALARIES	389,942.00	383,763.21	-	6,178.79
2202	BLDG INSPECTOR INCIDENTALS	24,780.00	21,970.65	-	2,809.35
2204	BLDG INSPECTOR OVERTIME	5,834.42	3,834.42	-	2,000.00
2402	INSECT/PEST EXTERMINATION	9,500.00	9,457.44	-	42.56
2500	TREE CARE INCID	30,350.00	30,349.08	-	0.92
2601	DOG OFFICER SALARIES	78,556.00	77,349.74	-	1,206.26
2602	DOG OFFICER INCIDENTALS	8,115.00	8,041.75	-	73.25
3011	BD HEALTH SALARIES	428,635.90	417,491.18	-	11,144.72
3012	BD HEALTH INCIDENTALS	15,500.00	15,337.32	(125.00)	37.68
3014	HAZARDOUS WASTE PROGRAM	40,000.00	40,000.00	-	-
3104	SEWER MAINTENANCE	52,250.00	45,169.45	(7,064.18)	16.37
3106	PARTICULAR SEWERS	2,375.00	2,375.00	-	-
3108	MWRA SEWER I&I-	30,000.00	7,307.29	(22,635.74)	56.97
3204	DRAIN MAINTENANCE	103,250.00	36,348.54	(66,900.67)	0.79

# BUDGET SUMMARY

## YEAR 2016 (CONTINUED)

FUNCTION	DESCRIPTION	BUDGET	ACTIVITY	ENCUMBERED	BALANCE
3304	MATERIALS RECYCLE CTR MAINT.	59,000.00	53,604.72	(5,386.21)	9.07
3400	REFUSE REMOVAL	1,607,700.00	1,591,934.72	-	15,765.28
4011	PUBLIC WORKS ADMIN SAL	599,286.00	596,669.86	-	2,616.14
4012	PUBLIC WORKS INCIDENTALS	121,515.00	115,898.02	(4,579.89)	1,037.09
4014	GARAGE MAINTENANCE	334,002.00	324,198.62	(9,728.00)	75.38
4015	PUBLIC WORKS LABORERS	2,146,723.00	2,137,437.11	-	9,285.89
4016	PUBLIC WORKS OVERTIME	159,919.00	153,770.39	-	6,148.61
4104	WATER MAINTENANCE	110,400.00	110,396.00	-	4.00
4105	WATER OPERATIONS	128,500.00	126,581.35	(1,912.99)	5.66
4106	WATER SERVICE CONNECTION	6,000.00	5,887.38	-	112.62
4107	WATER DEPT CONSTR.	33,725.00	33,706.50	-	18.50
4201	CEMETERY SALARIES	403,508.00	401,963.37	-	1,544.63
4202	CEMETERY INCIDENTALS	64,205.00	62,339.30	(1,864.35)	1.35
4203	CEMETERY NEW EQUIPMENT	9,000.00	9,000.00	-	-
4204	CEMETERY - CHAPEL RENOVATIONS	7,500.00	6,765.00	(735.00)	-
4205	CEMETERY OVERTIME	29,200.00	26,087.07	-	3,112.93
4206	CEMETERY OFC RENOV	475.00	446.43	-	28.57
4212	CEMETERY IMPROVEMENTS	54,645.00	54,640.50	-	4.50
4300	HIGHWAY MAINT	208,700.00	205,251.90	(3,400.36)	47.74
4304	HIGHWAY CONST-ST REIMB	889,737.00	822,088.15	(67,648.85)	-
4310	PERMANENT SIDEWALKS	14,450.00	14,331.62	-	118.38
4320	STREET LIGHTS	357,370.00	357,370.00	-	-
4330	SNOW & ICE REMOVAL	651,437.00	651,377.75	-	59.25
4342	PARKS MAINTENANCE	169,500.00	168,145.92	(1,352.24)	1.84
4343	PARKS DEPT - NEW EQUIP	23,000.00	22,995.94	-	4.06
5011	REC'N SALARIES (ADMIN)	413,142.00	407,995.30	-	5,146.70
5012	RECR'N INCIDENTALS	12,700.00	11,763.70	(106.50)	829.80
5014	REC'N MAINT OF BUILDING	209,600.00	144,389.11	(64,443.66)	767.23
5017	REC'N WAGES (P/TIME)	82,720.00	65,909.98	-	16,810.02
5102	PLAYGROUND MAINTENANCE	113,900.00	106,511.88	(1,530.62)	5,857.50
5106	OTDR REC-NOR SPEC REC PROGRAM	33,800.00	32,830.38	-	969.62
5212	OUTDOOR RECR'N-WAGES	202,820.00	183,095.24	-	19,724.76
6000	SCH ADMIN SAL TOTALS	3,880,710.00	3,715,593.71	-	165,116.29
6010	SCH ADMIN EXP TOTAL	80,700.00	61,633.77	-	19,066.23
6012	SCH LABOR REL TOTAL	70,000.00	12,895.13	-	57,104.87
6020	SCH INSTRUC SAL TOTALS	25,171,954.00	23,190,511.43	(1,978,454.16)	2,988.41
6030	SCH I/S & T/B TOTALS	550,018.09	523,817.28	(25,854.45)	346.36
6040	SCHOOL CUSTODIAL SAL TOTALS	1,807,710.00	1,791,028.44	-	16,681.56
6050	SCH CUST SUP TOTALS	139,670.00	147,730.40	-	(8,060.40)
6060	SCH AUX AGENCY SALARIES TOTALS	659,325.00	635,950.51	-	23,374.49
6070	SCH AUX AGCY INCID TOTALS	37,665.00	35,618.92	-	2,046.08
6080	SCH CONT FEE & SERV TOTALS	586,529.00	367,271.27	(121,743.38)	97,514.35
6090	SCH UTILITIES TOTALS	1,196,159.00	1,194,292.21	(31,402.06)	(29,535.27)
6100	SCH MAINT OF BLDG TOTALS	427,166.00	605,462.06	(64.98)	(178,361.04)
6104	SCH BLDG SPEC REPAIRS	6,300.00	787.50	-	5,512.50
6110	SCH EQUIP REP & REP TOTALS	45,919.31	41,158.62	-	4,760.69
6120	SCH MAINT GROUNDS TOTALS	79,550.00	96,110.69	-	(16,560.69)
6121	SCH.MAINT SNOW & ICE TOTALS	150,644.00	150,643.81	-	0.19
6150	SCH ATHLETIC-TOWN TOTALS	273,060.00	242,271.02	-	30,788.98
6160	SCH TRANSPORTATION TOTALS	1,389,562.00	1,454,552.70	(14,562.87)	(79,553.57)
6180	SPECIAL ED & STUDENT SERVICES	3,556,456.00	3,597,651.40	(6,665.00)	(47,860.40)
6200	SCHOOL FINE ARTS	142,752.00	139,652.83	-	3,099.17
6450	SCH CUSTODIAL OVERTIME TOTALS	90,000.00	158,468.80	-	(68,468.80)
6500	SCH CTE CONSOLIDATION RESERVE	150,000.00	-	(150,000.00)	-
7010	LIGHT DEPARTMENT	34,128,125.00	26,715,035.61	(625.00)	7,412,464.39
7011	LIGHT SALARIES (ADMIN)	1,354,879.00	1,316,161.29	-	38,717.71
7012	LIGHT ADMIN EXPENSES	1,017,700.00	767,246.05	(140,336.85)	110,117.10
7013	LIGHT DEPRECIATION	2,224,029.00	2,016.96	(2,995.00)	2,219,017.04

# BUDGET SUMMARY

## YEAR 2016 (CONTINUED)

FUNCTION	DESCRIPTION	BUDGET	ACTIVITY	ENCUMBERED	BALANCE
7014	LIGHT MAINT & OPERATIONS	995,298.00	656,735.26	(85,349.77)	253,212.97
7015	LIGHT DEPT WAGES	1,670,058.00	1,448,107.42	-	221,950.58
7016	LIGHT DEPT OVERTIME	461,423.00	435,526.30	-	25,896.70
7018	LIGHT STANDBY PAY	106,042.00	103,257.14	-	2,784.86
7019	LIGHT LONGEVITY PAY	18,600.00	16,507.05	-	2,092.95
7030	BROADBAND	3,861,542.16	3,557,507.99	(40,875.00)	263,159.17
7031	BROADBAND-SALARIES (Admin)	418,432.00	368,430.04	-	50,001.96
7032	BROADBAND-ADMIN EXPENSES	1,097,502.51	965,035.14	(30,282.00)	102,185.37
7033	BROADBAND-DEPR. & CAPITAL IMPR	743,115.80	434,383.77	(184,351.25)	124,380.78
7034	BROADBAND MAINT & OPERATIONS	104,105.26	38,732.27	(10,208.11)	55,164.88
7035	BROADBAND-WAGES	330,083.00	312,040.03	-	18,042.97
7036	BROADBAND-OVERTIME	100,035.00	82,162.29	-	17,872.71
7037	BROADBAND-STANDBY PAY	62,737.35	56,053.59	-	6,683.76
7038	BROADBAND-LONGEVITY PAY	4,200.00	4,200.00	-	-
8011	LIBRARY SALARIES	1,272,563.00	1,272,563.00	-	-
8012	LIBRARY INCIDENTALS	318,397.00	312,897.00	(5,500.00)	-
8014	LIBRARY BLDG MAINT	20,000.00	20,000.00	-	-
8016	LIBRARY-NEW EQUIPMENT	12,000.00	12,000.00	-	-
9010	RETIREMENT FUND	4,102,677.00	4,102,677.00	-	-
9020	AIRPORT INCIDENTALS	9,055.00	8,235.02	(620.00)	199.98
9021	AIRPORT SALARIES	170,957.59	170,956.42	-	1.17
9023	AIRPORT OPERATION EXPENSE	118,200.00	101,585.61	(14,485.83)	2,128.56
9024	AIRPORT CONST-MATCHING GRANT	35,000.00	5,104.73	(29,895.00)	0.27
9030	AIRPORT SECURITY	5,000.00	3,853.56	-	1,146.44
9033	AIRPORT CONSTR-INDEPENDENT EST	5,000.00	-	(4,600.00)	400.00
9038	AIRPORT - SNOW & ICE	31,223.00	31,222.50	-	0.50
9105	INTEREST	4,744,323.00	4,252,665.97	-	491,657.03
9106	DEBT	11,893,170.00	11,884,827.75	-	8,342.25
9108	UNPAID BILLS	21,630.00	19,591.62	-	2,038.38
9200	INSURANCE ACCOUNT	790,000.00	535,748.69	(157,500.00)	96,751.31
9220	GROUP INSURANCE	12,715,860.00	12,563,545.17	(10,894.00)	141,420.83
9230	MEDICARE EMP SHARE	805,000.00	792,563.50	-	12,436.50
9310	RESERVE FUND	52,607.58	-	-	52,607.58
9330	RETIRED POL/FIRE MEDICAL	50,000.00	21,125.92	-	28,874.08
9340	STABILIZATION FUND	370,000.00	370,000.00	-	-
9341	AMORTIZATION-FY15 SNOW & ICE	449,220.00	449,220.00	-	-
9400	BLUE HILLS REG./NORFOLK AGGIE	919,473.00	917,496.00	-	1,977.00
9401	NORFOLK AGRICULTURAL SCH ASSMT	25,000.00	22,416.00	-	2,584.00
9450	SELECTMEN-SCH BLDG SPEC REPAIR	130,000.00	123,026.16	-	6,973.84
9605	MWRA-WATER / SEWER ASSESSMENT	10,492,401.00	10,492,401.00	-	-
9902	AFSME CLERICAL TUITION PAY	-	-	-	-
<b>GRAND TOTAL FY16</b>		<b>172,179,815.85</b>	<b>156,429,620.63</b>	<b>(3,543,279.27)</b>	<b>(12,206,915.95)</b>

## YEAR 2015

FUNCTION	DESCRIPTION	BUDGET	ACTIVITY	ENCUMBERED	BALANCE
1012	SELECTMEN INCIDENTALS	252.22	25.00	-	227.22
1021	GEN MGR SALARIES	54.00	-	-	54.00
1032	TCA INCIDENTALS	50.00	50.00	-	-
1042	HUMAN RESOURCE-INCIDENTALS	1,517.31	1,516.64	-	0.67
1052	TREASURER INCIDENTALS	230.99	50.00	-	180.99
1074	ASSESS-LEGAL CNSL DEF	75.00	-	-	75.00
1077	ASSESSORS REVAL UPDATE	12,950.09	12,950.09	-	-
1092	ENGINEERS INCIDENTALS	2,992.00	2,992.00	-	-
1099	ENGINEERING AERIAL PHOTO/GIS	6,000.00	-	(6,000.00)	-
1172	MUNIC BLDG INCIDENTALS	899.20	835.34	-	63.86
1192	MUNIC BLDG OFFICE EXPENSE	778.61	270.11	(503.61)	4.89

# BUDGET SUMMARY

## YEAR 2015 (CONTINUED)

FUNCTION	DESCRIPTION	BUDGET	ACTIVITY	ENCUMBERED	BALANCE
1211	COUNCIL ON AGING SALARIES	3,577.00	3,576.15	-	0.85
1212	COUNCIL ON AGING INCID	162.00	86.68	-	75.32
1214	COA BUILDING MAINTENANCE	2,303.00	2,302.90	-	0.10
1242	VETERANS INCIDENTALS	2,880.00	1,569.14	(1,121.65)	189.21
1305	FIN COM AUDIT SERVICES	875.00	875.00	-	-
1372	CONSERVATION COMMISSION INCID	223.71	218.41	-	5.30
1373	CONCOM-ELLIS POND PROJECT	13,300.00	4,950.00	-	8,350.00
1378	CONSRV COMM - PROPERTY MAINT	14,900.00	7,950.00	-	6,950.00
1392	HISTORICAL COMMISSION INCID	1,100.00	350.00	(750.00)	-
1401	WORKER'S COMP BENEFITS	19,260.00	19,260.00	-	-
1535	COMP MGMT-OPERATING COSTS	328.00	326.06	-	1.94
1540	CARILLON CONCERTS	1,360.50	-	(1,360.50)	-
1552	EMERGENCY MGT/CIVIL DEFENSE	40.00	12.99	-	27.01
1569	HOLIDAYS-HOLIDAY FESTIVAL	2,000.00	2,000.00	-	-
1602	GEN GOV'T INCIDENTALS	2,485.67	1,944.51	-	541.16
1614	STREET EASEMENT	280,000.00	280,000.00	-	-
2011	POLICE SALARIES	26,286.91	26,073.72	-	213.19
2012	POLICE INCIDENTALS	3,500.00	3,500.00	-	-
2015	POLICE TELEPHONE	1,180.00	956.20	-	223.80
2023	TRAFFIC CONTROL - ELD	21,450.00	4,986.99	-	16,463.01
2041	FIRE SALARIES	215,229.00	215,228.48	-	0.52
2042	FIRE INCIDENTALS	18,733.88	18,345.06	-	388.82
2043	FIRE TRAINING	8,462.00	8,461.34	-	0.66
2044	FIRE HOLIDAY PAY	5,158.00	5,157.53	-	0.47
2045	FIRE OVERTIME & RECALL	3,577.00	3,576.36	-	0.64
2046	FIRE SUBSTITUTION PAY	19,653.00	19,652.94	-	0.06
2048	FIRE EMT PAY	7,717.00	7,716.56	-	0.44
2049	FIRE DISPATCHER PAY	8,937.00	8,936.22	-	0.78
2052	FIRE ALARM MAINTENANCE	3,423.50	-	(3,423.50)	-
2064	MAINT POL/FIRE BLDG	29,430.36	29,430.36	-	-
2202	BLDG INSPECTOR INCIDENTALS	100.00	79.80	-	20.20
2402	INSECT/PEST EXTERMINATION	1,250.00	1,000.00	-	250.00
2500	TREE CARE INCID	2,000.00	2,000.00	-	-
2601	DOG OFFICER SALARIES	3,298.00	3,298.00	-	-
2602	DOG OFFICER INCIDENTALS	174.00	132.69	-	41.31
3012	BD HEALTH INCIDENTALS	89.22	89.22	-	-
3104	SEWER MAINTENANCE	445.00	443.30	-	1.70
3204	DRAIN MAINTENANCE	57,000.00	57,000.00	-	-
3400	REFUSE REMOVAL	17,552.80	16,052.80	(1,500.00)	-
4012	PUBLIC WORKS INCIDENTALS	7,259.13	7,118.26	-	140.87
4014	GARAGE MAINTENANCE	41,653.49	41,653.33	-	0.16
4104	WATER MAINTENANCE	14,637.95	2,469.00	(12,168.95)	-
4105	WATER OPERATIONS	13,894.63	13,196.15	-	698.48
4106	WATER SERVICE CONNECTION	1,055.05	1,055.05	-	-
4107	WATER DEPT CONSTR.	2,650.00	2,650.00	-	-
4202	CEMETERY INCIDENTALS	737.53	602.05	-	135.48
4204	CEMETERY - CHAPEL RENOVATIONS	340.00	340.00	-	-
4300	HIGHWAY MAINT	3,953.85	3,953.85	-	-
4304	HIGHWAY CONST-ST REIMB	560,461.63	560,461.63	-	-
4330	SNOW & ICE REMOVAL	1,300.00	1,297.34	-	2.66
4342	PARKS MAINTENANCE	317.93	305.48	-	12.45
5104	PLAYGROUND IMPROVEMENTS	6,583.00	3,900.00	(2,683.00)	-
6020	SCH INSTRUC SAL TOTALS	1,763,596.52	1,763,596.52	-	-
6030	SCH I/S & T/B TOTALS	58,031.65	58,031.65	-	-
6080	SCH CONT FEE & SERV TOTALS	4,979.28	4,978.97	-	0.31
6090	SCH UTILITIES TOTALS	71,970.99	71,970.57	-	0.42
6100	SCH MAINT OF BLDG TOTALS	354.00	353.94	-	0.06

# BUDGET SUMMARY

## YEAR 2015 (CONTINUED)

FUNCTION	DESCRIPTION	BUDGET	ACTIVITY	ENCUMBERED	BALANCE
6160	SCH TRANSPORTATION TOTALS	2,338.09	2,338.59	-	(0.50)
6180	SPECIAL ED & STUDENT SERVICES	375,030.18	375,030.35	-	(0.17)
7010	LIGHT DEPARTMENT	23,601.73	21,799.23	-	1,802.50
7012	LIGHT ADMIN EXPENSES	71,207.98	39,917.23	-	31,290.75
7013	LIGHT DEPRECIATION	1,794,889.55	146,939.35	(1,556,883.19)	91,067.01
7014	LIGHT MAINT & OPERATIONS	92,044.36	47,514.99	(33,000.00)	11,529.37
7021	LIGHT SUBSTATION (NOT BORR)	371,379.91	249,151.65	-	122,228.26
7030	BROADBAND	83,540.00	80,488.61	-	3,051.39
7032	BROADBAND-ADMIN EXPENSES	9,382.50	639.26	-	8,743.24
7033	BROADBAND-DEPR. & CAPITAL IMPR	109,332.33	41,059.66	(18,269.65)	50,003.02
7034	BROADBAND MAINT & OPERATIONS	16,904.37	11,606.99	(2,750.00)	2,547.38
8016	LIBRARY-NEW EQUIPMENT	10,500.00	10,500.00	-	-
9020	AIRPORT INCIDENTALS	1,305.00	700.00	(425.00)	180.00
9023	AIRPORT OPERATION EXPENSE	55,120.46	30,837.72	(21,620.82)	2,661.92
9024	AIRPORT CONST-MATCHING GRANT	69,300.00	-	(69,300.00)	-
9030	AIRPORT SECURITY	4,900.00	4,900.00	-	-
9200	INSURANCE ACCOUNT	117,500.00	450.00	(16,050.00)	101,000.00
9220	GROUP INSURANCE	900.04	900.00	-	0.04
<b>GRAND TOTAL FY15</b>		<b>6,588,194.10</b>	<b>4,378,936.01</b>	<b>(1,747,809.87)</b>	<b>461,448.22</b>

## YEAR 2014

FUNCTION	DESCRIPTION	BUDGET	ACTIVITY	ENCUMBERED	BALANCE
1174	MUNIC BLDG REPAIRS/MAINT	0.38	-	-	0.38
1535	COMP MGMT-OPERATING COSTS	15,000.00	-	(15,000.00)	-
1536	COMP MGMT-NEW EQUIPMENT	19,882.00	19,856.52	-	25.48
1622	MAINT OF OLD FIRE STATION	4,500.00	4,500.00	-	-
4014	GARAGE MAINTENANCE	1,894.00	1,700.00	-	194.00
5014	REC'N MAINT OF BUILDING	76,000.00	-	(76,000.00)	-
7033	BROADBAND-DEPR. & CAPITAL IMPR	5,151.80	-	-	5,151.80
9200	INSURANCE ACCOUNT	25,000.00	-	(25,000.00)	-
<b>GRAND TOTAL FY14</b>		<b>147,428.18</b>	<b>26,056.52</b>	<b>(116,000.00)</b>	<b>5,371.66</b>

## YEAR 2013

FUNCTION	DESCRIPTION	BUDGET	ACTIVITY	ENCUMBERED	BALANCE
1535	COMP MGMT-OPERATING COSTS	33,890.03	-	(33,890.00)	0.03
1643	DPW - ENG/DESIGN	287.50	(1,526.25)	-	1,813.75
7013	LIGHT DEPRECIATION	727,305.21	430,919.58	(289,224.32)	7,161.31
<b>GRAND TOTAL FY13</b>		<b>761,482.74</b>	<b>429,393.33</b>	<b>(323,114.32)</b>	<b>8,975.09</b>

## YEAR 2012

FUNCTION	DESCRIPTION	BUDGET	ACTIVITY	ENCUMBERED	BALANCE
1617	LAND AQUISITION	34,259.00	-	-	34,259.00
7013	LIGHT DEPRECIATION	328,068.00	277,012.70	(4,907.00)	46,148.30
7033	BROADBAND-DEPR. & CAPITAL IMPR	8,500.00	-	-	8,500.00
<b>GRAND TOTAL FY12</b>		<b>(370,827.00)</b>	<b>(277,012.70)</b>	<b>(4,907.00)</b>	<b>88,907.30</b>

## YEAR 2011

FUNCTION	DESCRIPTION	BUDGET	ACTIVITY	ENCUMBERED	BALANCE
7013	LIGHT DEPRECIATION	31,141.67	20,222.52	(9,521.70)	1,397.45
<b>GRAND TOTAL FY11</b>		<b>31,141.67</b>	<b>20,222.52</b>	<b>9,521.70</b>	<b>1,397.45</b>

## YEAR 2010

FUNCTION	DESCRIPTION	BUDGET	ACTIVITY	ENCUMBERED	BALANCE
7013	LIGHT DEPRECIATION	1,620.00	375.00	-	1,245.00
<b>GRAND TOTAL FY10</b>		<b>1,620.00</b>	<b>375.00</b>	<b>-</b>	<b>1,245.00 YEAR</b>

# DEBT SUMMARY

FY 16 INSIDE DEBT PAYMENTS

ACCOUNT	INSIDE DEBT DESCRIPTION	DEBT BALANCE AS OF 07/1/15	J/E ADJ FY 16 SUBSIDY	FY 16 DEBT PAYMENTS	FY 16 DEBT RETIRED/REFINANCE	J/E REF # REFINANCE	DEBT BALANCE AS OF 06/16	WH	J/E #, REF #
92-2872-1999	MWPAT 99-30 08/25/04 (IN)	(75,000.00)	4,235.97	10,764.03			(60,000.00)	DEBT-1	JE3/14
92-2871-1999	MWPAT 98-28 08/25/04 (IN)	(265,000.00)	14,530.77	35,469.23			(215,000.00)	DEBT-1	JE3/14
90-2849-2006	8/05 SCHOOL REMODELING (IN)	(25,000.00)		25,000.00			-	DEBT-2	JE7/47
90-2882-2006	8/05 POLICE/FIRE STAN (IN)	(30,000.00)		30,000.00			-	DEBT-2	JE7/47
90-2939-0000	8/07 GOR TOWN HALL CONSTRUCTION (IN)	(75,000.00)		25,000.00			(50,000.00)	DEBT-2	JE7/47
90-2943-0000	8/07 GOR POL/FIRE ABBREVIATION (IN)	(135,000.00)		45,000.00			(90,000.00)	DEBT-2	JE7/47
90-2944-0000	8/07 GOR POL/FIRE REMODEL (IN)	(160,000.00)		20,000.00			(40,000.00)	DEBT-2	JE7/47
90-2950-0000	8/07 GOR SCHOOL RENOVATIONS (IN)	(55,000.00)		20,000.00			(35,000.00)	DEBT-2	JE7/47
90-2958-0000	1/09 GOR SCHOOL REMODELING (IN)	(198,000.00)		22,000.00			(176,000.00)	DEBT-7	JE3/281
90-2959-0000	1/09 GOR SCHOOL COMPUTERS (IN)	(69,000.00)		23,000.00			(46,000.00)	DEBT-7	JE3/281
90-2961-0000	1/09 GOR ELUS/COAKLY PIGROD (IN)	(83,000.00)		11,000.00			(72,000.00)	DEBT-7	JE3/281
90-2963-0000	1/09 GOR SENIOR CENTER CONST (IN)	(700,000.00)		79,000.00			(621,000.00)	DEBT-7	JE3/281
90-2810-2010	10/09 GOR OUTDOOR REC FACILITY (IN)	(185,000.00)		20,000.00			(165,000.00)	DEBT-5	JE15/99
90-2813-2010	10/09 GOR LIGHT /BB (IN)	(365,000.00)		75,000.00			(290,000.00)	DEBT-5	JE15/99
90-2815-2010	10/09 GOR SELECT SCH REP (IN)	(300,000.00)		30,000.00			(270,000.00)	DEBT-5	JE15/99
90-2837-2010	10/09 GOR P/F WINDOWS (IN)	(125,000.00)		10,000.00			(115,000.00)	DEBT-5	JE15/99
90-2866-2010	10/09 GOR FIRE EQUIP (IN)	(300,000.00)		60,000.00			(240,000.00)	DEBT-5	JE15/99
90-2876-2010	2/10 GOR LIBRARY REMODELING (IN)	(255,100.00)		100,000.00			(155,100.00)	DEBT-7	JE3/281
90-2968-2011	1/11 GOR TOWN/SCH COMPUTER (IN)	(100,000.00)		25,000.00			(75,000.00)	DEBT-7	JE3/281
90-2969-2011	1/11 GOR FY11 DPW EQUIPMENT (IN)	(150,000.00)		20,000.00			(130,000.00)	DEBT-7	JE3/281
90-2970-2011	1/11 GOR FY11 HAWES POOL (IN)	(120,000.00)		38,000.00			(82,000.00)	DEBT-7	JE3/281
90-2971-2011	1/11 GOR FY11 SCH BLD SPEC (IN)	(228,000.00)		32,000.00			(196,000.00)	DEBT-7	JE3/281
90-2972-2011	1/11 GOR FY11 BB EQUIPMENT (IN)	(493,000.00)		470,000.00			(23,000.00)	DEBT-5	JE15/100
90-2974-2011	2/11 GOR POLICE/FIRE STATION (IN)	(493,000.00)		75,000.00			(418,000.00)	DEBT-7	JE3/281
90-2981-2012	1/12 GOR BOILER HEAT SYS (IN)	(525,000.00)		40,000.00			(485,000.00)	DEBT-7	JE3/281
90-2982-2012	1/12 GOR SCH LIGHTING REP (IN)	(270,000.00)		40,000.00			(230,000.00)	DEBT-7	JE3/281
90-2983-2012	1/12 GOR FIRE/DPW EQUIP (IN)	(235,000.00)		40,000.00			(195,000.00)	DEBT-7	JE3/281
90-2984-2012	1/12 GOR SCH REM-ROOFS PH2 (IN)	(80,000.00)		25,000.00			(55,000.00)	DEBT-7	JE3/281
90-2985-2012	1/12 GOR SCH COMP TECH (IN)	(50,000.00)		25,000.00			(25,000.00)	DEBT-7	JE3/281
90-2986-2012	1/12 GOR BB PLANT EXT (IN)	(155,000.00)		10,000.00			(145,000.00)	DEBT-7	JE3/281
90-2987-2012	1/12 GOR BB BUCKET TRK (IN)	(70,000.00)		35,000.00			(35,000.00)	DEBT-7	JE3/281
90-2988-2012	1/12 GOR BB EMER/EQ/CMTS (IN)	(70,000.00)		35,000.00			(35,000.00)	DEBT-7	JE3/281
90-2989-2012	3/12 GOR SCH REM-ROOFS PH2 (IN)	(365,000.00)		60,000.00			(305,000.00)	DEBT-7	JE3/281
90-2992-2012	3/12 GOR SCH REM-ROOFS PH2 (IN)	(545,000.00)		85,000.00			(460,000.00)	DEBT-7	JE3/281
92-2988-2012	6/12 MWPAT 5/10 ATM (IN) (CW1602)	(1,469,150.00)		67,565.00			(1,401,585.00)	DEBT-1	JE3/14
92-2991-2013	5/13 MWPAT WESTOVER SEWER (CW11-12)	(1,997,126.00)		91,847.00			(1,905,279.00)	DEBT-7	JE3/280
90-2997-2013	5/13 MWRA SEWER HOYLE ST (IN)	(198,000.00)		66,000.00			(132,000.00)	DEBT-11	JE75/631
90-2994-2014	1/14 GOR BROADBRAND (IN)	(185,000.00)		65,000.00			(120,000.00)	DEBT-7	JE75/631
90-2995-2014	1/14 GOR NEW FIRE TRUCK (IN)	(95,000.00)		80,000.00			(15,000.00)	DEBT-7	JE3/281
90-2996-2014	1/14 GOR MUNI BLDG REP (IN)	(2,515,000.00)		135,000.00			(2,380,000.00)	DEBT-7	JE3/281
90-3000-2014	6/14 GOR DPW FACILITY	(6,090,000.00)		210,000.00			(5,880,000.00)	DEBT-12	JE75/632
90-3014-2015	4/15 POLICE/FIRE STAN (IN)	(241,000.00)		2,000.00			(239,000.00)	DEBT-2	JE7/47
90-3012-2015	4/15 GOR SCHOOL REMODELING (IN)	(107,000.00)		1,000.00			(106,000.00)	DEBT-2	JE7/47
90-3009-2015	4/15 GOR TOWN HALL REMODELING (IN)	(179,000.00)		2,000.00			(177,000.00)	DEBT-2	JE7/47
90-3010-2015	4/15 GOR POLICE/FIRE CONSTRUCTION (IN)	(321,000.00)		3,000.00			(318,000.00)	DEBT-2	JE7/47
90-3011-2015	4/15 GOR POLICE/FIRE REMODELING (IN)	(113,000.00)		1,000.00			(112,000.00)	DEBT-2	JE7/47
92-3318-2015	3/15 MWRA MANHOLE REHAB-2015	(81,495.00)		16,291.00			(65,164.00)	DEBT-8	JE39/358
92-3319-2015	4/15 MWRA MANHOLE REHAB-2015	(71,500.00)		14,300.00			(57,200.00)	DEBT-11	JE75/631
	<b>TOTAL INSIDE DEBT PAYMENTS</b>	<b>(24,676,331.00)</b>	<b>18,766.74</b>	<b>2,634,236.26</b>			<b>(22,023,328.00)</b>		

# DEBT SUMMARY

## FY 16 OUTSIDE DEBT PAYMENTS

ACCOUNT	OUTSIDE DEBT DESCRIPTION	DEBT BALANCE AS OF 07/1/15	J/E ADJ FY 16 SUBSIDY	FY 16 DEBT PAYMENTS	FY 16 DEBT RETIRED/REFINANCE	J/E REF # REFINANCE	DEBT BALANCE AS OF 06/1/16	WH	J/E #
90-2883-2006	8/05-BROADBAND (OUT)	(85,000.00)		85,000.00			-	DEBT-2	JE7/17
92-2839-2006	11/05-MWRA WATER-LEAD SVC (OUT)	(6,000.00)		6,000.00			-	DEBT-8	JE33/279
92-2900-2006	2/06-MWRA WATER-LEAD SVC (OUT)	(10,000.00)		10,000.00			-	DEBT-8	JE30/358
92-2936-2007	8/06-MWRA- WATER BOND (OUT)	(173,585.20)		86,792.60			(86,792.60)	DEBT-3	JE7/48
92-2952-2008	8/07-MWRA LEAD SVC/STU C&L (OUT)	(115,500.00)		38,500.00			(77,000.00)	DEBT-3	JE7/48
90-2953-0000	1/08 GOR LT COURT SETTLEMENT (OUT)	(10,885,000.00)		3,470,000.00			(7,415,000.00)	DEBT-7	JE33/281
92-2956-2009	8/08-MWRA I & J PIPELINE REHAB (OUT)	(257,170.40)		64,292.60			(19,490,000.00)	DEBT-3	JE7/48
90-2857-2010	8/09 GOR NEW NORWOOD H.S. (OUT)	(13,325,000.00)		1,085,000.00			(11,990,000.00)	DEBT-2	JE7/17
90-2858-2010	8/09 GOR LIGHT SETTLEMENT (OUT)	(13,500,000.00)		900,000.00			(12,600,000.00)	DEBT-2	JE7/17
90-2859-2010	8/09 GOR N-STAR PROJECT (OUT)	(25,000.00)		5,000.00			(20,000.00)	DEBT-5	JE15/99
92-2965-2010	8/09-MWRA SEWER I & 15/09 (OUT)	(256,981.50)		51,396.30			(205,585.20)	DEBT-3	JE7/48
90-2814-2010	10/09 GOR EQUIP DEAN ST (OUT)	(3,000,000.00)		300,000.00			(2,700,000.00)	DEBT-5	JE15/99
90-2836-2010	10/09 GOR WATER CONSTRUCT'N (OUT)	(25,000.00)		95,000.00			(485,000.00)	DEBT-7	JE33/281
90-2875-2010	2/10 GOR LANDFILL CLOSURE (OUT)	(531,000.00)		640,000.00			(3,043,900.00)	DEBT-7	JE33/281
90-2881-2010	2/10 GOR ELEC. SUBSTATION (OUT)	(3,683,900.00)		417,000.00			(2,390,000.00)	DEBT-5	JE15/100
90-2975-2011	2/11 GOR CABLE & TELECOM (OUT)	(2,807,000.00)		417,000.00			(2,390,000.00)	DEBT-5	JE15/100
92-2978-2011	8/11 MWRA WATER C/L (OUT)	(298,993.20)		49,832.20			(249,161.00)	DEBT-3	JE7/48
92-2978-2012	8/11 MWRA WATER AVE/RTE 1 (OUT)	(351,174.60)		50,167.80			(301,006.80)	DEBT-3	JE7/48
90-2895-2012	3/12 GOR CONN CABLE TV (OUT)	(1,060,000.00)		160,000.00			(900,000.00)	DEBT-7	JE33/281
92-2995-2012	7/12 MWRA CONCORD & WILLOW (OUT)	(400,000.00)		50,000.00			(350,000.00)	DEBT-3	JE7/48
92-2998-2014	7/13 MWRA PIPELINE (OUT)	(450,000.00)		50,000.00			(400,000.00)	DEBT-3	JE7/48
90-2999-2014	1/14 GOR NEW NORWOOD HS (OUT)	(3,110,000.00)		165,000.00			(2,945,000.00)	DEBT-7	JE33/281
92-3002-2015	8/14 MWRA TREE STREETS 5/14 STM	(900,000.00)		50,000.00			(450,000.00)	DEBT-3	JE7/48
90-3013-2015	4/15 GOR ELECTRIC (OUT)	(21,452,000.00)		75,000.00			(21,377,000.00)	DEBT-2	JE7/17
90-3015-2015	4/15 BROADBAND (OUT)	(737,000.00)		6,000.00			(731,000.00)	DEBT-2	JE7/17
92-3320-2016	8/15 MWRA-VERNON, FLORENCE	(500,000.00)					(500,000.00)		JE70/605
	<b>TOTAL OUTSIDE DEBT PAYMENTS</b>	<b>(98,095,304.90)</b>	<b>-</b>	<b>9,244,981.50</b>	<b>-</b>		<b>(88,850,323.40)</b>		
	ADMINISTRATION FEE-MWPAT 99-30			56.25				DEBT-1	NO J/E
	ADMINISTRATION FEE-MWPAT 99-78			198.75				DEBT-1	NO J/E
	ADMINISTRATION FEE-MWPAT 10-02			1,101.86				DEBT-1	NO J/E
	ADMINISTRATION FEE-MWPAT CW11-12			1,497.84				DEBT-7	NO J/E
	ADMINISTRATION FEE-MWPAT 99-30			45.00				DEBT-7	NO J/E
	ADMINISTRATION FEE-MWPAT 99-78			161.25				DEBT-7	NO J/E
	ADMINISTRATION FEE-MWPAT 10-02			1,051.19				DEBT-7	NO J/E
	ADMINISTRATION FEE-MWPAT CW11-12			1,497.84				DEBT-7	NO J/E
	ADMINISTRATION FEE TOTAL			5,609.98					
	<b>TOTAL INSIDE/OUTSIDE DEBT PAYMENTS</b>	<b>(122,771,635.50)</b>	<b>18,766.74</b>	<b>11,884,827.74</b>	<b>-</b>		<b>(110,873,651.40)</b>		
	<b>BANS</b>								
91-3001-2014	BAN-5/14 MWPAT MEADOWBROOK SEWER	(2,534,364.00)		2,534,364.00			-		J/E 42
91-3003-2015	BAN-8/14 MWPAT MEADOWBROOK SEWER	(125,000.00)		125,000.00			-		J/E 42
91-3004-2015	BAN-FD 54 3/26 BAN SCH PROJECTS	(721,000.00)		721,000.00			-		J/E12
91-3005-2015	BAN-FD 56 3/26 BAN GEN GOV BLDG	(7,500,000.00)		7,500,000.00			-		J/E12
91-3006-2015	BAN-FD 56 3/26 BAN GEN GOV EQUIPMENT	(587,000.00)		587,000.00			-		J/E12
91-3007-2015	BAN-FD 57 3/26 BAN SCHOOL TECH	(223,000.00)		223,000.00			-		J/E12
91-3008-2015	BAN-FD 60 3/26 BAN GEN GOV OTHER	(525,000.00)		525,000.00			-		J/E12
91-3016-2016	FUND 54-8/15 BAN SCH PROJECTS	(921,000.00)					(921,000.00)		J/E12
91-3017-2016	FUND 55-8/15 BAN G/G BUILDINGS	(8,454,000.00)					(8,454,000.00)		J/E12
91-3018-2016	FUND 56-8/15 G/ EQUIP	(1,992,000.00)					(1,992,000.00)		J/E12
91-3019-2016	FUND 57-8/15 BAN SCH TECH	(348,000.00)					(348,000.00)		J/E12
91-3021-2016	FUND 60-8/15 G/ OTHER	(525,000.00)					(525,000.00)		J/E12
91-3020-2016	FUND 61-8/15 BAN LIGHT DEPT	(8,000,000.00)					(8,000,000.00)		J/E12
91-3022-2016	FUND 53-3/16 BAN MCWT AREA 3 & 4	(2,212,267.00)					(2,212,267.00)		J/E43
91-3023-2016	FUND 55-11/15 BAN DPV UT-SHL	(60,000.00)					(60,000.00)		J/E60
	<b>TOTAL BANS</b>	<b>(34,727,631.00)</b>		<b>12,215,364.00</b>			<b>(20,240,000.00)</b>		
	<b>DEBT BALANCE REFINANCE/RETIRED</b>								
	MWPAT								
	NEW FY 16 DEBT BANS								
	<b>DEBT PAYMENTS</b>								

# FINANCIAL REPORTS

Massachusetts Department of Revenue

Division of Local Services

Bureau of Accounts

Statement of Indebtedness

Norwood, Massachusetts

FY16

Long Term Debt Inside the Debt Limit*	Outstanding July 1, 2015	+ Issued	- Retired	= Outstanding June 30, 2016	Interest Paid in FY16
Building	14,529,100	-	1,172,000	13,357,100	463,559
Departmental Equipment	2,717,000	-	527,000	2,190,000	73,084
School Buildings	2,586,000	-	394,000	2,192,000	69,350
School Other	119,000	-	48,000	71,000	4,530
Sewer	4,157,231	2,749,079	321,003	6,585,307	84,329
Solid Waste Landfill	-	-	-	-	-
Other Inside	568,000	-	191,000	377,000	17,993
<b>SUB-TOTAL Inside</b>	<b>24,676,331</b>	<b>2,749,079</b>	<b>2,653,003</b>	<b>24,772,407</b>	<b>712,843</b>
Long Term Debt Outside the Debt Limit					
Airport	-	-	-	-	-
Gas/Electric Utility	70,534,900	-	7,388,000	63,146,900	2,610,163
Hospital	-	-	-	-	-
School Buildings	23,685,000	-	1,250,000	22,435,000	923,470
Sewer	-	-	-	-	-
Solid Waste Landfill	531,000	-	95,000	436,000	18,065
Water	2,844,405	500,000	511,982	2,832,423	594
Other Outside	-	-	-	-	-
<b>SUB-TOTAL Outside</b>	<b>97,595,305</b>	<b>500,000</b>	<b>9,244,982</b>	<b>88,850,323</b>	<b>3,552,292</b>
<b>GRAND TOTAL</b>	<b>122,271,636</b>	<b>3,249,079</b>	<b>11,897,985</b>	<b>113,622,730</b>	<b>4,265,135</b>

Please complete both sides of this report and return it to the Division of Local Services no later than September 30th.

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

Treasurer: *Raf Marsh* Date: 11/1/16

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

Accounting Officer: *Thomas J. Duval* Date: 11/1/16

# FINANCIAL REPORTS

**Massachusetts Department of Revenue**

**Division of Local Services**

**Bureau of Accounts**

**Part Two**

**Norwood, Massachusetts**

**FY16**

Short Term Debt*	Outstanding July 1, 2015	+ Issued	- Retired	= Outstanding June 30, 2016	Interest Paid in FY16
RANs - Revenue Anticipation	-	-	-	-	-
BANs - Bond Anticipation	-	-	-	-	-
Buildings	7,500,000	8,514,000	7,500,000	8,514,000	31,667
School	944,000	1,269,000	944,000	1,269,000	3,986
Water	-	-	-	-	-
Other BANs	1,112,000	10,517,000	1,112,000	10,517,000	4,695
SAANs - State Grant Anticipation	-	-	-	-	-
FAANs - Federal Grant Anticipation	-	-	-	-	-
Other Short Term Debt	2,659,364	2,285,644	2,659,364	2,285,644	-
<b>TOTAL SHORT TERM DEBT</b>	<b>12,215,364</b>	<b>22,585,644</b>	<b>12,215,364</b>	<b>22,585,644</b>	<b>40,348</b>
<b>TOTAL ALL DEBT</b>	<b>134,487,000</b>	<b>25,834,723</b>	<b>24,113,349</b>	<b>136,208,374</b>	<b>4,305,483</b>

**\*See Attached\***

Authorized and Unissued Debt					
Purpose	Date of Vote	Article No.	Amount Authorized	Less New Bond Issues, Retirements and/or Recissions	=Balance Unissued 6/30/16
			-	-	-
			-	-	-
			-	-	-
<b>TOTAL</b>			<b>-</b>	<b>-</b>	<b>-</b>

# **ANNUAL FINANCIAL STATEMENTS**

**TOWN OF NORWOOD, MASSACHUSETTS**

**Annual Financial Statements**

**For the Year Ended June 30, 2016**

# **ANNUAL FINANCIAL STATEMENTS**

## **Town of Norwood, Massachusetts**

### **TABLE OF CONTENTS**

	<u>PAGE</u>
<b>INDEPENDENT AUDITORS' REPORT</b>	1
<b>MANAGEMENT'S DISCUSSION AND ANALYSIS</b>	4
<b>BASIC FINANCIAL STATEMENTS:</b>	
<b>Government-Wide Financial Statements:</b>	
Statement of Net Position	12
Statement of Activities	13
<b>Fund Financial Statements:</b>	
<b>Governmental Funds:</b>	
Balance Sheet	14
Reconciliation of Total Governmental Fund Balances to Net Position of Governmental Activities in the Statement of Net Position	15
Statement of Revenues, Expenditures, and Changes in Fund Balances	16
Reconciliation of the Statement of Revenues, Expenditures, and Changes in Fund Balances of Governmental Funds to the Statement of Activities	17
Statement of Revenues and Other Sources, and Expenditures and Other Uses - Budget and Actual - General Fund	18
<b>Proprietary Funds:</b>	
Statement of Net Position	19
Statement of Revenues, Expenses, and Changes in Fund Net Position	20
Statement of Cash Flows	21
<b>Fiduciary Funds:</b>	
Statement of Fiduciary Net Position	22
Statement of Changes in Fiduciary Net Position	23
<b>Notes to Financial Statements</b>	24

# **ANNUAL FINANCIAL STATEMENTS**

## **REQUIRED SUPPLEMENTARY INFORMATION:**

Schedule of OPEB Funding Progress	61
Schedule of Proportionate Share of the Net Pension Liability	62
Schedule of Pension Contributions	63
Schedule of Changes in Net Pension Liability	64
Schedules of Net Pension Liability, Contributions, and Investment Returns	65



10 New England Business  
Center Dr. • Suite 107  
Andover, MA 01810  
(978) 749-0005  
melansonheath.com

## INDEPENDENT AUDITORS' REPORT

To the Board of Selectmen  
Town of Norwood, Massachusetts

Additional Offices:  
Nashua, NH  
Manchester, NH  
Greenfield, MA  
Ellsworth, ME

### **Report on the Financial Statements**

We have audited the accompanying financial statements of the governmental activities, the business-type activities, each major fund, and the aggregate remaining fund information of the Town of Norwood, Massachusetts, as of and for the year ended June 30, 2016, (except for the Town of Norwood, Massachusetts' Contributory Retirement System which is as of and for the year ended December 31, 2015) and the related notes to the financial statements, which collectively comprise the Town of Norwood, Massachusetts' basic financial statements as listed in the Table of Contents.

### **Management's Responsibility for the Financial Statements**

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

### **Auditors' Responsibility**

Our responsibility is to express opinions on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assess-

# ANNUAL FINANCIAL STATEMENTS

ments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

## Opinions

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, the business-type activities, each major fund, and the aggregate remaining fund information of the Town of Norwood, Massachusetts, as of June 30, 2016, and the respective changes in financial position and, where applicable, cash flows thereof and the respective budgetary comparison for the general fund for the year then ended in accordance with accounting principles generally accepted in the United States of America.

## Other Matters

### *Required Supplementary Information*

Accounting principles generally accepted in the United States of America require that Management's Discussion and Analysis, the Schedule of OPEB Funding Progress, the Schedule of Proportionate Share of Net Pension Liability, the Schedule of Pension Contributions, the Schedule of Changes in Net Pension Liability, and the Schedules of Net Pension Liability, Contributions, and Investment Returns be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the *Governmental Accounting Standards Board*, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with evidence sufficient to express an opinion or provide any assurance.

# **ANNUAL FINANCIAL STATEMENTS**

## **Other Reporting Required by *Government Auditing Standards***

In accordance with *Government Auditing Standards*, we have also issued our report dated December 13, 2016 on our consideration of the Town's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Town's internal control over financial reporting and compliance.

*Melanson Heath*

December 13, 2016

# **ANNUAL FINANCIAL STATEMENTS**

## **MANAGEMENT'S DISCUSSION AND ANALYSIS**

As management of the Town of Norwood, we offer readers this narrative overview and analysis of the financial activities of the Town for the fiscal year ended June 30, 2016.

### **A. OVERVIEW OF THE FINANCIAL STATEMENTS**

This discussion and analysis is intended to serve as an introduction to the basic financial statements. The basic financial statements are comprised of three components: (1) government-wide financial statements, (2) fund financial statements, and (3) notes to financial statements. This report also contains other supplementary information in addition to the basic financial statements themselves.

**Government-wide financial statements.** The government-wide financial statements are designed to provide readers with a broad overview of our finances in a manner similar to a private-sector business.

The Statement of Net Position presents information on all assets, liabilities, and deferred outflows/inflows of resources with the difference between the two reported as net position. Over time, increases or decreases in net position may serve as a useful indicator of whether the financial position is improving or deteriorating.

The Statement of Activities presents information showing how the Town's net position changed during the most recent fiscal year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of related cash flows. Thus, revenues and expenses are reported in this statement for some items that will only result in cash flows in future fiscal periods (e.g., uncollected taxes and earned but unused vacation leave).

Both of the government-wide financial statements distinguish functions that are principally supported by taxes and intergovernmental revenues (governmental activities) from other functions that are intended to recover all or a significant portion of their costs through user fees and charges (business-type activities). The governmental activities include general government, public safety, education, public works, water and sewer, broadband cable, health and human services and culture and recreation. The business-type activities include electric light activities.

**Fund financial statements.** A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. Fund accounting is used to ensure and demonstrate compliance with finance-related legal requirements. All of the funds can be divided into three categories: governmental funds, proprietary funds, and fiduciary funds.

# ANNUAL FINANCIAL STATEMENTS

**Governmental funds.** Governmental funds are used to account for essentially the same functions reported as governmental activities in the government-wide financial statements. However, unlike the government-wide financial statements, governmental fund financial statements focus on near-term inflows and outflows of spendable resources, as well as on balances of spendable resources available at the end of the fiscal year. Such information may be useful in evaluating a government's near-term financing requirements.

Because the focus of governmental funds is narrower than that of the government-wide financial statements, it is useful to compare the information presented for governmental funds with similar information presented for governmental activities in the government-wide financial statements. By doing so, readers may better understand the long-term impact of the government's near-term financing decisions. Both the governmental fund balance sheet and the governmental fund statement of revenues, expenditures, and changes in fund balances provide a reconciliation to facilitate this comparison between governmental funds and governmental activities.

An annual appropriated budget is adopted for the general fund. A budgetary comparison statement has been provided for the general fund to demonstrate compliance with this budget.

**Proprietary funds.** Proprietary funds are maintained as follows:

Enterprise funds are used to report the same functions presented as business-type activities in the government-wide financial statements. Specifically, enterprise funds are used to account for electric operations.

Proprietary funds provide the same type of information as the business-type activities reported in the government-wide financial statements, only in more detail. The proprietary fund financial statements provide separate information for the electric operations, which is considered to be a major fund.

**Fiduciary funds.** Fiduciary funds are used to account for resources held for the benefit of parties outside the government. Fiduciary funds are not reflected in the government-wide financial statements because the resources of those funds are not available to support the Town's own programs. The accounting used for fiduciary funds is much like that used for proprietary funds.

**Notes to financial statements.** The notes provide additional information that is essential to a full understanding of the data provided in the government-wide and fund financial statements.

**Other information.** In addition to the basic financial statements and accompanying notes, this report also presents certain required supplementary information which is required to be disclosed by accounting principles generally accepted in the United States of America.

# ANNUAL FINANCIAL STATEMENTS

## B. FINANCIAL HIGHLIGHTS

- As of the close of the current fiscal year, the total of assets exceeded liabilities by \$34,364,742 (i.e., net position), a change of \$(1,489,797) in comparison to the prior year.
- As of the close of the current fiscal year, governmental funds reported combined ending fund balances of \$4,095,461, a change of \$(5,869,534) in comparison to the prior year.
- At the end of the current fiscal year, unassigned fund balance for the general fund was \$8,204,008, which includes a stabilization balance of \$3,589,565, which in total changed by \$2,174,189 in comparison to the prior year unassigned fund balance.
- Total long-term debt (i.e., bonds payable) at the close of the current fiscal year was \$113,622,729, a change of \$(8,648,907) in comparison to the prior year.

## C. GOVERNMENT-WIDE FINANCIAL ANALYSIS

The following is a summary of condensed government-wide financial data for the current and prior fiscal years.

	NET POSITION					
	Governmental Activities		Business-Type Activities		Total	
	2016	2015	2016	2015	2016	2015
Current and other assets	\$ 26,802	\$ 31,546	\$ 28,426	\$ 25,249	\$ 55,228	\$ 56,795
Capital assets	164,235	162,246	39,925	36,573	204,160	198,819
Deferred outflows	10,916	2,910	514	137	11,430	3,047
Total assets and deferred outflows	201,953	196,702	68,865	61,959	270,818	258,661
Long-term liabilities outstanding	129,243	119,780	57,924	64,302	187,167	184,082
Other liabilities	26,314	24,279	22,858	14,445	49,172	38,724
Deferred inflows	109	-	5	-	114	-
Total liabilities and deferred inflows	155,666	144,059	80,787	78,747	236,453	222,806
Net position:						
Net investment in capital assets	99,164	100,184	20,910	19,657	120,074	119,841
Restricted	3,656	3,470	-	-	3,656	3,470
Unrestricted	(56,533)	(51,011)	(32,832)	(36,445)	(89,365)	(87,456)
Total net position	\$ 46,287	\$ 52,643	\$ (11,922)	\$ (16,788)	\$ 34,365	\$ 35,855

# ANNUAL FINANCIAL STATEMENTS

## CHANGES IN NET POSITION

	<u>Governmental</u>		<u>Business-Type</u>		<u>Total</u>	
	<u>Activities</u>		<u>Activities</u>			
	<u>2016</u>	<u>2015</u>	<u>2016</u>	<u>2015</u>	<u>2016</u>	<u>2015</u>
Revenues:						
Program revenues:						
Charges for services	\$ 29,152	\$ 27,684	\$ 50,235	\$ 48,816	\$ 79,387	\$ 76,500
Operating grants and contributions	18,844	16,117	-	-	18,844	16,117
Capital grants and contributions	890	1,659	-	-	890	1,659
General revenues:						
Property taxes	66,033	64,255	-	-	66,033	64,255
Excises	4,485	4,210	-	-	4,485	4,210
Penalties and interest on taxes	2,498	2,297	-	-	2,498	2,297
Grants and contributions not restricted to specific programs	4,202	4,612	-	-	4,202	4,612
Investment income	188	110	88	(52)	276	58
Other	456	425	201	739	657	1,164
Total revenues	<u>126,748</u>	<u>121,369</u>	<u>50,524</u>	<u>49,503</u>	<u>177,272</u>	<u>170,872</u>
Expenses:						
General government	12,877	7,301	-	-	12,877	7,301
Public safety	17,300	14,680	-	-	17,300	14,680
Education	60,304	54,137	-	-	60,304	54,137
Public works	9,723	12,124	-	-	9,723	12,124
Water and sewer	12,081	9,356	-	-	12,081	9,356
Broadband cable	5,960	5,644	-	-	5,960	5,644
Health and human services	1,446	1,343	-	-	1,446	1,343
Culture and recreation	2,373	3,647	-	-	2,373	3,647
Employee benefits	15,985	17,409	-	-	15,985	17,409
Interest on long-term debt	2,036	1,880	-	-	2,036	1,880
Intergovernmental	1,363	1,282	-	-	1,363	1,282
Electric	-	-	36,885	38,399	36,885	38,399
Total expenses	<u>141,448</u>	<u>128,803</u>	<u>36,885</u>	<u>38,399</u>	<u>178,333</u>	<u>167,202</u>
Change in net position before transfers	(14,700)	(7,434)	13,639	11,104	(1,061)	3,670
Transfers in (out)	<u>8,344</u>	<u>7,328</u>	<u>(8,773)</u>	<u>(7,828)</u>	<u>(429)</u>	<u>(500)</u>
Change in net position	(6,356)	(106)	4,866	3,276	(1,490)	3,170
Net position - beginning of year, as restated	<u>52,643</u>	<u>52,749</u>	<u>(16,788)</u>	<u>(20,064)</u>	<u>35,855</u>	<u>32,685</u>
Net position - end of year	<u>\$ 46,287</u>	<u>\$ 52,643</u>	<u>\$ (11,922)</u>	<u>\$ (16,788)</u>	<u>\$ 34,365</u>	<u>\$ 35,855</u>

As noted earlier, net position may serve over time as a useful indicator of a government's financial position. At the close of the most recent fiscal year, total net position was \$34,364,742 a change of \$(1,489,797) from the prior year.

# ANNUAL FINANCIAL STATEMENTS

The largest portion of net position \$120,073,956 reflects our investment in capital assets (e.g., land, buildings, machinery, equipment, and infrastructure), less any related debt used to acquire those assets that is still outstanding. These capital assets are used to provide services to citizens; consequently, these assets are not available for future spending. Although the investment in capital assets is reported net of related debt, it should be noted that the resources needed to repay this debt must be provided from other sources, since the capital assets themselves cannot be used to liquidate these liabilities.

An additional portion of net position \$3,656,729 represents resources that are subject to external restrictions on how they may be used. The balance of unrestricted governmental net position is a deficit of \$(56,533,363) primarily because of unfunded other post-employment benefits and pension (see Notes 21 and 22). The business-type net assets reflect a deficit balance of \$(32,832,580) because of legal obligations paid in prior years, which will be raised in future utility rates.

**Governmental activities.** Governmental activities for the year resulted in a change in net position of \$(6,355,814). Key elements of this change are as follows:

General fund operations, as discussed further in Section D	\$ (1,211,442)
Nonmajor fund - accrual basis	70,175
Excess principal maturities, over depreciation a nonbudgeted expense	(2,198,678)
Change in other post employment benefits	(2,397,619)
Change in net pension liability	(1,038,453)
Other	<u>420,203</u>
Total	\$ <u><u>(6,355,814)</u></u>

**Business-type activities.** Business-type (electric) activities for the year resulted in a change in net position of \$4,866,017.

## D. **FINANCIAL ANALYSIS OF THE GOVERNMENT'S FUNDS**

As noted earlier, fund accounting is used to ensure and demonstrate compliance with finance-related legal requirements.

**Governmental funds.** The focus of governmental funds is to provide information on near-term inflows, outflows, and balances of spendable resources.

Such information is useful in assessing financing requirements. In particular, unassigned fund balance may serve as a useful measure of a government's net resources available for spending at the end of the fiscal year.

# ANNUAL FINANCIAL STATEMENTS

As of the end of the current fiscal year, governmental funds reported combined ending fund balances of \$4,095,461, a change of \$(5,869,534) in comparison to the prior year. Key elements of this change are as follows:

General fund operating results		\$	(1,211,442)
DPW facility			(3,714,709)
Nonmajor funds			<u>(943,383)</u>
Total		\$	<u><u>(5,869,534)</u></u>

The general fund is the chief operating fund. At the end of the current fiscal year, unassigned fund balance of the general fund was \$8,204,008 while total fund balance was \$11,385,732. As a measure of the general fund's liquidity, it may be useful to compare both unassigned fund balance and total fund balance to total general fund expenditures. Refer to the table below.

<u>General Fund</u>	<u>6/30/16</u>	<u>6/30/15</u>	<u>Change</u>	<u>% of Total General Fund Expenditures</u>
Unassigned fund balance	\$ 8,204,008	\$ 6,029,819	\$ 2,174,189	6.7%
Total fund balance	\$ 11,385,732	\$ 12,597,174	\$ (1,211,442)	9.4%

The total fund balance of the general fund changed by \$(1,211,442) during the current fiscal year. Key factors in this change are as follows:

Excess of state and local revenues over budget		\$	3,905,910
Budgetary appropriation surplus			2,010,759
Shortfall of tax collections over budget			(435,216)
Excess of prior year encumbrances to be spent in the current year over current year encumbrances spent in the subsequent year			(2,617,712)
Use of free cash and overlay surplus			(2,172,676)
Change in stabilization balance			479,863
Other timing differences			<u>(2,382,370)</u>
Total		\$	<u><u>(1,211,442)</u></u>

Included in the total general fund balance is the Town's stabilization account with the following balance:

	<u>6/30/16</u>	<u>6/30/15</u>	<u>Change</u>
General stabilization	\$ 3,589,565	\$ 3,109,702	\$ 479,863

**Proprietary funds.** Proprietary funds provide the same type of information found in the business-type activities reported in the government-wide financial statements, but in more detail.

# ANNUAL FINANCIAL STATEMENTS

Unrestricted net position of the enterprise funds at the end of the year amounted to \$(32,832,580), a change of \$3,612,486 in comparison to the prior year.

Other factors concerning the finances of proprietary funds have already been addressed in the entity-wide discussion of business-type activities.

## **E. GENERAL FUND BUDGETARY HIGHLIGHTS**

There were no material differences between the original budget and the final amended budget.

## **F. CAPITAL ASSET AND DEBT ADMINISTRATION**

**Capital assets.** Total investment in capital assets for governmental and business-type activities at year-end amounted to \$204,160,494 (net of accumulated depreciation), a change of \$4,142,153 from the prior year. This investment in capital assets includes land, buildings and system, improvements, and machinery and equipment.

Major capital asset events during the current fiscal year included the following:

- \$3,714,709 – DPW facility
- \$2,333,822 – Transmission line reconstruction
- \$1,609,960 – Electric expansion

Additional information on capital assets can be found in the Notes to the Financial Statements.

**Long-term debt.** At the end of the current fiscal year, total bonded debt outstanding was \$113,622,729, all of which was backed by the full faith and credit of the government.

Additional information on long-term debt can be found in the Notes to the Financial Statements.

# **ANNUAL FINANCIAL STATEMENTS**

## **REQUESTS FOR INFORMATION**

This financial report is designed to provide a general overview of the Town of Norwood's finances for all those with an interest in the government's finances. Questions concerning any of the information provided in this report or requests for additional financial information should be addressed to:

Office of the Town Accountant  
Town of Norwood, Massachusetts  
566 Washington Street  
Norwood, Massachusetts 02062

# ANNUAL FINANCIAL STATEMENTS

## TOWN OF NORWOOD, MASSACHUSETTS

### STATEMENT OF NET POSITION

JUNE 30, 2016

	Governmental <u>Activities</u>	Business-Type <u>Activities</u>	<u>Total</u>
<b>ASSETS</b>			
Current:			
Cash and short-term investments	\$ 16,011,816	\$ 13,228,034	\$ 29,239,850
Investments	6,170,848	5,753,481	11,924,329
Receivables, net of allowance for uncollectibles:			
Property taxes	340,847	-	340,847
Excises	257,527	-	257,527
User fees	818,701	5,231,885	6,050,586
Departmental and other	505,603	-	505,603
Intergovernmental	2,189,943	-	2,189,943
Deposits held by others	-	4,212,327	4,212,327
Noncurrent:			
Receivables, net of allowance for uncollectibles:			
Property taxes	506,495	-	506,495
Capital assets:			
Land and construction in progress	21,126,610	3,957,282	25,083,892
Other capital assets, net of accumulated depreciation	143,108,583	35,968,019	179,076,602
<b>DEFERRED OUTFLOWS OF RESOURCES</b>	<u>10,916,043</u>	<u>514,368</u>	<u>11,430,411</u>
<b>TOTAL ASSETS AND DEFERRED OUTFLOWS OF RESOURCES</b>	201,953,016	68,865,396	270,818,412
<b>LIABILITIES</b>			
Current:			
Warrants payable	1,262,558	9,502	1,272,060
Accrued liabilities	3,521,606	3,610,491	7,132,097
Tax refunds payable	1,228,097	-	1,228,097
Customer deposits and reserves	-	4,306,001	4,306,001
Notes payable	14,512,267	8,000,000	22,512,267
Other current liabilities	401,565	-	401,565
Current portion of long-term liabilities:			
Bonds payable	5,156,652	6,790,000	11,946,652
Compensated absence	138,011	15,365	153,376
Bond premium	72,694	127,248	199,942
Landfill postclosure	20,000	-	20,000
Noncurrent:			
Bonds payable, net of current portion	49,340,177	52,335,900	101,676,077
Compensated absence, net of current portion	2,622,212	291,941	2,914,153
Bond premium, net of current portion	508,863	1,817,562	2,326,425
Landfill postclosure, net of current portion	240,000	-	240,000
Accrued other post-employment benefits	35,293,506	1,535,453	36,828,959
Net pension liability	41,238,459	1,943,174	43,181,633
<b>DEFERRED INFLOWS OF RESOURCES</b>	<u>109,220</u>	<u>5,146</u>	<u>114,366</u>
<b>TOTAL LIABILITIES AND DEFERRED INFLOWS OF RESOURCES</b>	155,665,887	80,787,783	236,453,670
<b>NET POSITION</b>			
Net investment in capital assets	99,163,763	20,910,193	120,073,956
Restricted for:			
Grants and other statutory restrictions	2,811,839	-	2,811,839
Permanent funds:			
Nonexpendable	481,033	-	481,033
Expendable	363,857	-	363,857
Unrestricted	<u>(56,533,363)</u>	<u>(32,832,580)</u>	<u>(89,365,943)</u>
<b>TOTAL NET POSITION</b>	<u>\$ 46,287,129</u>	<u>\$ (11,922,387)</u>	<u>\$ 34,364,742</u>

The accompanying notes are an integral part of these financial statements.

# ANNUAL FINANCIAL STATEMENTS

TOWN OF NORWOOD, MASSACHUSETTS

STATEMENT OF ACTIVITIES

FOR THE YEAR ENDED JUNE 30, 2016

	Program Revenues			Net (Expenses) Revenues and Changes in Net Position		
	Charges for Services	Operating Grants and Contributions	Capital Grants and Contributions	Governmental Activities	Business-Type Activities	Total
<b>Governmental Activities:</b>						
General government	\$ 12,876,728	\$ 117,276	\$ -	\$ (11,914,231)	\$ -	\$ (11,914,231)
Public safety	17,300,271	134,197	-	(14,461,360)	-	(14,461,360)
Education	60,304,244	17,664,697	-	(40,106,849)	-	(40,106,849)
Public works	9,723,410	213,013	889,737	(7,530,078)	-	(7,530,078)
Water and sewer	12,081,064	-	-	2,198,344	-	2,198,344
Broadband cable	5,959,533	-	-	1,360,411	-	1,360,411
Health and human services	1,446,300	75,503	-	(1,272,665)	-	(1,272,665)
Culture and recreation	2,371,747	639,333	-	(1,450,709)	-	(1,450,709)
Employee benefits	15,984,947	-	-	(15,984,947)	-	(15,984,947)
Interest	2,036,225	-	-	(2,036,225)	-	(2,036,225)
Intergovernmental	1,363,478	-	-	(1,363,478)	-	(1,363,478)
Total Governmental Activities	141,447,947	18,844,019	889,737	(92,561,787)	-	(92,561,787)
<b>Business-Type Activities:</b>						
Electric light services	36,884,917	-	-	-	13,349,847	13,349,847
Total	\$ 178,332,864	\$ 18,844,019	\$ 889,737	(92,561,787)	13,349,847	(79,211,940)
<b>General Revenues and Transfers:</b>						
Property taxes				66,032,750	-	66,032,750
Excises				4,485,246	-	4,485,246
Penalties, interest and other taxes				2,497,810	-	2,497,810
Grants and contributions not restricted to specific programs				4,201,859	-	4,201,859
Investment income				187,757	87,756	275,513
Miscellaneous				456,164	201,161	657,325
Transfers, net				8,344,387	(8,772,747)	(428,360)
Total general revenues and transfers				86,205,973	(8,483,830)	77,722,143
Change in Net Position				(6,355,814)	4,866,017	(1,489,797)
<b>Net Position:</b>						
Beginning of year, as restated				52,642,943	(16,788,404)	35,854,539
End of year				\$ 46,287,129	\$ (11,922,387)	\$ 34,364,742

The accompanying notes are an integral part of these financial statements.

# ANNUAL FINANCIAL STATEMENTS

## TOWN OF NORWOOD, MASSACHUSETTS

### GOVERNMENTAL FUNDS

#### BALANCE SHEET

JUNE 30, 2016

	General	DPW Facility Fund	Nonmajor Governmental Funds	Total Governmental Funds
<b>ASSETS</b>				
Cash and short-term investments	\$ 11,307,921	\$ 29,250	\$ 4,674,645	\$ 16,011,816
Investments	5,413,228	-	757,620	6,170,848
Receivables:				
Property taxes	1,248,085	-	-	1,248,085
Excises	517,761	-	-	517,761
User fees	1,183,765	-	-	1,183,765
Departmental and other	505,603	-	-	505,603
Intergovernmental	424,965	-	1,764,978	2,189,943
<b>TOTAL ASSETS</b>	<b>\$ 20,601,328</b>	<b>\$ 29,250</b>	<b>\$ 7,197,243</b>	<b>\$ 27,827,821</b>
<b>LIABILITIES</b>				
Warrants payable	\$ 1,258,061	\$ -	\$ 4,497	\$ 1,262,558
Accrued liabilities	2,527,695	-	-	2,527,695
Tax refunds payable	1,228,097	-	-	1,228,097
Notes payable	-	7,500,000	7,012,267	14,512,267
Other liabilities	401,564	-	-	401,564
<b>TOTAL LIABILITIES</b>	<b>5,415,417</b>	<b>7,500,000</b>	<b>7,016,764</b>	<b>19,932,181</b>
<b>DEFERRED INFLOWS OF RESOURCES</b>	<b>3,800,179</b>	<b>-</b>	<b>-</b>	<b>3,800,179</b>
<b>FUND BALANCES</b>				
Nonspendable	-	-	481,033	481,033
Restricted	-	-	4,163,156	4,163,156
Assigned	3,181,724	-	-	3,181,724
Unassigned	8,204,008	(7,470,750)	(4,463,710)	(3,730,452)
<b>TOTAL FUND BALANCES</b>	<b>11,385,732</b>	<b>(7,470,750)</b>	<b>180,479</b>	<b>4,095,461</b>
<b>TOTAL LIABILITIES, DEFERRED INFLOWS OF RESOURCES AND FUND BALANCES</b>	<b>\$ 20,601,328</b>	<b>\$ 29,250</b>	<b>\$ 7,197,243</b>	<b>\$ 27,827,821</b>

The accompanying notes are an integral part of these financial statements.

# ANNUAL FINANCIAL STATEMENTS

## TOWN OF NORWOOD, MASSACHUSETTS

### RECONCILIATION OF TOTAL GOVERNMENTAL FUND BALANCES TO NET POSITION OF GOVERNMENTAL ACTIVITIES IN THE STATEMENT OF NET POSITION

JUNE 30, 2016

<b>Total governmental fund balances</b>	\$ 4,095,461
<ul style="list-style-type: none"><li>• Capital assets used in governmental activities are not financial resources and, therefore, are not reported in the funds.</li></ul>	164,235,193
<ul style="list-style-type: none"><li>• Revenues are reported on the accrual basis of accounting and are not deferred until collection.</li></ul>	2,774,137
<ul style="list-style-type: none"><li>• In the statement of activities, interest is accrued on outstanding long-term debt, whereas in governmental funds interest is not reported until due.</li></ul>	(993,911)
<ul style="list-style-type: none"><li>• Long-term liabilities, including bonds payable, are not due and payable in the current period and, therefore, are not reported in the governmental funds.</li></ul>	(93,392,115)
<ul style="list-style-type: none"><li>• Certain changes in the net pension liability, which are deferred to future reporting periods, are not reported in the governmental funds.</li></ul>	<u>(30,431,636)</u>
<b>Net position of governmental activities</b>	<u>\$ 46,287,129</u>

The accompanying notes are an integral part of these financial statements.

# ANNUAL FINANCIAL STATEMENTS

TOWN OF NORWOOD, MASSACHUSETTS  
GOVERNMENTAL FUNDS  
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCES  
FOR THE YEAR ENDED JUNE 30, 2016

	<u>General</u>	<u>DPW Facility Fund</u>	<u>Nonmajor Governmental Funds</u>	<u>Total Governmental Funds</u>
<b>Revenues:</b>				
Property taxes	\$ 66,160,987	\$ -	\$ -	\$ 66,160,987
Excises	4,435,848	-	-	4,435,848
Penalties, interest and other taxes	2,497,810	-	-	2,497,810
Charges for services	23,154,506	-	3,236,424	26,390,930
Intergovernmental	12,152,864	-	4,756,202	16,909,066
Licenses and permits	2,764,689	-	-	2,764,689
Investment income	148,210	-	39,547	187,757
Miscellaneous	<u>152,853</u>	<u>-</u>	<u>1,203,526</u>	<u>1,356,379</u>
Total Revenues	111,467,767	-	9,235,699	120,703,466
<b>Expenditures:</b>				
Current:				
General government	7,722,382	-	514,668	8,237,050
Public safety	15,074,920	-	1,535,124	16,610,044
Education	43,357,771	-	7,195,393	50,553,164
Public works	8,590,829	3,714,709	2,581,187	14,886,725
Broadband cable	5,952,340	-	-	5,952,340
Water and sewer	10,976,985	-	-	10,976,985
Health and human services	1,170,619	-	158,026	1,328,645
Culture and recreation	2,584,855	-	740,827	3,325,682
Employee benefits	17,994,698	-	-	17,994,698
Debt service	6,937,655	-	-	6,937,655
Intergovernmental	<u>1,363,478</u>	<u>-</u>	<u>-</u>	<u>1,363,478</u>
Total Expenditures	<u>121,726,532</u>	<u>3,714,709</u>	<u>12,725,225</u>	<u>138,166,466</u>
Excess (deficiency) of revenues over expenditures	(10,258,765)	(3,714,709)	(3,489,526)	(17,463,000)
<b>Other Financing Sources (Uses):</b>				
Proceeds of bonds	-	-	3,249,079	3,249,079
Transfers in	9,845,683	-	-	9,845,683
Transfers out	<u>(798,360)</u>	<u>-</u>	<u>(702,936)</u>	<u>(1,501,296)</u>
Total Other Financing Sources (Uses)	<u>9,047,323</u>	<u>-</u>	<u>2,546,143</u>	<u>11,593,466</u>
Excess (deficiency) of revenues and other sources over expenditures and other uses	(1,211,442)	(3,714,709)	(943,383)	(5,869,534)
Fund Equity, at Beginning of Year	<u>12,597,174</u>	<u>(3,756,041)</u>	<u>1,123,862</u>	<u>9,964,995</u>
Fund Equity, at End of Year	<u>\$ 11,385,732</u>	<u>\$ (7,470,750)</u>	<u>\$ 180,479</u>	<u>\$ 4,095,461</u>

The accompanying notes are an integral part of these financial statements.

# ANNUAL FINANCIAL STATEMENTS

## TOWN OF NORWOOD, MASSACHUSETTS

### RECONCILIATION OF THE STATEMENT OF REVENUES EXPENDITURES, AND CHANGES IN FUND BALANCES OF GOVERNMENTAL FUNDS TO THE STATEMENT OF ACTIVITIES

FOR THE YEAR ENDED JUNE 30, 2016

<b>Net changes in fund balances - total governmental funds</b>	<b>\$ (5,869,534)</b>								
<ul style="list-style-type: none"><li>Governmental funds report capital outlays as expenditures. However, in the Statement of Activities the cost of those assets is allocated over their estimated useful lives and reported as depreciation expense:<table><tr><td>Capital outlay purchases</td><td style="text-align: right;">9,366,190</td></tr><tr><td>Depreciation</td><td style="text-align: right;">(7,376,664)</td></tr></table></li><li>Revenues in the Statement of Activities that do not provide current financial resources are fully deferred in the Statement of Revenues, Expenditures and Changes in Fund Balances. Therefore, the recognition of revenue for various types of accounts receivable (i.e., real estate and personal property, motor vehicle excise, etc.) differ between the two statements. This amount represents the net change in deferred revenue. <span style="float: right;">(574,865)</span></li><li>The issuance of long-term debt (e.g., bonds and leases) provides current financial resources to governmental funds, while the repayment of the principal of long-term debt consumes the financial resources of governmental funds. Neither transaction, however, has any effect on net position:<table><tr><td>Issuance of debt</td><td style="text-align: right;">(3,249,079)</td></tr><tr><td>Repayments of debt</td><td style="text-align: right;">5,177,986</td></tr></table></li><li>In the statement of activities, interest is accrued on outstanding long-term debt, whereas in governmental funds interest is not reported until due. <span style="float: right;">(349,250)</span></li><li>Some expenses reported in the Statement of Activities, such as compensated absences, do not require the use of current financial resources and therefore, are not reported as expenditures in the governmental funds. <span style="float: right;">(44,526)</span></li><li>Accrued other post-employment benefits not reported in governmental funds <span style="float: right;">(2,397,619)</span></li><li>Certain changes in the net pension liability, which are deferred to future reporting periods, are not reported in the governmental funds. <span style="float: right;"><u>(1,038,453)</u></span></li></ul>		Capital outlay purchases	9,366,190	Depreciation	(7,376,664)	Issuance of debt	(3,249,079)	Repayments of debt	5,177,986
Capital outlay purchases	9,366,190								
Depreciation	(7,376,664)								
Issuance of debt	(3,249,079)								
Repayments of debt	5,177,986								
<b>Change in net position of governmental activities</b>	<b><u><u>\$ (6,355,814)</u></u></b>								

The accompanying notes are an integral part of these financial statements.

# ANNUAL FINANCIAL STATEMENTS

TOWN OF NORWOOD, MASSACHUSETTS  
GENERAL FUND

STATEMENT OF REVENUES AND OTHER SOURCES, AND EXPENDITURES AND OTHER USES - BUDGET AND ACTUAL  
FOR THE YEAR ENDED JUNE 30, 2016

	Budgeted Amounts			Actual Amounts	Variance with Final Budget Positive (Negative)
	Original Budget	Final Budget		Amounts	
<b>Revenues and Other Sources:</b>					
Taxes	\$ 66,596,202	\$ 66,596,202		\$ 66,596,202	-
Excise	4,219,914	4,219,914		4,435,848	215,934
Charges for services	23,071,222	23,071,222		23,154,506	83,284
Penalties, interest and other taxes	2,351,257	2,351,257		2,497,810	146,553
Licenses and permits	2,676,544	2,676,544		2,764,689	88,145
Intergovernmental	11,353,654	11,353,654		12,152,864	799,210
Investment income	284,403	284,403		38,347	(246,056)
Miscellaneous	-	-		23,321	23,321
Transfers in	6,680,164	6,680,164		9,475,683	2,795,519
Use of free cash	2,172,676	2,172,676		2,172,676	-
Other sources	2,904,855	2,904,855		2,904,855	-
<b>Total Revenues and Other Sources</b>	<b>122,310,891</b>	<b>122,310,891</b>		<b>126,216,801</b>	<b>3,905,910</b>
<b>Expenditures and Other Uses:</b>					
General government	7,690,955	7,690,955		7,522,891	168,064
Public safety	14,930,831	14,930,831		14,812,417	118,414
Education	41,436,322	41,436,322		41,431,763	4,559
Public works	8,124,399	8,124,399		8,080,279	44,120
Broadband cable	6,721,753	6,721,753		6,006,265	715,488
Water and sewer	10,998,901	10,998,901		10,997,985	916
Health and human services	1,198,002	1,198,002		1,166,653	31,349
Culture and recreation	2,694,642	2,694,642		2,642,786	51,856
Debt service	7,354,205	7,354,205		6,854,206	499,999
Intergovernmental	1,390,517	1,390,517		1,363,478	27,039
Employee benefits	18,522,784	18,522,784		18,173,829	348,955
Transfer out	798,360	798,360		798,360	-
Other uses	449,220	449,220		449,220	-
<b>Total Expenditures and Other Uses</b>	<b>122,310,891</b>	<b>122,310,891</b>		<b>120,300,132</b>	<b>2,010,759</b>
<b>Excess (deficiency) of revenues and other sources over expenditures and other uses</b>	<b>\$ -</b>	<b>\$ -</b>		<b>\$ 5,916,669</b>	<b>\$ 5,916,669</b>

The accompanying notes are an integral part of these financial statements.

# ANNUAL FINANCIAL STATEMENTS

TOWN OF NORWOOD, MASSACHUSETTS

PROPRIETARY FUNDS

STATEMENT OF NET POSITION

JUNE 30, 2016

	Business-Type Activities <u>Enterprise Funds</u> Electric Light <u>Fund</u>
<b>ASSETS</b>	
Current:	
Cash and short-term investments	\$ 13,228,034
Investments	5,753,481
Accounts receivable	5,231,885
Deposits held by others	<u>4,212,327</u>
Total current assets	28,425,727
Noncurrent:	
Capital Assets	
Land and construction in progress	3,957,282
Other capital assets, net of accumulated depreciation	<u>35,968,019</u>
Total noncurrent assets	<u>39,925,301</u>
<b>DEFERRED OUTFLOWS OF RESOURCES</b>	<u>514,368</u>
<b>TOTAL ASSETS AND DEFERRED OUTFLOWS OF RESOURCES</b>	<b>68,865,396</b>
<b>LIABILITIES</b>	
Current:	
Warrants payable	9,502
Accrued liabilities	3,610,491
Customer deposits and reserves	4,306,001
Notes payable	8,000,000
Current portion of long-term liabilities:	
Bonds payable	6,790,000
Compensated absence	15,365
Bond premium	<u>127,248</u>
Total current liabilities	22,858,607
Noncurrent:	
Bonds payable, net of current portion	52,335,900
Compensated absence, net of current portion	291,941
Bond premium, net of current portion	1,817,562
Accrued other post-employment benefits	1,535,453
Net pension liability	<u>1,943,174</u>
Total noncurrent liabilities	<u>57,924,030</u>
<b>DEFERRED INFLOWS OF RESOURCES</b>	<u>5,146</u>
<b>TOTAL LIABILITIES AND DEFERRED INFLOWS OF RESOURCES</b>	<b>80,787,783</b>
<b>NET POSITION</b>	
Net investment in capital assets	20,910,193
Unrestricted	<u>(32,832,580)</u>
<b>TOTAL NET POSITION</b>	<b>\$ <u>(11,922,387)</u></b>

The accompanying notes are an integral part of these financial statements.

# ANNUAL FINANCIAL STATEMENTS

## TOWN OF NORWOOD, MASSACHUSETTS

### PROPRIETARY FUNDS

#### STATEMENT OF REVENUES, EXPENSES AND CHANGES IN FUND NET POSITION

FOR THE YEAR ENDED JUNE 30, 2016

	Business-Type Activities <u>Enterprise Funds</u> Electric Light <u>Fund</u>
<b>Operating Revenues:</b>	
Charges for services	\$ 50,234,764
Other	<u>201,161</u>
Total Operating Revenues	50,435,925
<b>Operating Expenses:</b>	
Operating expenses	30,401,825
Depreciation	1,473,765
Other	<u>2,638,052</u>
Total Operating Expenses	<u>34,513,642</u>
Operating Income	15,922,283
<b>Nonoperating Revenues (Expenses):</b>	
Interest expense	(2,371,275)
Investment income	<u>87,756</u>
Total Nonoperating Revenues (Expenses), Net	<u>(2,283,519)</u>
Income Before Transfers	13,638,764
<b>Transfers:</b>	
Transfers out	<u>(8,772,747)</u>
Change in Net Position	4,866,017
Net Position at Beginning of Year, as restated	<u>(16,788,404)</u>
Net Position at End of Year	<u>\$ (11,922,387)</u>

The accompanying notes are an integral part of these financial statements.

# ANNUAL FINANCIAL STATEMENTS

TOWN OF NORWOOD, MASSACHUSETTS

PROPRIETARY FUNDS

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED JUNE 30, 2016

	Business-Type Activities <u>Enterprise Funds</u> Electric Light Fund
<b><u>Cash Flows From Operating Activities:</u></b>	
Receipts from customers and users	\$ 50,908,811
Payments to vendors and employees	<u>(32,741,604)</u>
Net Cash Provided by Operating Activities	18,167,207
<b><u>Cash Flows From Noncapital Financing Activities:</u></b>	
Allocation of customer deposits	81,977
Transfers out	<u>(8,772,747)</u>
Net Cash (Used For) Noncapital Financing Activities	(8,690,770)
<b><u>Cash Flows From Capital and Related Financing Activities:</u></b>	
Proceeds from issuance of bonds and notes	8,000,000
Acquisition and construction of capital assets	(4,826,392)
Principal payments on bonds and notes	(6,720,000)
Interest expense	<u>(2,371,275)</u>
Net Cash (Used For) Capital and Related Financing Activities	(5,917,667)
<b><u>Cash Flows From Investing Activities:</u></b>	
Investment income	87,756
Change in investments	<u>1,676,586</u>
Net Cash (Used For) Investing Activities	<u>1,764,342</u>
Net Change in Cash and Short-Term Investments	5,323,112
Cash and Short-Term Investments, Beginning of Year	<u>7,904,922</u>
Cash and Short-Term Investments, End of Year	<u><u>\$ 13,228,034</u></u>
<b><u>Reconciliation of Operating Income to Net Cash Provided by (Used For) Operating Activities:</u></b>	
Operating income	\$ 15,922,283
Adjustments to reconcile operating income to net cash provided by operating activities:	
Depreciation	1,473,765
Changes in assets and liabilities:	
User fees	472,886
Other assets	(380,594)
Warrants and accounts payable	(219)
Accrued liabilities	261,036
Net pension liability	421,052
Other liabilities	<u>(3,002)</u>
Net Cash Provided By Operating Activities	<u><u>\$ 18,167,207</u></u>

The accompanying notes are an integral part of these financial statements.

# ANNUAL FINANCIAL STATEMENTS

TOWN OF NORWOOD, MASSACHUSETTS

FIDUCIARY FUNDS

STATEMENT OF FIDUCIARY NET POSITION

JUNE 30, 2016

	Pension Trust Fund <u>(December 31, 2015)</u>	Other Post-Employment Benefits Trust <u>Fund</u>	Agency <u>Funds</u>
<b><u>ASSETS</u></b>			
Cash and short-term investments	\$ 2,403,926	\$ -	\$ 764,660
Investments	132,321,463	1,227,710	-
Accounts receivable	<u>87,001</u>	<u>-</u>	<u>15,801</u>
Total Assets	134,812,390	1,227,710	780,461
 <b><u>LIABILITIES AND NET POSITION</u></b>			
Other liabilities	<u>196,839</u>	<u>-</u>	<u>-</u>
Total Liabilities	<u>196,839</u>	<u>-</u>	<u>-</u>
 <b><u>NET POSITION</u></b>			
Total net position held in trust	<u>\$ 134,615,551</u>	<u>\$ 1,227,710</u>	<u>\$ 780,461</u>

The accompanying notes are an integral part of these financial statements.

# ANNUAL FINANCIAL STATEMENTS

TOWN OF NORWOOD, MASSACHUSETTS

FIDUCIARY FUNDS

STATEMENT OF CHANGES IN FIDUCIARY NET POSITION

FOR THE YEAR ENDED JUNE 30, 2016

	Pension Trust Fund (For the Year Ended <u>December 31, 2015</u> )	Other Post-Employment Benefits Trust <u>Fund</u>
<b>Additions:</b>		
Contributions:		
Employers	\$ 4,214,257	\$ -
Other systems and Commonwealth of Massachusetts	335,971	28,630
Plan members	3,043,394	-
Other	74,772	-
Transfers in	<u>-</u>	<u>428,360</u>
Total contributions	7,668,394	456,990
Investment Income:		
Increase (decrease) in fair value of investments	797,217	5,744
Less: management fees	<u>(758,169)</u>	<u>-</u>
Net investment income	<u>39,048</u>	<u>5,744</u>
Total additions	7,707,442	462,734
<b>Deductions:</b>		
Benefit payments to plan members and beneficiaries	10,596,104	-
Refunds to plan members	337,632	-
Administrative expenses	243,269	-
Other	<u>169,808</u>	<u>-</u>
Total deductions	<u>11,346,813</u>	<u>-</u>
Net increase	(3,639,371)	462,734
<b>Net position:</b>		
Beginning of year	<u>138,254,922</u>	<u>764,976</u>
End of year	<u>\$ 134,615,551</u>	<u>\$ 1,227,710</u>

The accompanying notes are an integral part of these financial statements.

## TOWN OF NORWOOD, MASSACHUSETTS

### Notes to Financial Statements

#### 1. Summary of Significant Accounting Policies

The accounting policies of the Town of Norwood (the Town) conform to generally accepted accounting principles (GAAP) as applicable to governmental units. The following is a summary of the more significant policies:

##### A. Reporting Entity

The Town is a municipal corporation governed by an elected Board of Selectmen. As required by generally accepted accounting principles, these financial statements present the government and applicable component units for which the government is considered to be financially accountable.

Blended Component Units - Blended component units are entities that are legally separate, but are so related that they are, in substance, the same as the primary government, providing services entirely or almost entirely for the benefit of the primary government. The following component unit is blended within the primary government:

In the Fiduciary Funds: The Norwood Retirement System (the System) – The system is a defined benefit contributory retirement system created under state statute. It is administered by a Retirement Board comprised of five members: the Town Accountant who serves ex officio; two individuals elected by the participants in the system; and individual appointed by the Board of Selectmen; and an individual chosen by the members. The system provides pension benefits to retired Town employees. Other financial information for the System can be obtained from the office of the Retirement Board, Norwood Town Hall, 566 Washington Street, 3<sup>rd</sup> Floor, Norwood, Massachusetts 02062.

##### B. Government-wide and Fund Financial Statements

###### Government-wide Financial Statements

The government-wide financial statements (i.e., the Statement of Net Position and the Statement of Activities) report information on all of the nonfiduciary activities of the primary government. For the most part, the effect of interfund activity has been removed from these statements. *Governmental activities*, which normally are supported by taxes and intergovernmental revenues, are reported separately from *business-type activities*, which rely to a significant extent on fees and charges for support.

# ANNUAL FINANCIAL STATEMENTS

The Statement of Activities demonstrates the degree to which the direct expenses of a given function or segment are offset by program revenues. *Direct expenses* are those that are clearly identifiable with a specific function or segment. Program revenues include (1) charges to customers or applicants who purchase, use, or directly benefit from goods, services, or privileges provided by a given function or segment and (2) grants and contributions that are restricted to meeting the operational or capital requirements of a particular function or segment. Taxes and other items not properly included among program revenues are reported instead as *general revenues*.

## Fund Financial Statements

Separate financial statements are provided for governmental funds, proprietary funds, and fiduciary funds, even though the latter are excluded from the government-wide financial statements. Major individual governmental funds and major individual enterprise funds are reported as separate columns in the fund financial statements.

### C. Measurement Focus, Basis of Accounting, and Financial Statement Presentation

#### Government-wide Financial Statements

The government-wide financial statements are reported using the *economic resources measurement focus* and the *accrual basis of accounting*, as is the proprietary fund and fiduciary fund financial statements. Revenues are recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Property taxes are recognized as revenues in the year for which they are levied. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met. As a general rule, the effect of interfund activity has been eliminated from the government-wide financial statements.

Amounts reported as *program revenues* include (1) charges to customers or applicants for goods, services, or privileges provided, (2) operating grants and contributions, and (3) capital grants and contributions, including special assessments. Internally dedicated resources are reported as *general revenues* rather than as program revenues. Likewise, general revenues include all taxes and excises.

#### Fund Financial Statements

Governmental fund financial statements are reported using the *current financial resources measurement focus* and the *modified accrual basis of accounting*. Revenues are recognized as soon as they are both measurable and available. Revenues are considered to be available when they are collectible within the current period or soon enough thereafter to pay liabilities of the current period. For this purpose, the Town considers property tax revenues to be available if they are collected within 60 days of the

# ANNUAL FINANCIAL STATEMENTS

end of the current fiscal period. All other revenue items are considered to be measurable and available only when cash is received by the government. Expenditures generally are recorded when a liability is incurred, as under accrual accounting. However, debt service expenditures, as well as expenditures related to compensated absences and claims and judgments, are recorded only when payment is due.

The Town reports the following major governmental funds:

- The *general fund* is the government's primary operating fund. It accounts for all financial resources of the general government, except those required to be accounted for in another fund.
- The *DPW facility construction capital project fund* is used to account for activities relating to the new DPW facility project.

Proprietary funds distinguish operating revenues and expenses from nonoperating items. Operating revenues and expenses generally result from providing services and producing and delivering goods in connection with a proprietary fund's principal ongoing operations. The principal operating revenues of the enterprise fund are charges to customers for sales and services. Operating expenses for enterprise funds include the cost of sales and services, administrative expenses, and depreciation on capital assets. All revenues and expenses not meeting this definition are reported as nonoperating revenues and expenses.

The Town reports the following major proprietary fund:

- Electric Light (Enterprise) Fund: To account for the operation of the Town's Electric Light operations, which provide electric power to commercial and residential citizens in the Town of Norwood.

The *pension trust fund* accounts for the activities of the Employees Contributory Retirement System, which accumulates resources for pension benefit payments to qualified employees.

The *other post-employment benefits trust fund* is used to account for assets that are dedicated to providing benefits to retirees. These funds reduce the unfunded actuarial liability of healthcare and other post-employment benefits. Contributions to this fund are irrevocable.

The *agency funds* account for fiduciary assets held by the Town in a custodial capacity as an agent on behalf of others. Agency funds report only assets and liabilities, and therefore, have no measurement focus.

## D. Cash and Short-Term Investments

Cash balances from all funds, except those required to be segregated by law, are combined to form a consolidation of cash. Cash balances are invested to the extent available, and interest earnings are recognized in the general fund. Certain special revenue, proprietary, and fiduciary funds segregate cash, and investment earnings become a part of those funds.

Deposits with financial institutions consist primarily of demand deposits, certificates of deposits, and savings accounts. A cash and investment pool is maintained that is available for use by all funds. Each fund's portion of this pool is reflected on the combined financial statements under the caption "cash and short-term investments". The interest earnings attributable to each fund type are included under investment income.

For purpose of the statement of cash flows, the proprietary funds consider investments with original maturities of three months or less to be short-term investments.

## E. Investments

State and local statutes place certain limitations on the nature of deposits and investments available. Deposits in any financial institution may not exceed certain levels within the financial institution. Non-fiduciary fund investments can be made in securities issued by or unconditionally guaranteed by the U.S. Government or agencies that have a maturity of one year or less from the date of purchase and repurchase agreements guaranteed by such securities with maturity dates of no more than 90 days from the date of purchase.

Investments for the Contributory Retirement System and Trust Funds consist of marketable securities, bonds, and short-term money market investments. Investments are carried at market value.

## F. Property Tax Limitations

Legislation known as "Proposition 2½" has limited the amount of revenue that can be derived from property taxes. The prior fiscal year's tax levy limit is used as a base and cannot increase by more than 2.5 percent (excluding new growth), unless an override is voted. The actual fiscal year 2016 tax levy reflected an excess capacity of \$72,192.

## G. Capital Assets

Capital assets, which include property, plant, equipment, and infrastructure assets (for enterprise funds only) are reported in the applicable governmental or business-type activities columns in the government-wide financial statements. Capital assets are defined by the Town as assets

# ANNUAL FINANCIAL STATEMENTS

with an initial individual cost of more than \$10,000 and an estimated useful life in excess of two years. Such assets are recorded at historical cost or estimated historical cost if purchased or constructed. Donated capital assets are recorded at estimated fair market value at the date of donation.

The costs of normal maintenance and repairs that do not add to the value of the asset or materially extend assets' lives are not capitalized.

Major outlays for capital assets and improvements are capitalized as projects are constructed. Interest incurred during the construction phase of capital assets of business-type activities is included as part of the capitalized value of the assets constructed.

Capital assets are depreciated using the straight-line method over the following estimated useful lives:

<u>Assets</u>	<u>Years</u>
Buildings	40
Building improvements	20
Infrastructure	30 - 75
Vehicles	5
Office equipment	5
Computer equipment	5

## *H. Compensated Absences*

It is the Town's policy to permit employees to accumulate earned but unused vacation and sick pay benefits. All vested sick and vacation pay is accrued when incurred in the government-wide, proprietary, and fiduciary fund financial statements. A liability for these amounts is reported in governmental funds only if they have matured, for example, as a result of employee resignations and retirements.

## *I. Long-Term Obligations*

In the government-wide financial statements, and proprietary fund types in the fund financial statements, long-term debt, and other long-term obligations are reported as liabilities in the applicable governmental activities, business-type activities, or proprietary fund type Statement of Net Position.

## *J. Fund Equity*

Fund equity at the governmental fund financial reporting level is classified as "fund balance". Fund equity for all other reporting is classified as "net position".

# ANNUAL FINANCIAL STATEMENTS

Fund Balance - Generally, fund balance represents the difference between the current assets and current liabilities. The Town reserves those portions of fund balance that are legally segregated for a specific future use or which do not represent available, spendable resources and therefore, are not available for appropriation or expenditure. Unassigned fund balance indicates that portion of fund balance that is available for appropriation in future periods.

The Town's fund balance classification policies and procedures are as follows:

- 1) Nonspendable funds are either unspendable in the current form (i.e., inventory or prepaid items) or can never be spent (i.e., perpetual care).
- 2) Restricted funds are used solely for the purpose in which the fund was established. In the case of special revenue funds, these funds are created by statute or otherwise have external constraints on how the funds can be expended.
- 3) Committed funds are reported and expended as a result of motions passed by the highest decision making authority in the government (i.e., Town meeting).
- 4) Assigned funds are used for specific purposes as established by management. These funds, which include encumbrances, have been assigned for specific goods and services ordered but not yet paid for. This account also includes fund balance (free cash) voted to be used in the subsequent fiscal year.
- 5) Unassigned funds are available to be spent in future periods.

When an expenditure is incurred that would qualify for payment from multiple fund balance types, the Town uses the following order to liquidate liabilities: restricted, committed, assigned, and unassigned.

Net Position - Net position represents the difference between assets/deferred outflows and liabilities/deferred inflows. Net investment in capital assets, consists of capital assets, net of accumulated depreciation, reduced by the outstanding balances of any borrowing used for the acquisition, construction or improvement of those assets. Net position is reported as restricted when there are limitations imposed on their use either through the enabling legislation adopted by the Town or through external restrictions imposed by creditors, grantors, or laws or regulations of other governments. The remaining net position is reported as unrestricted.

## K. Use of Estimates

The preparation of basic financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures for contingent assets and liabilities at the date of the basic financial statements and the reported amounts of the revenues and expenditures/expenses during the fiscal year. Actual results could vary from estimates that were used.

## 2. Stewardship, Compliance, and Accountability

### A. Budgetary Information

At the annual town meeting, the Finance Committee presents an operating and capital budget for the proposed expenditures of the fiscal year commencing the following July 1. The budget, as enacted by town meeting, establishes the legal level of control and specifies that certain appropriations are to be funded by particular revenues. The original budget is amended during the fiscal year at special town meetings as required by changing conditions. In cases of extraordinary or unforeseen expenses, the Finance Committee is empowered to transfer funds from the Reserve Fund (a contingency appropriation) to a departmental appropriation. "Extraordinary" includes expenses which are not in the usual line, or are great or exceptional. "Unforeseen" includes expenses which are not foreseen as of the time of the annual meeting when appropriations are voted.

Departments are limited to the line items as voted. Certain items may exceed the line item budget as approved if it is for an emergency and for the safety of the general public. These items are limited by the Massachusetts General Laws and must be raised in the next year's tax rate.

Formal budgetary integration is employed as a management control device during the year for the General Fund. Effective budgetary control is achieved for all other funds through provisions of the Massachusetts General Laws.

At year-end, appropriation balances lapse, except for certain unexpended capital items and encumbrances which will be honored during the subsequent year.

# ANNUAL FINANCIAL STATEMENTS

## B. Budgetary Basis

The general fund final appropriation appearing on the “Budget and Actual” page of the fund financial statements represents the final amended budget after all reserve fund transfers and supplemental appropriations.

## C. Budget/GAAP Reconciliation

The budgetary data for the general and proprietary funds is based upon accounting principles that differ from generally accepted accounting principles (GAAP). Therefore, in addition to the GAAP basis financial statements, the results of operations of the general fund are presented in accordance with budgetary accounting principles to provide a meaningful comparison to budgetary data.

The following is a summary of adjustments made to the actual revenues and other sources, and expenditures and other uses, to conform to the budgetary basis of accounting.

<u>General Fund</u>	<u>Revenues and Other Financing Sources</u>	<u>Expenditures and Other Financing Uses</u>
Revenues/Expenditures (GAAP basis)	\$ 111,467,767	\$ 121,726,532
Other financing sources/uses (GAAP basis)	9,845,683	798,360
Subtotal (GAAP Basis)	121,313,450	122,524,892
Adjust tax revenue to accrual basis	435,216	-
Reverse beginning of year appropriation carryforwards from expenditures	-	(4,459,436)
Add end-of-year appropriation carryforwards from expenditures	-	1,841,724
To record use of free cash	2,172,676	-
Other sources	2,904,855	-
To remove unbudgeted stabilization fund	(479,863)	-
Other timing differences	(129,533)	392,952
Budgetary basis	\$ 126,216,801	\$ 120,300,132

# ANNUAL FINANCIAL STATEMENTS

## D. Deficit Fund Equity

The following funds had deficits as of June 30, 2016:

School computers	\$	(343,857)
MCWT Meadowbrook		(686,161)
DPW facility		(7,509,245)
Town hall repair		(22,488)
Hawes pool boathouse replacement		(73,572)
Land acquisition		(525,000)
Callahan boiler		(375,991)
Prescott floor		(95,968)
School new vehicles		(122,825)
Coakley school driveway		(191,301)
Fire ambulance		(286,247)
DPW new equipment		(621,913)
Eliot field lighting replacement		(799,892)
Coakley field outdoor lighting installation		<u>(280,000)</u>
	\$	<u>(11,934,460)</u>

These deficits will be eliminated through future bond proceeds.

### 3. Cash and Short-Term Investments

Custodial credit risk for deposits is the risk that in the event of a bank failure, the deposits may not be returned. The custodial credit risk for investments is the risk that, in the event of a failure of the counterparty (e.g., broker-dealer) to a transaction, a government will not be able to recover the value of its investment or collateral securities that are in the possession of another party.

*Custodial Credit Risk - Deposits.* Custodial credit risk is the risk that in the event of a bank failure, the Town's and Contributory Retirement System's (the System) deposits may not be returned. Massachusetts General Law Chapter 44, Section 55, limits the Town's deposits "in a bank or trust company or banking company to an amount not exceeding sixty percent of the capital and surplus of such bank or trust company or banking company, unless satisfactory security is given to it by such bank or trust company or banking company for such excess." Massachusetts General Law Chapter 32, Section 23, limits the System's deposits "in a bank or trust company to an amount not exceeding ten percent of the capital and surplus of such bank or trust company." The Town and System does not have a deposit policy for custodial credit risk.

# ANNUAL FINANCIAL STATEMENTS

As of June 30, 2016 and December 31, 2015, \$439,080 and \$1,185,387 of the Town's and System's bank balances of \$35,420,340 and \$2,454,497, respectively, were exposed to custodial credit risk as uninsured or uncollateralized.

## 4. Investments

### A. Credit Risk

Generally, credit risk is the risk that an issuer of an investment will not fulfill its obligation to the holder of the investment. For short-term investments that were purchased using surplus revenues, Massachusetts General Law, Chapter 44, Section 55, limits the Town's investments to the top rating issued by at least one nationally recognized statistical rating organization (NRSROs).

Presented below (in thousands) is the actual rating as of year-end for each investment of the Town. (All federal agency securities have an implied credit rating of AAA.):

<u>Investment Type</u>	<u>Fair Value</u>	<u>Minimum Legal Rating</u>	<u>Exempt From Disclosure</u>	<u>Rating as of</u>			
				<u>Aaa</u>	<u>Aa</u>	<u>A</u>	<u>BBB</u>
U.S. Treasury	\$ 1,297		\$ -	\$ 1,297	\$ -	\$ -	\$ -
Certificates of deposits	1,907		-	1,907	-	-	-
Corporate bonds	1,361		-	-	126	1,075	160
Corporate equities	2,055	N/A	2,055	-	-	-	-
Mutual funds	5,371	N/A	5,371	-	-	-	-
Federal agency securities	1,161		-	776	385	-	-
<b>Total investments</b>	<b>\$ 13,152</b>		<b>\$ 7,426</b>	<b>\$ 3,980</b>	<b>\$ 511</b>	<b>\$ 1,075</b>	<b>\$ 160</b>

Massachusetts General Law, Chapter 32, Section 23, limits the investment of System funds, to the extent not required for current disbursements, in the PRIT Fund or in securities, other than mortgages or collateral loans, which are legal for the investment of funds in savings banks under the laws of the Commonwealth, provided that no more than the established percentage of assets is invested in any one security.

Presented below is the actual rating as of year-end of the System (in thousands):

<u>Investment Type</u>	<u>Fair Value</u>	<u>Minimum Legal Rating</u>	<u>Exempt From Disclosure</u>
Corporate equities	\$ 27,980	N/A	\$ 27,980
Mutual funds	79,928	N/A	79,928
PRIT	24,413	N/A	24,413
<b>Total investments</b>	<b>\$ 132,321</b>		<b>\$ 132,321</b>

# ANNUAL FINANCIAL STATEMENTS

## B. Custodial Credit Risk

The custodial credit risk for investments is the risk that, in the event of the failure of the counterparty (e.g., broker-dealer) to a transaction, a government will not be able to recover the value of its investment or collateral securities that are in the possession of another party. The Town does not have policies for custodial credit risk.

All of the Town's and System's investments of \$13,152,039 and \$132,321,464 respectively, are exposed to custodial credit risk because the related securities are uninsured, unregistered and/or held by the Town's and System's brokerage firm, which is also the counterparty to these securities. The Town and System manage this custodial credit risk with SIPC, excess SIPC, and by maintaining investments in the Town's name.

## C. Concentration of Credit Risk

The Town places no limit on the amount the Town may invest in any one issuer. Investments in any one issuer (other than U.S. Treasury securities and mutual funds) that represent 5% or more of total investments are as follows:

<u>Investment Issuer</u>	<u>Amount</u>	<u>% of Total Investments</u>
US Treasury	\$ 1,297	10%
Federal home mortgage corp	\$ 1,061	8%

Massachusetts General Law Chapter 32, Section 23 limits the amount the System may invest in any one issuer or security type, with the exception of the PRIT Fund. The System does not have an investment in one issuer greater than 5% of total investments.

## D. Interest Rate Risk

Interest rate risk is the risk that changes in market interest rates will adversely affect the fair value of an investment. Generally, the longer the maturity of an investment, the greater the sensitivity of its fair value to changes in market interest rates. The Town does not have a formal investment policy that limits investment maturities as a means of managing its exposure to fair value losses arising from increasing interest rates.

# ANNUAL FINANCIAL STATEMENTS

Information about the sensitivity of the fair values of the Town's investments to market interest rate fluctuations is as follows (in thousands):

<u>Investment Type</u>	<u>Fair Value</u>	<u>Investment Maturities (in Years)</u>			
		<u>Less Than 1</u>	<u>1-5</u>	<u>6-10</u>	<u>N/A</u>
Debt Related Securities:					
U.S. Treasury	\$ 1,297	\$ -	\$ 996	\$ 301	\$ -
Certificates of deposit	1,907	1,503	404	-	-
Corporate bonds	1,361	201	1,160	-	-
Corporate equities	2,055	-	-	-	2,055
Mutual funds	5,371	-	-	-	5,371
Federal agency securities	1,161	100	1,061	-	-
<b>Total</b>	<b>\$ 13,152</b>	<b>\$ 1,804</b>	<b>\$ 3,621</b>	<b>\$ 301</b>	<b>\$ 7,426</b>

Information about the sensitivity of the fair values of the System's investments to market interest rate fluctuations is as follows (in thousands):

<u>Investment Type</u>	<u>Fair Value</u>	<u>Investment Maturities (in Years)</u>				
		<u>Less Than 1</u>	<u>1-5</u>	<u>6-10</u>	<u>More Than 10</u>	<u>N/A</u>
Corporate equities	\$ 27,980	\$ -	\$ -	\$ -	\$ -	\$ 27,980
Mutual funds	79,928	22	2,849	1,733	1,647	73,677
PRIT	24,413	-	-	-	-	24,413
<b>Total</b>	<b>\$ 132,321</b>	<b>\$ 22</b>	<b>\$ 2,849</b>	<b>\$ 1,733</b>	<b>\$ 1,647</b>	<b>\$ 126,070</b>

## E. Foreign Currency Risk

Foreign currency risk is the risk that changes in foreign exchange rates will adversely affect the fair value of an investment. Neither the Town nor the Retirement System has policies for foreign currency risk.

## F. Fair Value

The Town categorizes its fair value measurements within the fair value hierarchy established by Governmental Accounting Standards Board Statement No. 72 *Fair Value Measurement and Application* (GASB 72). The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; Level 3 inputs are significant unobservable inputs. All of the Town's investments are classified as Level 1.

# ANNUAL FINANCIAL STATEMENTS

The System has the following fair value measurements as of June 30, 2016:

Description	Fair Value Measurements Using:			
	Quoted prices in active markets for identical assets (Level 1)	Significant observable inputs (Level 2)	Significant unobservable inputs (Level 3)	
Investments by fair value level:				
Debt securities				
Mutual funds	\$ 79,928	\$ -	\$ 79,928	\$ -
Equity securities	27,980	\$ 27,980	\$ -	\$ -
Investments measured at the net asset value (NAV):				
External investment pool	<u>24,413</u>	\$ 24,413	\$ -	\$ -
Total	<u>\$ 132,321</u>			
		Unfunded	Redemption	Redemption
<u>Description</u>	<u>Value</u>	<u>Commitments</u>	Frequency (If currently eligible)	Notice Period
External investment pool	\$ 24,413	\$ -	Quarterly	30 days

## 5. Taxes Receivable

Real estate and personal property taxes are levied and based on values assessed on January 1 of every year. Assessed values are established by the Board of Assessor's for 100% of the estimated fair market value. Taxes are due on a semiannual basis and are subject to penalties and interest if they are not paid by the respective due date. Real estate and personal property taxes levied are recorded as receivables in the fiscal year they relate to.

Fourteen days after the due date for the final tax bill for real estate taxes, a demand notice may be sent to the delinquent taxpayer. Fourteen days after the demand notice has been sent, the tax collector may proceed to file a lien against the delinquent taxpayers' property. The Town has an ultimate right to foreclose on property for unpaid taxes. Personal property taxes cannot be secured through the lien process.

# ANNUAL FINANCIAL STATEMENTS

Taxes receivable at June 30, 2016 consist of the following (in thousands):

Real Estate		
2016	\$ <u>369</u>	
		369
Personal Property		
2016	6	
2015	43	
2014	30	
2013	21	
2012	19	
2011	22	
Prior	<u>175</u>	
		316
Tax Liens		<u>563</u>
Total	\$ <u><u>1,248</u></u>	

## 6. Allowance for Doubtful Accounts

The receivables reported in the accompanying entity-wide financial statements reflect the following estimated allowances for doubtful accounts (in thousands):

	<u>Governmental</u>	<u>Business-Type</u>
Property taxes	\$ 401	\$ -
Excises	\$ 260	\$ -
Utilities	\$ -	\$ 365

## 7. Intergovernmental Receivables

This balance represents reimbursements requested from Federal and State agencies for expenditures incurred in fiscal 2016.

## 8. Interfund Fund Transfers

The Town reports interfund transfers between various funds. Most transfers result from budgetary or statutory actions, whereby funds are moved to accomplish various expenditure purposes. The transfer from the electric enterprise to the general fund of \$8,772,747 represents budgetary revenue and expense surpluses which are closed to the general fund annually. The sum of all transfers presented in the table agrees with the sum of interfund transfers

# ANNUAL FINANCIAL STATEMENTS

presented in the governmental and proprietary fund financial statements. The following is an analysis of interfund transfers:

<u>Governmental Funds:</u>	<u>Transfers In</u>	<u>Transfers Out</u>
General Fund	\$ 9,845,683	\$ 798,360
Nonmajor Funds:		
Special Revenue Funds	-	701,765
Capital Project Funds	-	1,171
Subtotal Nonmajor Funds	-	702,936
<u>Business-Type Funds:</u>		
Electric fund	-	8,772,747
Subtotal Business-Type Funds:	-	8,772,747
<u>Fiduciary Funds:</u>		
Other Post-Employment Benefits Trust Fund	428,360	-
Subtotal Fiduciary Funds:	428,360	-
Grand Total	\$ <u>10,274,043</u>	\$ <u>10,274,043</u>

## 9. Capital Assets

Capital asset activity for the year ended June 30, 2016 was as follows (in thousands):

	<u>Beginning Balance</u>	<u>Increases</u>	<u>Decreases</u>	<u>Ending Balance</u>
<b>Governmental Activities:</b>				
Capital assets, being depreciated:				
Buildings and improvements	\$ 150,740	\$ 1,417	\$ -	\$ 152,157
Machinery, equipment, and furnishings	22,299	1,153	(97)	23,355
Infrastructure	87,867	2,992	-	90,859
Total capital assets, being depreciated	260,906	5,562	(97)	266,371
Less accumulated depreciation for:				
Buildings and improvements	(48,652)	(3,071)	-	(51,723)
Machinery, equipment, and furnishings	(15,264)	(1,479)	97	(16,646)
Infrastructure	(52,066)	(2,827)	-	(54,893)
Total accumulated depreciation	(115,982)	(7,377)	97	(123,262)
Total capital assets, being depreciated, net	144,924	(1,815)	-	143,109
Capital assets, not being depreciated:				
Land	1,608	-	-	1,608
Construction in progress	15,714	3,804	-	19,518
Total capital assets, not being depreciated	17,322	3,804	-	21,126
Governmental activities capital assets, net	\$ <u>162,246</u>	\$ <u>1,989</u>	\$ <u>-</u>	\$ <u>164,235</u>

# ANNUAL FINANCIAL STATEMENTS

	Beginning <u>Balance</u>	<u>Increases</u>	<u>Decreases</u>	Ending <u>Balance</u>
<b>Business-Type Activities:</b>				
Capital assets, being depreciated:				
Buildings and improvements	\$ 14,316	\$ -	\$ -	\$ 14,316
Machinery, equipment, and furnishings	4,457	610	-	5,067
Infrastructure	<u>42,547</u>	<u>13,151</u>	<u>-</u>	<u>55,698</u>
Total capital assets, being depreciated	61,320	13,761	-	75,081
Less accumulated depreciation for:				
Buildings and improvements	(3,182)	(363)	-	(3,545)
Machinery, equipment, and furnishings	(2,810)	(313)	-	(3,123)
Infrastructure	<u>(31,648)</u>	<u>(797)</u>	<u>-</u>	<u>(32,445)</u>
Total accumulated depreciation	<u>(37,640)</u>	<u>(1,473)</u>	<u>-</u>	<u>(39,113)</u>
Total capital assets, being depreciated, net	23,680	12,288	-	35,968
Capital assets, not being depreciated:				
Land	14	-	-	14
Construction in progress	<u>12,880</u>	<u>3,943</u>	<u>(12,880)</u>	<u>3,943</u>
Total capital assets, not being depreciated	<u>12,894</u>	<u>3,943</u>	<u>(12,880)</u>	<u>3,957</u>
Business-type activities capital assets, net	<u>\$ 36,574</u>	<u>\$ 16,231</u>	<u>\$ (12,880)</u>	<u>\$ 39,925</u>

Depreciation expense was charged to functions of the Town as follows (in thousands):

<b>Governmental Activities:</b>	
General government	\$ 429
Public safety	837
Education	2,684
Public works	2,035
Culture and recreation	63
Human services	185
Water and sewer	<u>1,144</u>
Total depreciation expense - governmental activities	<u>\$ 7,377</u>
 <b>Business-Type Activities:</b>	
Light	<u>\$ 1,473</u>
Total depreciation expense - business-type activities	<u>\$ 1,473</u>

## 10. Deferred Outflows of Resources

Deferred outflows of resources represent the consumption of net assets by the Town that is applicable to future reporting periods. Deferred outflows of resources have a positive effect on net position, similar to assets.

# ANNUAL FINANCIAL STATEMENTS

The following is a summary of deferred outflow of resources balances as of June 30, 2016:

	Entity-wide Basis	
	Governmental Activities	Business-type Activities
Pension related:		
Differences between expected and actual experience	\$ 1,147,890	\$ 54,089
Net difference between projected and actual investment earnings	9,740,491	458,976
Changes in assumptions	27,662	1,303
	\$ 10,916,043	\$ 514,368

## 11. Warrants Payable

Warrants payable represent 2016 expenditures paid by July 15, 2016.

## 12. Tax Refunds Payable

This balance consists of an estimate of refunds due to property taxpayers for potential abatements. These cases are currently pending with the state Appellate Tax Board.

## 13. Notes Payable

The Town had the following notes outstanding at June 30, 2016:

	Interest Rate	Date of Issue	Date of Maturity	Balance at 6/30/16
General Obligation	2.00%	08/28/15	07/29/16	\$ 20,240,000
General Obligation	1.00%	06/03/16	07/29/16	60,000
MCWT CWP-15-08	2.00%	06/10/16	07/10/16	2,212,267
Total				\$ 22,512,267

The following summarizes activity in notes payable during fiscal year 2016:

	Balance Beginning of Year	New Issues	Maturities	Balance End of Year
General Obligation	\$ 9,556,000	\$ -	\$ (9,556,000)	\$ -
MWPAT Interim Loan Meadowbrook	2,534,364	-	(2,534,364)	-
MWPAT Interim Loan CW-11-12A	125,000	-	(125,000)	-
General Obligation	-	20,240,000	-	20,240,000
General Obligation	-	60,000	-	60,000
MCWT CWP-15-08	-	2,285,644	(73,377)	2,212,267
Total	\$ 12,215,364	\$ 22,585,644	\$ (12,288,741)	\$ 22,512,267

# ANNUAL FINANCIAL STATEMENTS

## 14. Long-Term Debt

### A. General Obligation Bonds

The Town issues general obligation bonds to provide funds for the acquisition and construction of major capital facilities. General obligation bonds have been issued for both governmental and business-type activities.

General obligation bonds currently outstanding are as follows:

<u>Governmental Activities:</u>	<u>Serial</u> <u>Maturities</u> <u>Through</u>	<u>Interest</u> <u>Rate(s) %</u>	<u>Amount</u> <u>Outstanding</u> <u>as of</u> <u>6/30/16</u>
MWRA Water Bond	8/15/2016	0.000%	\$ 86,792
MWRA Water Bond	8/15/2016	0.000%	301,006
Broad Band Equipment Upgrade	10/15/2016	2.044%	290,000
MWRA Water Bond	8/15/2017	0.000%	77,000
MWRA Water Bond	8/15/2017	0.000%	192,876
MWRA Sewer Bond	5/15/2018	0.000%	132,000
GOB - Library Remodeling (I) Refunding	1/15/2019	2.190%	190,100
MWRA Water Bond	8/15/2019	0.000%	205,587
GOB - Water Department Equipment	10/15/2019	1.909%	20,000
GOB - Fire Department Equipment	10/15/2019	1.948%	240,000
Water Pollution Abatement Trust (I)	6/30/2020	5.344%	215,000
Water Pollution Abatement Trust (I)	6/30/2020	5.350%	60,000
MWRA Water Bond	8/15/2020	0.000%	249,161
GOB - Landfill Closure (O) Refunding	1/15/2021	2.480%	436,000
General Obligation Bond	1/15/2021	2.445%	575,000
General Obligation Refunding 10/01/01	10/1/2021	2.802%	5,505,000
General Obligation 2012	1/15/2022	1.240%	1,085,000
General Obligation Refunding 3/29/2012	1/15/2022	1.570%	1,665,000
Water Bond	8/15/2022	0.000%	350,000
GOB - School Building Repairs	10/15/2022	2.540%	270,000
GOB - Police/Fire Building Repairs	10/15/2022	2.649%	115,000
GOB - Outdoor Recreational Facilities	10/15/2022	2.504%	165,000
General Obligation Bond	1/15/2024	3.260%	915,000
General Obligation Municipal Purpose	8/15/2024	4.213%	215,000
GOB - High School Planning	8/15/2030	3.577%	3,800,000
MWPAT	1/15/2033	2.000%	1,401,585
MWPAT CW11-12	1/15/2033	2.000%	1,905,279
GOB - High School Construction	8/15/2034	3.830%	15,690,000
General Obligation Municipal 1/16/14	1/15/2034	2.988%	6,360,000
General Obligation DPW Facility	6/15/2044	3.388%	5,880,000
MWRA 6/26/14	8/15/2023	0.000%	400,000
General Obligation Refunding 4/23/2015	8/15/2024	1.566%	1,683,000
MWRA Water Bond 8/25/14	8/15/2024	0.000%	450,000
MWRA Water Bond 4/27/15	5/15/2020	0.000%	57,200
MWRA Water Bond 3/2/15	2/15/2020	0.000%	65,164
MWRA Water Bond	8/15/2025	0.000%	500,000
MCWT Bond CW-11-12A	1/15/2036	2.000%	110,127
MCWT Bond CWP-13-19	1/15/2036	2.000%	2,638,952
Total Governmental Activities:			<u>\$ 54,496,829</u>

# ANNUAL FINANCIAL STATEMENTS

<u>Business-Type Activities:</u>	<u>Serial</u>	<u>Interest</u>	<u>Amount</u>
<u>Electric Light Enterprise</u>	<u>Maturities</u>	<u>Rate(s) %</u>	<u>Outstanding</u>
	<u>Through</u>		<u>as of</u>
			<u>6/30/16</u>
Electric Substation	1/15/2021	2.480%	\$ 3,043,900
GOB - Electric Judgment/Settlement	1/15/2023	3.597%	7,415,000
GOB - Electric Judgment/Settlement	8/14/2024	3.095%	11,990,000
GOB - Electric Light Dept. Expansion	10/15/2024	2.612%	2,700,000
GOB - Electric	8/15/2029	4.756%	12,600,000
General Obligation Refunding 4/23/2015	8/15/2024	1.566%	<u>21,377,000</u>
Total Business-Type Activities:			<u>\$ 59,125,900</u>

## B. Future Debt Service

The annual payments to retire all general obligation long-term debt outstanding as of June 30, 2016 are as follows:

<u>Governmental</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
2017	\$ 5,156,652	\$ 1,690,905	\$ 6,847,557
2018	4,840,816	1,556,345	6,397,161
2019	4,619,500	1,427,818	6,047,318
2020	4,465,331	1,293,885	5,759,216
2021	4,193,695	1,160,203	5,353,898
2022 - 2026	13,254,887	4,300,067	17,554,954
2027 - 2031	9,829,597	2,501,109	12,330,706
2032 - 2036	6,456,351	878,289	7,334,640
2037 - 2041	1,050,000	252,000	1,302,000
2042 - 2044	<u>630,000</u>	<u>50,400</u>	<u>680,400</u>
Total	<u>\$ 54,496,829</u>	<u>\$ 15,111,021</u>	<u>\$ 69,607,850</u>

The general fund has been designated as the sole sources to repay the governmental-type general obligation long-term debt outstanding as of June 30, 2016.

<u>Business-Type</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
2017	\$ 6,790,000	\$ 2,366,361	\$ 9,156,361
2018	6,945,000	2,065,186	9,010,186
2019	7,067,900	1,715,646	8,783,546
2020	7,199,000	1,472,630	8,671,630
2021	7,380,000	1,185,648	8,565,648
2022 - 2026	20,144,000	2,395,998	22,539,998
2027 - 2030	<u>3,600,000</u>	<u>393,300</u>	<u>3,993,300</u>
Total	<u>\$ 59,125,900</u>	<u>\$ 11,594,769</u>	<u>\$ 70,720,669</u>

# ANNUAL FINANCIAL STATEMENTS

## C. Changes in General Long-Term Liabilities

During the year ended June 30, 2016, the following changes occurred in long-term liabilities (in thousands):

	Total Balance 7/1/15	Additions	Reductions	Total Balance 6/30/16	Less Current Portion	Equals Long-Term Portion 6/30/16
<b><u>Governmental Activities</u></b>						
Bonds payable	\$ 56,426	\$ 3,249	\$ (5,178)	\$ 54,497	\$ (5,157)	\$ 49,340
Other:						
Compensated absences	2,623	137	-	2,760	(138)	2,622
Bond premium	654	-	(72)	582	(73)	509
Landfill closure	280	-	(20)	260	(20)	240
Accrued other post-employment benefits	32,896	2,398	-	35,294	-	35,294
Net pension liability	32,303	8,935	-	41,238	-	41,238
Totals	<u>\$ 125,182</u>	<u>\$ 14,719</u>	<u>\$ (5,270)</u>	<u>\$ 134,631</u>	<u>\$ (5,388)</u>	<u>\$ 129,243</u>
<b><u>Business-Type Activities</u></b>						
Bonds payable	\$ 65,846	\$ -	\$ (6,720)	\$ 59,126	\$ (6,790)	\$ 52,336
Other:						
Compensated absence	299	8	-	307	(15)	292
Bond premium	2,072	-	(127)	1,945	(127)	1,818
Accrued other post-employment benefits	1,425	110	-	1,535	-	1,535
Net pension liability	1,522	421	-	1,943	-	1,943
Totals	<u>\$ 71,164</u>	<u>\$ 539</u>	<u>\$ (6,847)</u>	<u>\$ 64,856</u>	<u>\$ (6,932)</u>	<u>\$ 57,924</u>

## D. Advance Refundings

### Prior Year

In prior years, the Town has defeased various bond issues by creating separate irrevocable trust funds. The proceeds from the new issuance of the general obligation bonds were used to purchase U.S. government securities, and those securities were deposited in an irrevocable trust with an escrow agent to provide debt service payments until the refunded bonds mature on August 15, 2017 and January 15, 2018. For financial reporting purposes, the debt has been considered defeased and therefore removed as a liability from the Town's balance sheet. As of June 30, 2016, the amount of defeased debt outstanding but removed from the governmental activities and business-type activities was \$705,000 and \$21,665,000, respectively.

## 15. Landfill Closure and Postclosure Care Costs

State and Federal laws and regulations require the Town to perform certain maintenance and monitoring functions at the site for thirty years after closure.

The \$260,000 reported as landfill postclosure care liability at June 30, 2016 represents the future monitoring costs of the landfill. These costs will be cap-

# ANNUAL FINANCIAL STATEMENTS

tured annually as part of the operating budget. Actual cost may be higher due to inflation, changes in technology, or changes in regulation.

## 16. Deferred Inflows of Resources

Deferred inflows of resources are the acquisition of net assets by the Town that are applicable to future reporting periods. Deferred inflows of resources have a negative effect on net position, similar to liabilities.

The following is a summary of deferred inflow of resources balances as of June 30, 2016:

	Entity-wide Basis		Fund Basis
	Governmental Activities	Business-type Activities	Governmental Funds General Fund
Unavailable revenues	\$ -	\$ -	\$ 3,800,179
Pension related:			
Changes in proportion and differences between contributions and proportionate share of contributions	109,220	5,146	-
	\$ 109,220	\$ 5,146	\$ 3,800,179

## 17. Restricted Net Position

The accompanying entity-wide financial statements report restricted net position when external constraints from grantors or contributors are placed on net position.

Permanent fund restricted net position is segregated between nonexpendable and expendable. The nonexpendable portion represents the original restricted principal contribution, and the expendable represents accumulated earnings which are available to be spent based on donor restrictions.

## 18. Governmental Funds - Balances

Fund balances are segregated to account for resources that are either not available for expenditure in the future or are legally set aside for a specific future use.

The Town implemented GASB Statement No. 54 (GASB 54), *Fund Balance Reporting and Governmental Fund Type Definitions*, which enhances the usefulness of fund balance information by providing clearer fund balance clas-

# ANNUAL FINANCIAL STATEMENTS

sifications that can be more consistently applied and by clarifying existing governmental fund type definitions.

The following types of fund balances are reported at June 30, 2016:

Nonspendable - Represents amounts that cannot be spent because they are either (a) not in spendable form or (b) legally or contractually required to be maintained intact. This fund balance classification includes general fund reserves for prepaid expenditures and nonmajor governmental fund reserves for the principal portion of permanent trust funds.

Restricted - Represents amounts that are restricted to specific purposes by constraints imposed by creditors, grantors, contributors, or laws or regulations of other governments, or constraints imposed by law through constitutional provisions or enabling legislation. This fund balance classification includes general fund encumbrances funded by bond issuances, various special revenue funds, and the income portion of permanent trust funds.

Committed - Represents amounts that can only be used for specific purposes pursuant to constraints imposed by formal action of the Town's highest level of decision-making authority. This fund balance classification includes general fund encumbrances for non-lapsing, and special article appropriations approved at Town Meeting.

Assigned - Represents amounts that are constrained by the Town's intent to use these resources for a specific purpose. This fund balance classification includes general fund encumbrances that have been established by various Town departments for the expenditure of current year budgetary financial resources upon vendor performance in the subsequent budgetary period.

Unassigned - Represents amounts that are available to be spent in future periods.

Following is a breakdown of the Town's fund balances at June 30, 2016:

	General Fund	DPW Facility Major Fund	Nonmajor Governmental Funds	Total Governmental Funds
Nonspendable				
Nonexpendable permanent funds	\$ -	\$ -	\$ 481,033	\$ 481,033
Total Nonexpendable	-	-	481,033	481,033
Restricted				
Capital project funds	-	-	923,859	923,859
Special revenue funds	-	-	2,875,440	2,875,440
Expendable permanent funds	-	-	363,857	363,857
Total Restricted	-	-	4,163,156	4,163,156

(continued)

# ANNUAL FINANCIAL STATEMENTS

(continued)

	<u>General Fund</u>	<u>DPW Facility Major Fund</u>	<u>Nonmajor Governmental Funds</u>	<u>Total Governmental Funds</u>
Assigned				
Encumbrances				
General government	364,165	-	-	364,165
Public safety	117,057	-	-	117,057
Education	350,293	-	-	350,293
Public works	134,200	-	-	134,200
Broadband cable	286,736	-	-	286,736
Water and sewer	110,683	-	-	110,683
Health and human services	5,045	-	-	5,045
Culture and recreation	151,014	-	-	151,014
Employee benefits	322,531	-	-	322,531
Reserved for expenditures	1,340,000	-	-	1,340,000
Total Assigned	3,181,724	-	-	3,181,724
Unassigned				
General operating stabilization	3,589,565	-	-	3,589,565
General fund	4,614,443	<u>(7,470,750)</u>	<u>(4,463,710)</u>	<u>(7,320,017)</u>
Total Unassigned	8,204,008	<u>(7,470,750)</u>	<u>(4,463,710)</u>	<u>(3,730,452)</u>
Total Fund Balances	\$ 11,385,732	\$ (7,470,750)	\$ 180,479	\$ 4,095,461

## 19. General Fund Unassigned Fund Balance

The unassigned general fund balance reported on the balance sheet is stated in accordance with generally accepted accounting principles (GAAP), which differs in certain respects from the Massachusetts Uniform Municipal Accounting System (UMAS). The following paragraphs summarize the major differences.

The accompanying financial statements include an estimate for future potential tax refunds, which is not recognized under UMAS.

The following summarizes the specific differences between GAAP basis and budgetary basis of reporting the general fund unassigned fund balance:

GAAP basis balance	\$ 8,204,008
Stabilization fund	(3,589,565)
Tax refund estimate	1,228,097
Statutory (UMAS) Balance	\$ 5,842,540

## 20. Commitments and Contingencies

Grants - Amounts received or receivable from grantor agencies are subject to audit and adjustment by grantor agencies, principally the federal government. Any disallowed claims, including amounts already collected, may constitute a

liability of the applicable funds. The amount of expenditures which may be disallowed by the grantor cannot be determined at this time, although the Town expects such amounts, if any, to be immaterial.

## 21. Post-Employment Healthcare and Life Insurance Benefits

### Other Post-Employment Benefits

GASB Statement 45, *Accounting and Financial Reporting by Employers for Post-Employment Benefits Other Than Pensions*, requires governments to account for other post-employment benefits (OPEB), primarily healthcare, on an accrual basis rather than on a pay-as-you-go basis. The effect is the recognition of an actuarially required contribution as an expense on the Statement of Activities when a future retiree earns their post-employment benefits, rather than when they use their post-employment benefit. To the extent that an entity does not fund their actuarially required contribution, a post-employment benefit liability is recognized on the Statement of Net Position over time.

#### A. Plan Description

In addition to providing the pension benefits described, the Town provides post-employment healthcare and life insurance benefits for retired employees through the Town's plan. The benefits, benefit levels, employee contributions, and employer contributions are governed by Chapter 32 of the Massachusetts General Laws. As of June 30, 2016, the actuarial valuation date, approximately 969 retirees and 889 active employees meet the eligibility requirements. The plan does not issue a separate financial report.

#### B. Benefits Provided

The Town provides medical, prescription drug, mental health/substance abuse, and life insurance to retirees and their covered dependents. All active employees who retire from the Town and meet the eligibility criteria will receive these benefits.

#### C. Funding Policy

Retirees contribute a variable percentage of stated premiums, depending on the health insurance they participate in. The Town contributes the remainder of the health plan costs on a pay-as-you-go basis.

#### D. Annual OPEB Costs and Net OPEB Obligation

The Town's fiscal 2016 annual OPEB expense is calculated based on the annual required contribution of the employer (ARC), an amount actuarially determined in accordance with the parameters of GASB Statement No. 45. The ARC represents a level of funding that, if paid on an ongoing basis, is projected to cover the normal cost per year and amortize the unfunded

# ANNUAL FINANCIAL STATEMENTS

actuarial liability over a period of thirty years. The following table shows the components of the Town's annual OPEB cost for the year ending June 30, 2016, the amount actually contributed to the plan, and the change in the Town's net OPEB obligation based on an actuarial valuation as of June 30, 2015.

Annual Required Contribution (ARC)	\$ 6,407,199
Interest on net OPEB obligation	1,270,530
Adjustment to ARC	<u>(1,134,050)</u>
Annual OPEB cost	6,543,679
Contributions made	<u>(4,035,447)</u>
Increase in net OPEB obligation	2,508,232
Net OPEB obligation - beginning of year	<u>34,320,727</u>
Net OPEB obligation - end of year	<u>\$ 36,828,959</u>

The Town's annual OPEB cost, the percentage of annual OPEB cost contributed to the plan, and the net OPEB obligation were as follows:

<u>Fiscal Year Ended</u>	<u>Annual OPEB Cost</u>	<u>Percentage of OPEB Cost Contributed</u>	<u>Net OPEB Obligation</u>
2016	\$ 6,543,679	62%	\$ 36,828,959
2015	\$ 6,410,407	60%	\$ 34,320,727
2014	\$ 8,123,648	44%	\$ 31,763,254

## *E. Funded Status and Funding Progress*

The funded status of the plan as of June 30, 2015, the date of the most recent actuarial valuation was as follows:

Actuarial accrued liability (AAL)	\$ 106,478,384
Actuarial value of plan assets	<u>(765,769)</u>
Unfunded actuarial accrued liability (UAAL)	<u>\$ 105,712,615</u>
Funded ratio (actuarial value of plan assets/AAL)	<u>72%</u>
Covered payroll (active plan members)	<u>\$ 55,387,067</u>
UAAL as a percentage of covered payroll	<u>191%</u>

Actuarial valuations of an ongoing plan involve estimates of the value of reported amount and assumptions about the probability of occurrence of events far into the future. Examples included assumptions about future

employment, mortality, and the healthcare cost trend. Amounts determined regarding the funded status of the plan and the annual required contributions of the employer are subject to continual revision as actual results are compared with past expectations and new estimates are made about the future. The Schedule of Funding Progress, presented as required supplementary information following the Notes to the Financial Statements, presents multiyear trend information that shows whether the actuarial value of plan assets is increasing or decreasing over time relative to the actuarial accrued liabilities for benefits.

## *F. Actuarial Methods and Assumptions*

Projections of benefits for financial reporting purposes are based on the plan as understood by the Town and the plan members and include the types of benefits provided at the time of each valuation and the historical pattern of sharing of benefit costs between the Town and plan members to that point. The actuarial methods and assumptions used include techniques that are designed to reduce short-term volatility in actuarial accrued liabilities and the actuarial value of assets, consistent with the long-term perspective of the calculations.

In the June 30, 2015 actuarial valuation the projected unit credit cost method was used. The actuarial value of assets was not determined as the Town has not advanced funded its obligation. The actuarial assumptions included a 4% investment rate of return and an initial annual healthcare cost trend rate of 6.5%, which decreases to a 4.5% long-term rate for all healthcare benefits after six years. The amortization costs for the initial UAAL is a level percentage of payroll for a period of 30 years, on a closed basis. This has been calculated assuming the amortization payment increases at a rate of 4%.

## **22. Norwood Contributory Retirement System**

The Town follows the provisions of GASB Statement No. 67 *Financial Reporting for Pension Plans – an amendment of GASB Statement No. 25* and GASB Statement No. 68, *Accounting and Financial Reporting for Pensions – an amendment of GASB Statement No. 27*, with respect to the employees' retirement funds.

### *A. Plan Description*

The System is a member of the Massachusetts Contributory Retirement Systems and is governed by Chapter 32 of the Massachusetts General Laws. Because of the significance of its operational and financial relationship with the Town, the System is included as a pension trust fund in the Town's basic financial systems.

# ANNUAL FINANCIAL STATEMENTS

Substantially all employees of the Town (except teachers and administrators under contract employed by the School Department) and Norwood Housing Authority are members of the Norwood Contributory Retirement System (the System), a cost sharing, multiple employer public employee retirement system (PERS). Eligible employees must participate in the System. The pension plan provides pension benefits, deferred allowances, and death and disability benefits. Chapter 32 of the Massachusetts General Laws establishes the authority of the System, contribution percentages and benefits paid.

The System is governed by a five-member board. The five members include two appointed by the town, two elected by the members and retirees, and a fifth member chosen by the other four members with the approval of the Public Employee Retirement Administration Commission. The System Retirement Board does not have the authority to amend benefit provisions.

Membership of each plan consisted of the following at June 30, 2016:

Retirees and beneficiaries receiving benefits	367
Terminated plan members entitled to but not yet receiving benefits	99
Active plan members	<u>581</u>
Total	<u>1,047</u>
Number of participating employers	2

## Participant Retirement Benefits

The System provides for retirement allowance benefits up to a maximum of 80% of a member's highest three-year average annual rate of regular compensation for those hired prior to April 2, 2012 and the highest five-year average annual rate of regular compensation for those first becoming members of the Massachusetts System on or after that date. However, per Chapter 176 of the Acts of 2011, for members who retire on or after April 2, 2012, if in the 5 years of creditable service immediately preceding retirement, the difference in the annual rate of regular compensation between any 2 consecutive years exceeds 100 percent, the normal yearly amount of the retirement allowance shall be based on the average annual rate of regular compensation received by the member during the period of 5 consecutive years preceding retirement. Benefit payments are based upon a member's age, length of creditable service, level of compensation and group classification.

A retirement allowance may be received at any age, upon attaining 20 years of service. The plan also provides for retirement at age 55 if the participant was a member prior to January 1, 1978, with no minimum vesting require-

# ANNUAL FINANCIAL STATEMENTS

ments. If the participant was a member on or after January 1, 1978 and a member of Groups 1 or 2, then a retirement allowance may be received if the participant (1) has at least 10 years of creditable service, (2) is age 55, (3) voluntarily left Town/City employment on or after that date, and (4) left accumulated annuity deductions in the fund. Members of Group 4, have no minimum vesting requirements, however, must be at least age 55. Groups 2 and 4 require that participants perform the duties of the Group position for at least 12 months immediately prior to retirement.

A participant who became a member on or after April 2, 2012 is eligible for a retirement allowance upon 10 years creditable service and reaching ages 60 or 55 for Groups 1 and 2, respectively. Participants in Group 4 must be at least age 55. Groups 2 and 4 require that participants perform the duties of the Group position for at least 12 months immediately prior to retirement.

A retirement allowance consists of two parts: an annuity and a pension. A member's accumulated total deductions and a portion of the interest they generate constitute the annuity. The difference between the total retirement allowance and the annuity is the pension. The average retirement benefit is approximately 80-85% pension and 15-20% annuity.

## Participant Refunds

Employees who resign from service and who are not eligible to receive a retirement allowance are entitled to request a refund of their accumulated total deductions. Members voluntarily withdrawing with at least 10 years of service or involuntarily withdrawing, receive 100% of the regular interest that has accrued on those accumulated total deductions. Members voluntarily withdrawing with less than 10 years of service get credited interest each year at a rate of 3%.

## Participants Contributions

Participants contribute a set percentage of their gross regular compensation annually. Employee contribution percentages are specified in Chapter 32 of the Massachusetts General Laws. The employee's individual contribution percentage is determined by their date of entry into the system. In addition, all employees hired on or after January 1, 1979 contribute an additional 2% on all gross regular compensation over the rate of \$30,000 per year. The percentages are as follows:

Before January 1, 1975	5%
January 1, 1975 - December 31, 1983	7%
January 1, 1984 - June 30, 1996	8%
Beginning July 1, 1996	9%

# ANNUAL FINANCIAL STATEMENTS

For those members entering a Massachusetts System on or after April 2, 2012 in Group 1, the contribution rate will be reduced to 6% when at least 30 years of creditable service has been attained.

## Employer Contributions

Employers are required to contribute at actuarially determined rates as accepted by the Public Employee Retirement Administration Commission (PERAC).

The Town's contribution to the System for the year ended June 30, 2016 was \$4,055,016, which was equal to its annual required contribution.

## *B. Summary of Significant Accounting Policies*

The accounting policies of the System as reflected in the accompanying financial statements for the year ended June 30, 2016 conform to generally accepted accounting principles for public employee retirement systems (PERS). The more significant accounting policies of the System are summarized below:

Basis of Accounting - Contributory retirement system financial statements are prepared using the accrual basis of accounting. Plan member contributions are recognized as revenue in the period in which the members provide services to the employer. Employer contributions are recognized when due and the employer has made a formal commitment to provide the contributions. Benefits and refunds are recognized when due and payable in accordance with the terms of the plan.

## Investments

### *Investment Policy*

Investments are reported at fair value in accordance with PERAC requirements. System assets are managed on a total return basis with a long-term objective of achieving and maintaining a fully funded status for the benefits provided through the pension plan.

### *Rate of Return*

For the year ended June 30, 2016, the annual money-weighted rate of return on pension plan investments, net of pension plan investment expenses, was .094%. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

# ANNUAL FINANCIAL STATEMENTS

## Net Pension Liability

For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the System and additions to/deductions from System's fiduciary net position have been determined on the same basis as they are reported by System. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with benefit terms. Investments are reported at fair value.

### C. Net Pension Liability of Participating Employers

The components of the net pension liability of the participating employers at June 30, 2016 were as follows:

#### Net Pension Liability of Employers

	<u>Total System</u>
Total pension liability	\$ 179,588,256
Plan fiduciary net position	<u>(134,615,550)</u>
Employers' net pension liability	<u>\$ 44,972,706</u>
Plan fiduciary net position as a percentage of total pension liability	75.0%

#### Actuarial Assumptions:

A summary of the actuarial assumptions as of the latest actuarial valuation is shown below:

	<u>January 1, 2016</u>
Valuation Date	Entry Age
Actuarial cost method	
Actuarial assumptions:	
Investment rate of return	7.75%
Projected salary increases	annual 3% increase
Inflation rate	3.00%
Post-retirement cost-of-living adjustment	3% of first \$13,000

Actuarial valuation of the ongoing Systems involves estimates of the reported amounts and assumptions about probability of occurrence of events far into the future. Examples include assumptions about future employment mortality and future salary increases. Amounts determined regarding the net pension liability are subject to continual revision as actual results are compared with past expectations and new estimates are made about the future. The actuarial assumptions used in the December 31, 2015

# ANNUAL FINANCIAL STATEMENTS

valuation were based on the results of the most recent actuarial experience study, dated January 1, 2016, which was for the Period January 1, 2015 through December 31, 2015.

It is assumed that both pre-retirement mortality and beneficiary mortality is represented by the RP-2014 Blue Collar Mortality with Scale MP-2014, fully generational. Mortality for retired members for Group 1 and 2 is represented by the RP-2014 Blue Collar Mortality Table set forward five years for males and three years for females, fully generational. Mortality for retired members for Group 4 is represented by the RP-2014 Blue Collar Mortality Table set forward three years for males and six years for females, fully generational. Mortality for disabled members for Group 1 and 2 is represented by the RP-2000 Mortality Table set forward six years. Mortality for disabled members for Group 4 is represented by the RP-2000 Mortality Table set forward two years. Generational adjusting is based on Scale MP-2014.

## Target Allocations

The long-term expected rate of return on pension plan investments was selected from a best estimate range determined using the building block approach. Under this method, an expected future real return range (expected returns, net of pension plan investment expense and inflation) is calculated separately for each asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return net of investment expenses by the target asset allocation percentage and by adding expected inflation. The target allocation and best estimates of arithmetic real rates of return for each major class are summarized in the following table:

<u>Asset Class</u>	<u>Target Asset Allocation</u>	<u>Long-term Expected Real Rate of Return</u>
Investment Grade Bonds	10.0%	3.6%
TIPS	5.0%	3.3%
High Yield Bonds	5.0%	6.8%
Emerging Market Bonds (major)	2.5%	5.9%
Emerging Market Bonds (local)	2.5%	6.3%
US Equity	33.0%	7.8%
Developed Market Equity (non-US)	13.0%	8.1%
Emerging Market Equity	11.0%	10.5%
Private Equity	5.0%	9.4%
Core Private Real Estate	8.0%	5.9%
Hedge Funds	5.0%	5.6%

# ANNUAL FINANCIAL STATEMENTS

Discount Rate: The discount rate used to measure the total pension liability was 7.75%. The projection of cash flows used to determine the discount rate assumed that the plan member contributions will be made at the current contribution rate and that employer contributions will be made at contractually required rates, actuarially determined. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments to current active and inactive plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the Proportionate Share of the Net Pension Liability to Changes in the Discount Rate: The following presents the Town's proportionate share of the net pension liability calculated using the discount rate of 7.75 percent, as well as what the Town's proportionate share of the net pension liability would be if it were calculated using a discount rate that is 1 percentage-point lower (6.75%) or 1 percentage-point higher (8.75%) than the current rate:

Fiscal Year Ended	1% Decrease (6.75%)	Current Discount Rate (7.75%)	1% Increase (8.75%)
June 30, 2016	\$ 60,661,579	\$ 43,181,633	\$ 27,785,992

**D. Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions**

At June 30, 2016, the Town reported a liability of \$43,181,633 for its proportionate share of the net pension liability. The net pension liability was measured as of June 30, 2016, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of January 1, 2016. The Town's proportion of the net pension liability was based on a projection of the Town's long-term share of contributions to the pension plan relative to the projected contributions of all participating employers, actuarially determined. At December 31, 2015, the Town's proportion was 96.017 percent.

At June 30, 2016, the Town's proportion was 96.017 percent, which was an decrease of 0.443 from its proportion measured as of December 31, 2014.

# ANNUAL FINANCIAL STATEMENTS

For the year ended June 30, 2016, the Town recognized pension expense of \$4,797,251. In addition, the Town reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 1,201,979	\$ -
Changes of assumptions	28,965	-
Net difference between projected and actual earnings on pension plan investments	10,199,467	-
Changes in proportion and differences between contributions and proportionate share of contributions	-	114,366
Total	\$ 11,430,411	\$ 114,366

Deferred outflows of resources related to pensions resulting from contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability in the year ended June 30, 2016. Amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Year ended June 30:		
2017	\$ 3,223,438	\$ 27,360
2018	3,223,438	27,360
2019	2,465,263	27,360
2020	2,465,263	27,360
Thereafter	53,009	4,926
Total	\$ 11,430,411	\$ 114,366

## 23. Massachusetts Teachers' Retirement System (MTRS)

### A. Plan Description

The Massachusetts Teachers' Retirement System (MTRS) is a public employee retirement system (PERS) that administers a cost-sharing multi-employer defined benefit plan, as defined in Governmental Accounting Standards Board (GASB) Statement No. 67, Financial Reporting for Pension Plans. MTRS is managed by the Commonwealth on behalf of municipi-

pal teachers and municipal teacher retirees. The Commonwealth is a nonemployer contributor and is responsible for all contributions and future benefit requirements of the MTRS. The MTRS covers certified teachers in cities (except Boston), towns, regional school districts, charter schools, educational collaboratives, and Quincy College. The MTRS is part of the Commonwealth's reporting entity and does not issue a stand-alone audited financial report.

Management of MTRS is vested in the Massachusetts Teachers' Retirement Board (MTRB), which consists of seven members—two elected by the MTRS members, one who is chosen by the six other MTRB members, the State Treasurer (or their designee), the State Auditor (or their designee), a member appointed by the Governor, and the Commissioner of Education (or their designee), who serves ex-officio as the Chairman of the MTRB.

## *B. Benefits Provided*

MTRS provides retirement, disability, survivor, and death benefits to members and their beneficiaries. Massachusetts General Laws (MGL) establishes uniform benefit and contribution requirements for all contributory PERS. These requirements provide for superannuation retirement allowance benefits up to a maximum of 80% of a member's highest three-year average annual rate of regular compensation. For employees hired after April 1, 2012, retirement allowances are calculated on the basis of the last five years or any five consecutive years, whichever is greater in terms of compensation. Benefit payments are based upon a member's age, length of creditable service, and group creditable service, and group classification. The authority for amending these provisions rests with the Legislature.

Members become vested after ten years of creditable service. A superannuation retirement allowance may be received upon the completion of twenty years of creditable service or upon reaching the age of 55 with ten years of service. Normal retirement for most employees occurs at age 65. Most employees who joined the system after April 1, 2012 cannot retire prior to age 60.

The MTRS' funding policies have been established by Chapter 32 of the MGL. The Legislature has the authority to amend these policies. The annuity portion of the MTRS retirement allowance is funded by employees, who contribute a percentage of their regular compensation. Costs of administering the plan are funded out of plan assets.

# ANNUAL FINANCIAL STATEMENTS

## C. Contributions

Member contributions for MTRS vary depending on the most recent date of membership:

<u>Hire Date</u>	<u>% of Compensation</u>
Prior to 1975	5% of regular compensation
1975 - 1983	7% of regular compensation
1984 to 6/30/1996	8% of regular compensation
7/1/1996 to present	9% of regular compensation
7/1/2001 to present	11% of regular compensation (for teachers hired after 7/1/01 and those accepting provisions of Chapter 114 of the Acts of 2000)
1979 to present	An additional 2% of regular compensation in excess of \$30,000

## D. Actuarial Assumptions

The total pension liability for the June 30, 2015 measurement date was determined by an actuarial valuation as of January 1, 2015 rolled forward to June 30, 2015. This valuation used the following assumptions:

- (a) 7.5% investment rate of return, (b) 3.5% interest rate credited to the annuity savings fund and (c) 3.0% cost of living increase per year.
- Salary increases are based on analyses of past experience but range from 4.0% to 7.5% depending on length of service.
- Mortality rates were as follows:
  - Pre-retirement – reflects RP-2014 Employees table projected generationally with Scale BB and a base year of 2014 (gender distinct).
  - Post-retirement – reflects RP-2014 Healthy Annuitant table projected generationally with Scale BB with a base year of 2014 (gender distinct).
  - Disability – assumed to be in accordance with the RP-2014 Healthy Annuitant table projected generationally with Scale BB and a base year 2014 set forward 4 years.

Investment assets of the MTRS are with the Pension Reserves Investment Trust (PRIT) Fund. The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future rates of return are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future rates of return by the target asset allocation percentage. Best estimates of geometric rates of return for each major asset class included in the PRIT Fund's target asset

# ANNUAL FINANCIAL STATEMENTS

allocation as of June 30, 2015 and 2014 are summarized in the following table:

<u>Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Expected Real Rate of Return</u>	
		<u>2015</u>	<u>2014</u>
Global equity	40.0%	6.9%	7.20%
Core fixed income	13.0%	2.4%	2.50%
Private equity	10.0%	8.5%	8.80%
Real estate	10.0%	6.5%	6.30%
Value added fixed income	10.0%	5.8%	6.30%
Hedge funds	9.0%	5.8%	5.50%
Portfolio completion strategies	4.0%	5.5%	0.00%
Timber/natural resources	4.0%	6.6%	5.00%
Total	<u>100.0%</u>		

## E. Discount Rate

The discount rate used to measure the total pension liability was 7.5%. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rates and the Commonwealth's contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rates. Based on those assumptions, the net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

## F. Sensitivity Analysis

The following illustrates the sensitivity of the collective net pension liability to changes in the discount rate. In particular, the table presents the MTRS collective net pension liability assuming it was calculated using a single discount rate that is one-percentage-point lower or one-percentage-point higher than the current discount rate (amounts in thousands):

<u>Fiscal Year Ended</u>	<u>1% Decrease to 6.5%</u>	<u>Current Discount Rate 7.5%</u>	<u>1% Increase to 8.5%</u>
June 30, 2015	\$ 25,449,000	\$ 20,489,643	\$ 16,221,000

## G. Special Funding Situation

The Commonwealth is a nonemployer contributor and is required by statute to make all actuarial determined employer contributions on behalf of the member employers. Therefore, these employers are considered to be in a

# ANNUAL FINANCIAL STATEMENTS

special funding situation as defined by GASB Statement No. 68, Accounting and Financial Reporting for Pensions (GASB 68) and the Commonwealth is a nonemployer contributing entity in MTRS. Since the employers do not contribute directly to MTRS, there is no net pension liability to recognize for each employer.

## H. Town Proportions

In fiscal year 2015 (the most recent measurement period), the Commonwealth's proportionate share of the MTRS' collective net pension liability and pension expense that is associated with the Town was \$81,608,139 and \$6,619,146 respectively, based on a proportionate share of .39829%. As required by GASB 68, the Town has recognized its portion of the collective pension expense as both a revenue and expense in the government-wide Statement of Activities.

## 24. Risk Management

The Town is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; and natural disasters for which the Town carries commercial insurance. There were no significant reductions in insurance coverage from the previous year and have been no material settlements in excess of coverage in any of the past three fiscal years.

## 25. Beginning Net Position Restatement

The beginning (July 1, 2015) net position of the Town has been restated as follows:

	Business- Type <u>Activities</u> Electric Enterprise <u>Fund</u>
As previously reported	\$ (15,588,404)
Capital asset adjustment	<u>(1,200,000)</u>
As restated	<u>\$ (16,788,404)</u>

# ANNUAL FINANCIAL STATEMENTS

## TOWN OF NORWOOD, MASSACHUSETTS SCHEDULE OF FUNDING PROGRESS REQUIRED SUPPLEMENTARY INFORMATION

JUNE 30, 2016

(Unaudited)

(Amounts expressed in thousands)

### Other Post-Employment Benefits

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) - Entry Age (b)	Unfunded AAL (UAAL) (b-a)	Funded Ratio (a/b)	Covered Payroll (c)	UAAL as a Percent- age of Covered Payroll [(b-a)/c]
06/30/15	\$ 766	\$ 106,478	\$ 105,712	0.7%	\$ 55,387	190.9%
06/30/13	\$ -	\$ 123,311	\$ 123,311	0.0%	\$ 55,387	222.6%
06/30/11	\$ -	\$ 139,668	\$ 139,668	0.0%	\$ 55,240	252.8%
01/01/08	\$ -	\$ 132,031	\$ 132,031	0.0%	\$ 42,589	310.0%

See Independent Auditors' Report.

# ANNUAL FINANCIAL STATEMENTS

**TOWN OF NORWOOD, MASSACHUSETTS**  
**SCHEDULE OF PROPORTIONATE SHARE**  
**OF THE NET PENSION LIABILITY**  
**REQUIRED SUPPLEMENTARY INFORMATION**

**JUNE 30, 2016**  
(Unaudited)

Norwood Contributory Retirement System

Fiscal Year	Proportion of the Net Pension Liability	Proportionate Share of the Net Pension Liability	Covered Payroll	Proportionate Share of the Net Pension Liability as a Percentage of Covered Payroll	Plan Fiduciary Net Position Percentage of the Total Pension Liability
June 30, 2016	96.0170%	\$43,181,633	\$ 29,768,676	145.06%	75.00%
June 30, 2015	96.4612%	\$33,824,919	\$ 28,082,402	120.45%	79.80%

Massachusetts Teachers' Retirement System

Fiscal Year	Proportion of the Net Pension Liability	Proportionate Share of the Net Pension Liability	Commonwealth of Massachusetts' Total Proportionate Share of the Net Pension Liability Associated with the Town	Total Net Pension Liability Associated with the Town	Covered Payroll	Proportionate Share of the Net Pension Liability as a Percentage of Covered Payroll	Plan Fiduciary Net Position Percentage of the Total Pension Liability
June 30, 2016	0.39829%	\$ -	\$ 81,608,139	\$ 81,608,139	\$ 25,247,157	0.00%	55.38%
June 30, 2015	0.39829%	\$ -	\$ 63,449,721	\$ 63,449,721	\$ 24,473,613	0.00%	61.64%

*Schedules are intended to show information for 10 years. Additional years will be displayed as they become available*

See Independent Auditors' Report.

# ANNUAL FINANCIAL STATEMENTS

## TOWN OF NORWOOD, MASSACHUSETTS

### SCHEDULE OF PENSION CONTRIBUTIONS REQUIRED SUPPLEMENTARY INFORMATION

JUNE 30, 2016  
(Unaudited)

Fiscal Year	<u>Norwood Contributory Retirement System</u>				
	Contractually Required Contribution	Contractually Required Contribution	Contributions in Relation to the Contribution Deficiency (Excess)	Covered Payroll	Contributions as a Percentage of Covered Payroll
June 30, 2016	\$ 4,055,016	\$ 4,055,016	\$ -	\$ 29,768,676	13.62%
June 30, 2015	\$ 3,764,002	\$ 3,764,002	\$ -	\$ 28,082,402	13.40%

*Schedules are intended to show information for 10 years. Additional years will be displayed as they become available*

See Independent Auditors' Report.

# ANNUAL FINANCIAL STATEMENTS

## TOWN OF NORWOOD, MASSACHUSETTS CONTRIBUTORY RETIREMENT SYSTEM

### Schedule of Changes in the Net Pension Liability

(Unaudited)

	<u>2016</u>	<u>2015</u>
<b>Total pension liability</b>		
Service cost	\$ 2,817,922	\$ 3,079,297
Interest on unfunded liability - time value of \$	13,210,400	13,981,063
Differences between expected and actual experience	1,551,316	-
Changes of assumptions	37,383	-
Benefit payments, including refunds of member contributions	(10,933,737)	(10,127,739)
Interest on benefit payments	<u>(415,777)</u>	<u>-</u>
Net change in total pension liability	6,267,507	6,932,621
Total pension liability - beginning	<u>173,320,749</u>	<u>166,388,128</u>
<b>Total pension liability - ending (a)</b>	<b><u>\$ 179,588,256</u></b>	<b><u>\$ 173,320,749</u></b>
 <b>Plan fiduciary net position</b>		
Contributions - employer	\$ 4,214,257	\$ 4,165,589
Contributions - member	3,043,394	3,004,906
Net investment income	(43,452)	6,986,174
Benefit payments, including refunds of member contributions	(10,933,737)	(9,734,161)
Administrative expense	(330,578)	(301,285)
Other	<u>410,744</u>	<u>328,865</u>
Net change in plan fiduciary net position	(3,639,372)	4,450,088
Plan fiduciary net position - beginning	<u>138,254,922</u>	<u>133,804,834</u>
<b>Plan fiduciary net position - ending (b)</b>	<b><u>\$ 134,615,550</u></b>	<b><u>\$ 138,254,922</u></b>
 <b>Net pension liability (asset) - ending (a-b)</b>	<b><u>\$ 44,972,706</u></b>	<b><u>\$ 35,065,827</u></b>

*Schedule is intended to show information for 10 years. Additional years will be displayed as they become available.*

See notes to the Town's financial statements for summary of significant actuarial methods and assumptions.

See Independent Auditors' Report.

# ANNUAL FINANCIAL STATEMENTS

## TOWN OF NORWOOD, MASSACHUSETTS CONTRIBUTORY RETIREMENT SYSTEM

### Schedules of Net Pension Liability, Contributions, and Investment Returns

(Unaudited)

#### Schedule of Net Pension Liability

	<u>2016</u>	<u>2015</u>
Total pension liability	\$ 179,588,256	\$ 173,320,749
Plan fiduciary net position	<u>134,615,550</u>	<u>138,254,922</u>
Net pension liability (asset)	<u>\$ 44,972,706</u>	<u>\$ 35,065,827</u>
Plan fiduciary net position as a percentage of the total pension liability	74.96%	79.77%
Covered payroll	\$ 29,768,676	\$ 29,112,640
Participating employer net pension liability (asset) as a percentage of covered payroll	151.07%	120.45%

#### Schedule of Contributions

	<u>2016</u>	<u>2015</u>
Actuarially determined contribution	\$ 4,214,257	\$ 3,902,000
Contributions in relation to the actuarially determined contribution	<u>4,214,257</u>	<u>3,902,000</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>
Covered payroll	\$ 29,768,676	\$ 29,112,640
Contributions as a percentage of covered payroll	14.16%	13.40%

#### Schedule of Investment Returns

*Year Ended December 31*

	<u>2016</u>	<u>2015</u>
Annual money weighted rate of return, net of investment expense	0.094%	5.64%

*Schedules are intended to show information for 10 years.  
Additional years will be displayed as they become available.*

See Independent Auditors' Report.

# TOWN TREASURER

Date: 1/10/2017 11:48:16 AM

## Report of the Town Treasurer

Page: 1

Town of Norwood

Fiscal Year: 2016 Rcv Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 01 GENERAL FUND

ASN	Account Description	YTD Receipts
9141	TAX TITLE	304,725.16
9278	REAL ESTATE TAX 2010	1.99
9328	REAL ESTATE TAX 2011	1,438.70
9351	PERSONAL PROPERTY TAX 2011	2,004.74
9377	REAL ESTATE TAX 2012	-78,601.63
9391	PERSONAL PROPERTY PRIOR YEARS	-188.63
9396	PERSONAL PROPERTY TAX 2012	1,468.74
9439	PERSONAL PROPERTY TAX 2013	1,275.40
9440	REAL ESTATE TAX 2013	-97,022.32
9525	REAL ESTATE TAX 2014	-118,630.58
9532	PERSONAL PROPERTY TAX 2014	6,213.63
9577	REAL ESTATE TAX 2015	255,849.64
9584	PERSONAL PROPERTY TAX 2015	-85,791.37
9723	REAL ESTATE TAX 2016	63,915,058.36
9730	PERSONAL PROPERTY 2016	2,427,822.53
9773	REAL ESTATE TAX 2017	392,540.43
9774	PERSONAL PROPERTY TAX 2017	9,024.98
		-----
100	PROPERTY TAXES	66,937,189.77
8081	PRIOR YEARS TAXES	25,494.81
9320	MOTOR VEHICLE EXCISE 2010	-264.75
9358	MOTOR VEHICLE EXCISE 2011	2,555.34
9404	MOTOR VEHICLE EXCISE 2012	3,135.84
9510	MOTOR VEHICLE EXCISE 2013	8,990.80
9546	MOTOR VEHICLE EXCISE 2014	40,559.40
9590	MOTOR VEHICLE EXCISE 2015	595,033.67
9736	MOTOR VEHICLE EXCISE 2016	3,760,343.12
		-----
201	LOCAL REC- VEH EXC.	4,435,848.23
8186	SELECTMEN - LIQUOR LICENSE	142,400.00
8188	TCA- DOG LICENSE FEES	22,488.00
8189	TCA- BOWLING AND POOL LICENSE	1,295.00
8190	TCA - MISCELLANEOUS LICENSES	3,168.40
8192	TCA- JUNK COLLECTOR LICENSES	1,250.00
8234	TCA-COMMON VICTUAL LICENSE	9,600.00
8262	TCA-LODGING HOUSE LICENSES	1,000.00
8300	TCA-PINBALL MACHINE LICENSES	2,350.00
8324	TCA-CAR DEALERSHIP LICENSES	9,200.00
8393	TCA-1 DAY LIQUOR LICENSES	3,150.00
8444	TCA-TAXI LICENSES	2,800.00
8513	SELECTMEN-LIQUOR LIC APPL FEES	600.00
		-----
202	LOCAL REC-LICENSES	199,301.40

Date: 1/10/2017 11:48:16 AM

**Report of the Town Treasurer**

Page: 2

Town of Norwood

Fiscal Year: 2016 Rcv Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 01 GENERAL FUND

ASN	Account Description	YTD Receipts
8083	COSTS/DEMANDS MV, PP, RE	53,326.53
8238	INSUFFICIENT FUNDS CHARGE	825.00
8302	PARKING FINES	24,440.00
8304	COURT FINES & RESTITUTION	925.00
8307	REGISTRY OF M.V.-CIVIL FINES	42,665.00
8330	REGISTRY OF M.V. CLEARING FEES	30,540.00
8963	CONSTABLE FEES	45.00
9256	MARIJUANA FINES	500.00
		-----
203	LOCAL REC-FINES	153,266.53
9555	APPORTIONED SEWER ASSMT	943.35
9556	APPORTIONED STREET ASSMT	2,004.17
		-----
204	LOCAL REC-SPEC ASSMN	2,947.52
8152	CONSERV COMM HEARING FEES	36,715.31
8155	TCA- RECORDING/CERTIFYING FEES	76,420.00
8156	TCA-MARRIAGE INTENTIONS	5,280.00
8158	TCA-RAFFLE APPLICATION FEES	90.00
8159	TCA-STREET LISTING FEES	1,630.00
8173	BD OF APPEAL HEARING-ZONE	20,319.00
8174	PLANNING BOARD SALES	14,384.58
8256	TCA- VIF GAS LICENSE	4,700.00
8354	CERTIFICATE OF LIENS	39,250.00
8361	TCA-PUB. AMUSE/MUSIC ENT LIC	6,485.00
8416	TAX TITLE RELEASE FEES	28,961.39
8438	GEN GOV - MISC RECEIPTS	8,449.34
8680	TREASURER-DUP. TAX RECORDS	1,504.00
8852	GEN MGR-BID PLAN SPEC DEPOSIT	500.00
9017	TREAS/COLL MISC RECEIPTS	1,714.07
9135	OLD COLONIAL CAFE RENTAL A/R	72,403.60
9136	WATER TOWER RENTAL A/R	135,605.25
9420	NORWOOD HOUSING GAS REIMB	1,291.39
9438	190 CENTRAL STREET RENTAL A/R	19,766.68
9763	BD OF APPEALS - MISC	13.80
		-----
205	LOCAL REC- GEN'L GOV	475,483.41
8150	PLUMBING & GAS FEES	55,322.00
8151	WEIGHTS & MEASURES FEES	2,380.00
8176	ANIMAL CNTRL OFC-DOGS	700.00
8178	BUILDING INSPECTOR-GAS PERMITS	34,243.00
8251	FIRE PERMITS	44,099.00
8252	BUILDING INSPECTORS PERMITS	989,039.23

# TOWN TREASURER

Date: 1/10/2017 11:48:16 AM

## Report of the Town Treasurer

Page: 3

Town of Norwood

Fiscal Year: 2016 Rev Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 01 GENERAL FUND

ASN	Account Description	YTD Receipts
8253	WIRING PERMITS	89,251.34
8441	ANIMAL CONTROL FEES	5,415.00
8638	FIRE ALARM MONITORING PERMITS	34,650.00
8853	POLICE-MISC RECEIPTS	10,152.36
9514	POLICE DETAILS ADMIN FEE	120,287.86
		-----
206	LOCAL REC-PROTECTION	1,385,539.79
		-----
8009	BD OF HEALTH-TOBACCO PERMITS	8,200.00
8095	BOARD OF HEALTH-MISC PERMITS	9,150.00
8118	BOARD OF HEALTH RETAIL LIC	9,800.00
8124	BD OF HEALTH-WELL PERMITS	150.00
8125	BD OF HEALTH BURIAL PERMITS	6,540.00
8179	HEALTH DENTAL CLINICS	373.00
8254	BD OF HEALTH-FOOD/MILK PERMIT	31,020.00
		-----
207	LOCAL REC- HLTH/SANI	65,233.00
		-----
8813	HGWY FEE-CURB CUT PERMIT	5,425.00
8814	HGWY FEE-STREET OPENING PERMIT	26,705.00
		-----
208	LOCAL REC-HIGHWAYS	32,130.00
		-----
8305	LIBRARY FINES	14,040.99
		-----
210	LOCAL REC-LIBRARIES	14,040.99
		-----
8120	CEMETERY INTERMENT FEES	193,993.00
9043	CEMETERY-PERP CARE	11,100.00
9044	CEMETERY-GRAVE REMOVAL	4,305.00
9045	CEMETERY-GRAVE MAINTENANCE	67,606.00
9046	CEMETERY-CREMATION	33,440.00
		-----
212	LOCAL REC-CEMET	310,444.00
		-----
8153	REC DEPT MBR FEES-CASH	7,995.00
8162	REC DEPT HALL RENTAL	5,635.00
8418	RECREATION-DAILY FEES	12,308.00
8459	REC DEPT-PLAY CAMP	241,725.92
		-----
213	LOCAL REC-RECREATION	267,663.92

Date: 1/10/2017 11:48:16 AM

**Report of the Town Treasurer**

Page: 4

Town of Norwood

Fiscal Year: 2016    Rcv Type Range: 001-999    Fund Range: 01-99

Year/Fund :    00 01    GENERAL FUND

ASN	Account Description	YTD Receipts
8055	INTEREST ON SURPLUS REVENUE	38,346.77
8078	INT ON REAL ESTATE TAX	84,737.77
8079	INTEREST ON TAX TITLE	125,321.58
8080	INT ON MOT VEH EXCISE TAX	36,040.96
8298	COMMITTED INT TAXES STREET	218.93
9241	COMMITTED INT TAXES SEWER	94.26
		-----
216	LOCAL REC-INTEREST	284,760.27
		-----
8101	LIGHT POLES	2,601.24
8102	LIGHT OVERHEAD COND 365	1,120.04
8105	LIGHT OPERATIONS 583	9,329.89
8107	LIGHT OPERATIONS 587	5,014.16
8108	LIGHT OPERATIONS 593	273.08
8109	LIGHT MAINT UNDERGRD LINE	10,464.53
8110	LIGHT OPERATIONS 595	4,102.00
8129	ELECT SERVICES #369	2,670.92
9105	LIGHT A/R RECEIPTS	47,341,991.34
9317	NLD/NSTAR BORR MONTHLY PYMT	1,505,158.04
9588	LIGHT LIENS 2015	614.97
9734	LIGHT LIENS 2016	24,310.43
		-----
217	LOCAL REC-ELECTRIC	48,907,650.64
		-----
8373	LEASE SURCHARGE RETURNS FEES	12,925.80
8466	HOUSING FEE IN LIEU OF TAX	32,052.89
8978	PILOT-ELD TRANSMISSION	1,100,000.00
		-----
218	LOC. REC-IN LIEU TAX	1,144,978.69
		-----
8075	AIRPORT REVENUES	716.97
8702	AIRPORT LONG TERM LEASES	104,906.96
8703	AIRPORT SHORT TERM LEASES	83,412.43
8704	AIRPORT PROPOSED FLOWAGE FEE	30,651.27
8706	AIRPORT TIE DOWNS	18,271.71
8884	AIRPORT-SECURITY PASSES	9,200.00
		-----
220	LOCAL REC-AIRPORT	247,159.34
		-----
8362	WATER SECOND METERS	20,895.00
8802	WATER FEE-SERVICE RENEWAL	300.00
8803	WATER FEE-FLOW TEST/HYDRANT	2,750.00
8808	WATER FEE-FROZEN METER REPLACE	265.00

# TOWN TREASURER

Date: 1/10/2017 11:48:16 AM

## Report of the Town Treasurer

Page: 5

Town of Norwood

Fiscal Year: 2016 Rev Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 01 GENERAL FUND

ASN	Account Description	YTD Receipts
8818	WATER FEES-1" WATER TAP	33,218.00
8819	WATER FEES-4" WATER TAP	6,000.00
9103	WATER A/R RECEIPTS	6,498,555.54
9279	WATER OPER - BACKFLOW TESTING	64,889.95
9542	WATER LIENS 2014	0.00
9586	WATER LIENS 2015	3,597.92
9587	SEWER LIENS 2015	3,571.95
9732	WATER LIENS 2016	134,977.49
9733	SEWER LIENS 2016	138,007.89
-----		
221	LOCAL REC- WATER	6,907,028.74
-----		
8809	SEWER FEE-CONNECT 6-10" MAIN	46,300.00
8810	SEWER FEE-CONNECT 10" & UP	3,095.00
8811	SEWER FEE-SERVICE RENEWAL	1,050.00
8812	SEWER FEE-OT CHG/CLEANING SVC	2,000.00
9102	SEWER A/R RECEIPTS	7,454,112.43
-----		
222	LOCAL REC - SEWER	7,506,557.43
-----		
8664	RECYCLING REVENUE	3,829.47
9446	REFUSE REMOVAL BULK ITEMS	10,000.00
9447	REFUSE REM-APPLIANCE PICK UP	9,825.00
-----		
224	LOCAL REC-REFUSE REMOVAL	23,654.47
-----		
8974	BROADBAND-ADVERTISING INCOME	29,501.59
9111	CABLE RECEIPTS	6,981,785.53
9149	VOIP RECEIPTS	264,993.33
9276	CABLE SUBSCRIBER FEES	5,551.00
9291	CABLE / VOIP BANK FEES	-9,128.93
9735	CABLE LIENS 2016	1,610.96
-----		
226	LOCAL REC - CABLE	7,274,313.48
-----		
9079	AMBULANCE FEES	1,075,504.58
-----		
228	LOCAL REC-AMBULANCE	1,075,504.58
-----		
9387	N / STAR SERVICE REVENUE	1,800,000.00
-----		
229	NLD/N STAR PROJECT	1,800,000.00

Date: 1/10/2017 11:48:16 AM

**Report of the Town Treasurer**

Page: 6

Town of Norwood

Fiscal Year: 2016 Rev Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 01 GENERAL FUND

ASN	Account Description	YTD Receipts
8278	CSI C-14 ABATE TO THE ELDERLY	102,065.00
8281	CSI C-10: LOTTERY/GAMES	3,573,298.00
8285	CSI A-1: SCHOOL AID CH.70	5,751,026.00
9002	CSI-CHARTER SCHOOL ASSESSMENT	817,430.00
-----		
300	ST CHERRY SHT REC	10,243,819.00
8015	MEDICARE REIMB/IMMUNIZATION	14,932.01
8098	VETERANS STATE REIMB	91,421.00
8299	STATE REIMB'T-POLLING HOURS	4,488.00
8610	JET FUEL OPTION	56,360.09
8693	COMM OF MASS - ROOM OCCUPANCY	1,483,568.32
9412	COMM OF MASS MEALS TAX	722,848.72
9538	STATE HOMELESS TRANSP. REIMB.	25,289.00
-----		
310	OTHER STATE REIMB	2,398,907.14
9710	FY15 CHAPTER 90 REIMBURSEMENT	636,527.34
9744	FY16 CHAPTER 90 REIMBURSEMENT	746,022.44
-----		
311	STATE REIMB-CH90	1,382,549.78
9022	MEDICAID REIMB-TOWN	334,006.41
-----		
312	MEDICAID REIMB-TOWN	334,006.41
9288	INSURANCE RECOVERY	2,010.66
-----		
600	OTHER RECEIPTS	2,010.66
9581	6/14 GOB BOND PREMIUM	4,549.67
9745	8/15 BAN PREMIUM	607,699.39
-----		
865	BORROWED RECEIPTS	612,249.06
-----		
00 01	GENERAL FUND	164,424,238.25

# TOWN TREASURER

Date: 1/10/2017 11:48:16 AM

## Report of the Town Treasurer Town of Norwood

Page: 7

Fiscal Year: 2016 Rev Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 22 SCHOOL LUNCH REVLR

ASN	Account Description	YTD Receipts
8351	LUNCH REVOLV-STATE REIMB'TS	555,437.05
8422	SCHOOL LUNCH SALES-REVOLVING	758,662.92
		-----
800	LUNCH REVOLVING RCTS	1,314,099.97
		-----
00 22	SCHOOL LUNCH REVLR	1,314,099.97

Date: 1/10/2017 11:48:16 AM

**Report of the Town Treasurer**

Page: 8

Town of Norwood

Fiscal Year: 2016 Rev Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 24 OTHER REVOLVING FDS

ASN	Account Description	YTD Receipts
9109	REV-CABLE SALES TAX REC	15,525.81
9110	REV-CABLE FRANCHISE FEES REC	4,781.23
9151	REVOLV-VOIP REG. FEE RECEIPTS	104,876.58
-----		
226	LOCAL REC - CABLE	125,183.62
8092	SCH-SELF HELP RENT @ JHN	16,306.55
8208	SCH CUSTODIAL O T REVOLVING	44,126.00
8323	SCH-EXTENDED DAY PROGRAM	456,295.66
8372	SCHOOL ATHLETICS REVOLVING	26,842.00
8389	REV-INS REIMB FIRE DEPT	27,424.94
8424	SUMMER SCHOOL REVOLVING FUND	38,341.00
8571	SCH-BUILDING RENTAL REVOLVING	83,821.50
8581	LIBRARY RESTITUTION REVOLVING	5,209.25
8591	INS REIMB - POLICE CARS	555.80
8605	INSURANCE RECOVERY/ENG VEHICLE	625.00
8624	SCH-PRE-SCHOOL TUITION REVOLV	173,661.00
8627	CONSERVATION COMM WPA REVOLV	9,842.49
8692	SCH-EXT. DAY RENT/OPER @ JHN	77,965.08
8879	REVOLVING-INS RECOVERY AIRPORT	8,145.57
8913	SCH EXTENDED DAY-SUMMER PROG	108,387.07
8915	SCH-ENABLE, INC. RENT @ JHN	77,928.96
8917	SCH-ED COOP(TEC) RENT@JHN	7,021.75
8918	SCH-METRO SO.WEST RENT@JHN	153,445.38
8919	SCH-JHN (SAVAGE BLDG) MISC.	8,495.48
8935	SCH-REV.STUDENT ACT.-ELEMENTRY	11,140.00
8936	SCH-REV. BUS FEES	235,332.50
8985	SCH-REV.STUDENT ACT.-MIDDLE	10,915.00
8986	SCH-REV.STUDENT ACT.-S.H.S.	15,860.00
9026	SCH ATHLETIC USER FEES	151,036.00
9106	LIGHT SALES TAX RECEIPTS	1,253,820.36
9212	SCH-WIC RENT @ JHN	3,886.98
9306	REV-COA REV PROGRAMS	29,924.00
9307	REV-COA REV LUNCH / FOOD	18,958.00
9308	REV-COA EXERCISE / CLASSES	23,366.00
9397	REV SCH RENTAL-PARKING	14,450.00
9432	REV-SHS WALKING TRACK FEES	30.00
-----		
810	REVOLVING FUND RCTS.	3,093,159.32
8959	REV-SPED CIR BREAKER REVENUE	1,625,193.00
-----		
840	EGR RECEIPTS	1,625,193.00
9779	3/15 BAN PREMIUM	5,772.82

# TOWN TREASURER

Date: 1/10/2017 11:48:16 AM

## Report of the Town Treasurer Town of Norwood

Page: 9

Fiscal Year: 2016 Rev Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 24 OTHER REVOLVING FDS

ASN	Account Description	YTD Receipts
9780	4/15 GOB REFUNDING	23,514.21
865	BORROWED RECEIPTS	29,287.03
00 24	OTHER REVOLVING FDS	4,872,822.97

Date: 1/10/2017 11:48:16 AM

**Report of the Town Treasurer**

Page: 10

Town of Norwood

Fiscal Year: 2016 Rev Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 25 FED/STATE GRANT FUND

ASN	Account Description	YTD Receipts
8619	MUNICIPAL EQUALIZATION-LIBRARY	35,103.12
9303	GRANT-LIBRARY LSTA	7,500.00
-----		
300	ST CHERRY SHT REC	42,603.12
9751	GR-MSBA CALLAHAN BOILER REPL	136,169.00
-----		
309	INTERGOVERNMENTAL - MSBA	136,169.00
8062	S.A.F.E. GRANT PROGRAM	7,754.00
8295	SPEC ED-EARLY CHILDHOOD GRANT	26,884.00
8402	SPEC ED HP GRANT PL94-142	958,346.00
8405	TITLE ONE PROGRAM	422,770.00
8593	GR-SCH #274 PROF DEV/TRAINING	29,856.00
8685	SCH - MISC FED & STATE GRANTS	235.00
8840	GRANT-POLICE TRAFF SAFETY ENF.	5,618.48
8855	GRANT-ACAD SUPPORT SERVICE 632	8,300.00
8900	GR-SCH #140- IMP ED QUALITY	97,395.00
8902	GRANT-SCH LEP SUPP PROJ #180	35,752.00
8949	GR-SCH #701 KINDERG'N ENHANCE	114,360.00
8968	GRANT-FIRE MDU TRAILER	2,000.00
8970	GRANT-BOH EMER PREPAREDNESS	8,093.37
9231	GR-SCH-MCC BIG YELLOW SCH BUS	400.00
9273	GR-SCH ESHS MENTOR/PARTNERSHIP	3,000.00
9304	GR-SCH #237 CPC COORD FAM/COMM	37,500.00
9345	GR-SCH #391 PRESCH LEARN ENVIR	49,117.00
9522	GR-SCH #298 SPED E.C. PROGRAM	3,000.00
9563	GR-AIP ENVIRONM'T TAXIWAY A	86,100.69
9576	GR-DESIGN PREP DOCS- ICE RINK	65.15
9591	GR-SCH #184 LEP SUMMER SUPPORT	1,750.00
9708	GRANT-RECYCLING DIVIDENDS PROG	12,000.00
9750	GR-AIP WILDLIFE HAZARD ASSM'T	54,042.28
9761	GR-RECEIPT FY 16 COA FORMULA	44,889.37
9766	GR-FY16 911 STATE RECEIPT	80,794.87
9768	GR-SCH #243 SEC TRANS SYS IMPR	11,000.00
-----		
500	ST & FED. GRANTS	2,101,023.21
9593	GRANT- IMPACT BAY STATE COMM	3,000.00
9721	GR-BOKS GRANT RECEIPT	1,000.00
9729	GRANT-SCH TOUCH MATH PROGRAM	5,137.00
9752	GRANT-BLUE HILLS BANK-ELEM	914.00
9753	GRANT-BLUE HILLS BANK - SHS	1,560.00
9756	GR-NCTA - STUDENT TRANS	150.00
9764	GRANT-BOH COMM DESIGN PROGRAM	4,000.00

# TOWN TREASURER

Date: 1/10/2017 11:48:16 AM

## Report of the Town Treasurer

Page: 11

Town of Norwood

Fiscal Year: 2016 Rcv Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 25 FED/STATE GRANT FUND

ASN	Account Description	YTD Receipts
9765	REC-FY16 SBIRT ESHS GRANT	4,912.00
9769	GRANT-LITERCY VOLUNTEERS (LVM)	21,876.00
9771	GR-SCH-I AM STRON TASC	2,500.00
600	OTHER RECEIPTS	45,049.00
00 25	FED/STATE GRANT FUND	2,324,844.33

Date: 1/10/2017 11:48:16 AM

## Report of the Town Treasurer

Page: 12

Town of Norwood

Fiscal Year: 2016 Rcv Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 26 REC'TS RES'D APPROPN

ASN	Account Description	YTD Receipts
9042	CEMETERY-SALE OF LOTS	160,500.00
212	LOCAL REC-CEMET	160,500.00
8431	TAXI TRANS FOR ELDERLY	9,245.00
820	RECEIPTS RSVD APPROP	9,245.00
00 26	REC'TS RES'D APPROPN	169,745.00

Date: 1/10/2017 11:48:16 AM

**Report of the Town Treasurer**

Page: 13

Town of Norwood

Fiscal Year: 2016    Rcv Type Range: 001-999    Fund Range: 01-99

Year/Fund :    00 27    DONATIONS FUND

ASN	Account Description	YTD Receipts
8678	DONATIONS REC COMM CALENDAR	900.00
213	LOCAL REC-RECREATION	900.00
8044	DONATIONS-BETTERMENT OF POUND	105.00
8053	DONATIONS-ERNEST J BOCH FUND	61,000.00
8260	SCH-GIFTS/DONATIONS-BALCH	1,364.01
8261	SCH-GIFTS/DONATIONS-CALLAHAN	876.75
8263	SCH-GIFTS/DONATIONS-CLEVELAND	4,662.25
8267	SCH-GIFTS/DONATIONS-OLDHAM	8,384.00
8272	SCH-GIFTS/DONATIONS-PRESCOTT	2,918.00
8273	DONATIONS-CULTURAL COUNCIL	60.00
8274	SCH-GIFTS/DONATIONS-JHS	8,010.99
8289	SCH-GIFTS/DONATIONS-SHS	8,109.50
8291	SCH-GIFTS/DONATIONS-SYSTEMS	29,215.08
8358	DONATIONS-COMPOSTING BD/HEALTH	627.00
8387	DONATIONS - COA GIFT FUND	6,147.00
8428	DONATIONS-HOL. LIGHTING CELEB.	2,400.00
8450	DONATIONS-ENERGY ASSIST PROG	14,690.00
8451	DONATIONS-SCH MUSIC REVOLVING	38,953.87
8463	DONATIONS-E MONAHAN MEM FUND	11,899.28
8468	REC DEPT SPEC PROG REVOLVING	270,078.63
8519	CONCERTS ON THE COMMON-DONATIO	21,675.00
8539	MORRILL MEM LIB GIFT FUND	3,115.00
8582	DONATIONS-CARILLON PROGRAM	50.00
8597	DONATIONS-SPRING PLANTING	6,440.00
8613	SEIZURE OF DRUG MONIES-STATE	32,529.82
8662	DONATIONS - JULY 4TH	17,250.00
8781	DONATIONS-BOH RECYCLING DAY	6,747.05
8893	SCH-DONATIONS WIL/EARLY LEARN	2,895.60
8923	DONATIONS-NORWOOD DAY	50,980.00
9015	DONAT-DPW 50/50 BURM PROGRAM	2,290.00
9080	DONATIONS-SCH DRAMA OPERATIONA	21,214.00
9122	DONATION-VETERANS FAMILY SUPP	4,316.00
9208	DONA-HELMET &SAFETY EQUIP PROG	500.00
9233	DONA-CONS-MAINT & IMPROVE PROJ	1,000.00
9234	DONATIONS-REFUSE CONTAINERS	3,500.00
9370	DONATIONS-MEMORIAL BENCHES	800.00
9531	DONATIONS- SCHOOL SCHOLARSHIPS	4,400.00
9599	DONATION-PROSPECT / UPLAND DES	63,000.00
9754	DONATION-RECYCLER OF THE MONTH	2,400.00
9755	DONATION-MONROE ST RDWY PAVING	34,296.00
9758	DONATIONS I & I REMOVAL	97,816.80
9762	DONATION-NHS-NOLET/JOHNSON FLR	32,625.00
9770	DONATION-POLICE COMMUNITY PROG	5,000.00
830	DONATED FUNDS	884,341.63
00 27	DONATIONS FUND	885,241.63

# TOWN TREASURER

Date: 1/10/2017 11:48:16 AM

## Report of the Town Treasurer Town of Norwood

Page: 14

Fiscal Year: 2016    Rcv Type Range: 001-999    Fund Range: 01-99

Year/Fund :    00 41    GRAN - SAAN CASH

ASN	Account Description	YTD Receipts
9727	FY 15 WRRRP POTHOLE FUND REC	137,111.34
310	OTHER STATE REIMB	137,111.34
00 41	GRAN - SAAN CASH	137,111.34

Date: 1/10/2017 11:48:16 AM

## Report of the Town Treasurer Town of Norwood

Page: 15

Fiscal Year: 2016    Rcv Type Range: 001-999    Fund Range: 01-99

Year/Fund :    00 53    MWPAT ATM / STM

ASN	Account Description	YTD Receipts
9436	REC - DUE FROM WESTOVER SEWER	23,484.00
9579	MWPAT MEADOWBROOK SEWER REC	840,167.41
9767	MCWT MEADOWBRK AREA 3 & 4	760,186.00
310	OTHER STATE REIMB	1,623,837.41
9777	FUND 53-MCWT FORGIVENESS	73,377.00
865	BORROWED RECEIPTS	73,377.00
00 53	MWPAT ATM / STM	1,697,214.41

Date: 1/10/2017 11:48:16 AM

## Report of the Town Treasurer Town of Norwood

Page: 16

Fiscal Year: 2016    Rcv Type Range: 001-999    Fund Range: 01-99

Year/Fund :    00 54    CAPITAL PROJ-SCH/BLDG

ASN	Account Description	YTD Receipts
9739	8/15 BAN COAKLEY SCH DRIVEWAY	200,000.00
865	BORROWED RECEIPTS	200,000.00
00 54	CAPITAL PROJ-SCH/BLDG	200,000.00

Date: 1/10/2017 11:48:16 AM

**Report of the Town Treasurer**

Page: 17

Town of Norwood

Fiscal Year: 2016 Rcv Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 55 CAPITAL PROJ-GEN GOV BLDGS REP

ASN	Account Description	YTD Receipts
9740	8/15 BAN LIBRARY IMPROVEMENTS	954,000.00
9772	BORR-DPW LITIGATION	60,000.00
		-----
865	BORROWED RECEIPTS	1,014,000.00
		-----
00 55	CAPITAL PROJ-GEN GOV BLDGS REP	1,014,000.00

Date: 1/10/2017 11:48:16 AM

**Report of the Town Treasurer**

Page: 18

Town of Norwood

Fiscal Year: 2016 Rcv Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 56 CAPITAL PROJ- GEN GOV EQUIPM'T

ASN	Account Description	YTD Receipts
9741	8/15 BAN DPW NEW EQUIPMENT	1,405,000.00
		-----
865	BORROWED RECEIPTS	1,405,000.00
		-----
00 56	CAPITAL PROJ- GEN GOV EQUIPM'T	1,405,000.00

Date: 1/10/2017 11:48:16 AM

**Report of the Town Treasurer**

Page: 19

Town of Norwood

Fiscal Year: 2016 Rcv Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 57 CAPITAL PROJ SCH NEW EQUIP

ASN	Account Description	YTD Receipts
9742	8/15 BAN SCHOOL TECHNOLOGY	125,000.00
		-----
865	BORROWED RECEIPTS	125,000.00
		-----
00 57	CAPITAL PROJ SCH NEW EQUIP	125,000.00

# TOWN TREASURER

Date: 1/10/2017 11:48:16 AM

## Report of the Town Treasurer

Page: 20

Town of Norwood

Fiscal Year: 2016 Rcv Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 61 FUND 61 LIGHT DEPARTMENT

ASN	Account Description	YTD Receipts
9747	8/18 BAN LIGHT TRANSMISSION	8,000,000.00
865	BORROWED RECEIPTS	8,000,000.00
00 61	FUND 61 LIGHT DEPARTMENT	8,000,000.00

Date: 1/10/2017 11:48:16 AM

## Report of the Town Treasurer

Page: 21

Town of Norwood

Fiscal Year: 2016 Rcv Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 81 NON-EXPENDABLE TRUST

ASN	Account Description	YTD Receipts
9115	TR-VIOLA SASTAVICKAS PR.	1,500.00
709	TRUST DONATIONS	1,500.00
8440	INCOME-NORWOOD EDUC TRUST FUND	2.65
9575	TRUST FD INTERST OPEB TR FD	28,629.73
710	TRUST INTEREST REC'T	28,632.38
9574	TRUST FD PR INVESTED OPEB	428,360.00
720	TRUST OTHER RECEIPT	428,360.00
00 81	NON-EXPENDABLE TRUST	458,492.38

Date: 1/10/2017 11:48:16 AM

**Report of the Town Treasurer**

Page: 22

Town of Norwood

Fiscal Year: 2016 Rcv Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 82 EXPENDABLE TRUSTS

ASN	Account Description	YTD Receipts
8672	STUDENT ACTIVITY FUND - SHS	86,325.06
8673	STUDENT ACTIVITY FUND - JHS	59,606.76
-----		
209	LOCAL REC-SCHOOL	145,931.82
8537	CUSHING TRUST FUND	1,812.99
-----		
700	SURPLUS REV INV	1,812.99
8167	TRUST PR-ANNE M FRANCIS FD	310.00
-----		
709	TRUST DONATIONS	310.00
8043	CHARLES HAYDEN MEMORIAL-INCOME	38.55
8089	TRUST FD INC ANNE M FRANCIS FD	6.66
8445	INTEREST-STUDENT ACTIVITY-SHS	4.90
8446	INTEREST STUDENT ACTIVITY -JHS	1.24
8501	TRUST INTEREST-LANE FUND	210.76
8503	TRUST INTEREST-ENGLISH PRIZE	130.00
8505	TRUST INTEREST-WHEDON FUND	26.17
8507	TRUST INTEREST-SWAIN FUND	18.29
8509	TRUST INTEREST-CUDWORTH FUND	26.55
8511	TRUST INTEREST-MORSE FUND	26.29
8512	TRUST INTEREST-DAY CEMETERY FD	1,366.09
8514	TRUST INTEREST-POST WAR REHAB	109.41
8515	TRUST INTEREST-CUSHING FUND	3,710.86
8553	INT ON PERPETUAL CARE	16,469.25
9033	TRUST INTEREST-GALLANT FUND	109.78
9116	TRUST - VIOLA SASTAVICKAS-INC	39.38
9200	TRUST-LIB ENDOWMENT INCOME	1,787.53
9524	TRUST FD INC-J KAESTA MENGES	3.71
9568	TR-INC NON-CONTRIB RETIRMENT	8,887.01
9704	TRUST FD INC-CONSERVATION LAND	99.41
-----		
710	TRUST INTEREST RECT	33,071.84
9567	TR-PR-NON-CONTRIB RETIREMENT	3,869.28
-----		
720	TRUST OTHER RECEIPT	3,869.28
-----		
00 82	EXPENDABLE TRUSTS	184,995.93

# TOWN TREASURER

Date: 1/10/2017 11:48:16 AM

## Report of the Town Treasurer Town of Norwood

Page: 23

Fiscal Year: 2016 Rev Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 83 OTHER TRUST FUNDS

ASN	Account Description	YTD Receipts
8858	TRUST INTEREST-ELEC CONSUMERS	17,793.95
216	LOCAL REC-INTEREST	17,793.95
9087	TRUST-POST 12/08 RATE SHOCK	81,925.94
709	TRUST DONATIONS	81,925.94
8226	INT STABILIZATION FUND	84,841.91
9757	TRUST -INT - DPW STABILIZATION	7,825.47
9760	TR-INTEREST SUNSET AVE	136.73
710	TRUST INTEREST REC'T	92,804.11
9759	TR-SUNSET AVE PERFORMANCE BD	208,102.39
720	TRUST OTHER RECEIPT	208,102.39
00 83	OTHER TRUST FUNDS	400,626.39

Date: 1/10/2017 11:48:16 AM

**Report of the Town Treasurer**

Page: 24

Town of Norwood

Fiscal Year: 2016 Rcv Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 84 SPECIAL REVENUE

ASN	Account Description	YTD Receipts
8355	SRF-SEP. INV. FED SEIZED PROP	4.55
8556	SRF-ARTS LOTTERY FUND INTEREST	9.22
-----		
216	LOCAL REC-INTEREST	13.77
-----		
8625	SRF - ARTS LOTTERY FUND	7,900.00
-----		
500	ST & FED. GRANTS	7,900.00
-----		
9194	SRF-CDBG RECAPTURE PROGRAM	12,003.71
-----		
600	OTHER RECEIPTS	12,003.71
-----		
8616	INTEREST - MWRA GRANT/LOAN	1,243.28
8976	SRF-MWRA PIPELINE INTEREST	452.06
-----		
710	TRUST INTEREST REC'T	1,695.34
-----		
8604	SRF-COMM DEV BLOCK INT	-101.03
9195	SRF-CDBG RECAPTURE PROG. - INT	60.17
-----		
750	SPECIAL REVENUE-INTEREST	-40.86
-----		
9746	SRF MWRA 8/15 VERNON, FLORENCE	500,000.00
-----		
865	BORROWED RECEIPTS	500,000.00
-----		
00 84	SPECIAL REVENUE	521,571.96

# TOWN TREASURER

Date: 1/10/2017 11:48:16 AM

## Report of the Town Treasurer

Page: 25

Town of Norwood

Fiscal Year: 2016 Rcv Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 89 AGENCY FUNDS

ASN	Account Description	YTD Receipts
8430	COMPOST BIN SALES TAX	33.00
207	LOCAL REC- HLTH/SANI	33.00
8228	TAILINGS	5,203.43
600	OTHER RECEIPTS	5,203.43
8094	AGENCY - FIRE DETAILS	23,392.53
8148	AGENCY-GUN LICENSE FEES-STATE	15,568.75
8378	AGENCY GROUP LIFE INS.	45,241.24
8546	RETIREMENT P.R. W/H	199,238.80
8584	AGENCY-GTD.DEPOSIT-LIGHT RATES	95,715.00
8588	AGENCY-POLICE DETAIL REVOLVING	1,225,197.87
8630	AGENCY-OPTIONAL LIFE INS.	37,167.86
8768	GUAR DEPOSIT - RETIRE PAYABLES	0.00
8864	GUAR DEPOSIT-CABLE ACCESS CORP	642,635.55
9048	GUAR DEP-DENTAL - TOWN	181,068.04
9049	GUAR DEP-DENTAL - SCHOOLS	206,725.12
9050	GUAR DEP DENTAL - RETIREES	254,127.64
9236	GTD/DEP-GIC EMPLOYEE SHARE	2,913,862.06
9253	GTD/DEP-UNI INDEM WO CIC NON	26,661.35
835	AGENCY ACCTS(W/H,DEP)	5,866,601.81
9748	8/15 PAYOFF 3/15 BAN	9,556,000.00
865	BORROWED RECEIPTS	9,556,000.00
00 89	AGENCY FUNDS	15,427,838.24

Date: 1/10/2017 11:48:16 AM

**Report of the Town Treasurer**  
Town of Norwood

Page: 26

Fiscal Year: 2016 Rcv Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 91 SHORT TERM BAN DEBT

ASN	Account Description	YTD Receipts
9776	DO NOT USE	0.00
865	BORROWED RECEIPTS	0.00
00 91	SHORT TERM BAN DEBT	0.00

Date: 1/10/2017 11:48:16 AM

**Report of the Town Treasurer**  
Town of Norwood

Page: 27

Fiscal Year: 2016 Rcv Type Range: 001-999 Fund Range: 01-99

Year/Fund : 00 99 MISC A/R

ASN	Account Description	YTD Receipts
9107	AUTOMATIC METER READER FUND	340,349.26
215	LOCAL REC-AMR	340,349.26
9743	A/R GRANT FY16 HEALTH REIMB	193,632.44
846	A/R HEALTH INS REIMB GRANT	193,632.44
00 99	MISC A/R	533,981.70
		=====
		204,096,824.50

# BOARD OF ASSESSORS

## 2016 ANNUAL REPORT OF THE NORWOOD BOARD OF ASSESSORS

The duties of the Board of Assessors are complex and comply with the Massachusetts General Law, Chapter 59.

The primary function of the Board of Assessors is to assess property at full and fair cash market value for the purpose of taxation.

The three main sources of tax revenue are Real Estate, Personal Property and Motor Vehicle Excise. The Assessing Department is responsible for the update and maintenance of various records, including property ownership records, personal property records, exempt property and town owned property record cards. The Board of Assessors is also responsible for reviewing and maintaining building permit records on each property. Maintaining sub-division records, apportioned street and sewer records is also a responsibility of the Board of Assessors.

The Board of Assessors is responsible for Real Estate, Personal Property and Motor Vehicle Excise commitments.

Other duties include motor vehicle excise tax appeals, tax exempt appeals, real estate and personal property tax appeals and Appellate Tax Board cases.

The Board of Assessors does not determine property taxes. The Town itself determines the level of taxation through the action of Town Meeting.

The Fiscal Year 2016 residential and open space tax rate was \$11.12. The commercial, industrial and personal property tax rate was \$21.71.

CLASS	LEVY%	VALUATION	LEVY	PARCEL COUNT
Residential	54.5959	\$3,307,370,954	\$36,777,965.01	8102
Commercial	30.0162	\$931,317,428	\$20,218,901.36	447
Industrial	11.7431	\$364,357,200	\$7,910,194.81	205
Personal	3.6448	\$113,087,940	\$2,455,139.18	1138
<b>TOTALS</b>	<b>100.0000</b>	<b>\$4,716,133,522</b>	<b>\$67,362,200.36</b>	

### FISCAL YEAR 2015 TAX RATE SUMMARY

Total Amount To Be Raised	\$175,804,079.36
Total Estimated Receipts & Other Sources	\$108,441,879.00
Total Levy	\$67,362,200.36
Average Single Family Dwelling Assessed Value	\$399,580.00
Average Single Family Tax Bill	\$4,443.33

## MOTOR VEHICLE AND TRAILER EXCISE

In the year 2016 there were 30,823 Motor Vehicle and Trailer Excise tax bills committed in the amount of \$4,787,957.77

### In Memoriam Paul F. Wanecek



Paul F. Wanecek, retired Chairman of the Norwood Board of Assessors, passed away peacefully on January 12, 2016. Paul began his service to the Town of Norwood in the Treasurers' office in 1980.

In 1986 Paul was appointed as the Head Clerk in the Assessors office. Paul quickly began his rise in the Assessors office and was appointed Chairman of the Board of Assessors in 1993.

Paul stepped down as Chairman of the Board on March 31, 2015, however, he continued to serve on the Board of Assessors until his death. Paul was an active member of the Massachusetts Association of Assessing Officers as well as an officer with the Suffolk/Norfolk County Association of Assessors for many years.

Paul was also active in many charities in Norwood and spent many years as a member of the Norwood Colonial Boys, traveling New England and the World entertaining thousands of people.

Paul will be missed by the many friends and family whose lives he touched.

Respectfully submitted,

Timothy J. McDonough, Chairman  
James F. Grover  
Robert M. Thornton

# MOSQUITO CONTROL / REGISTRY OF DEEDS

## 2016 NORWOOD ANNUAL REPORT OF THE NORFOLK COUNTY MOSQUITO CONTROL DISTRICT

NCMCD operations apply an Integrated Pest Management (IPM) approach to mosquito control that is rational, environmentally sensitive, and cost effective.

### Surveillance

We are engaged in an intensive monitoring process through weekly field collections and data analysis in collaboration with the Massachusetts Department of Public Health (MDPH) to detect for disease-vectoring mosquitoes. Virus isolations assist us in focusing our surveillance to hot zones thereby allowing us to alert nearby towns of a potential epidemic.

Virus Isolations in the town:  
 One human case of WNV in the town in 2016. (onset 8/28/16)  
 Requests for service: 219

### Water Management

Communication with residents and town/state/federal officials, site visits, monitoring, wildlife management, and land surveys while maintaining regulatory compliance is integral to the management of waterways that may contribute to mosquito breeding. Pre- to post-management documentation allows us to assess the efficacy of our work.

Culverts cleared	29 culverts
Drainage ditches checked/hand cleaned	8,340 feet
Intensive hand clean/brushing*	1,875 feet
Mechanical water management	0 feet
Tires collected	11

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

### Larval Control

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

Spring aerial larvicide applications (April)	42.2 acres
Summer aerial larvicide applications (May – August)	0 acres
Larval control - briquette & granular applications by hand	0.9 acres
Rain basin treatments – briquettes by hand (West Nile virus control)	2,750 basins
Abandoned/unopened pool or other manmade structures treated	0

### Adult Control

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

Adult aerosol ultra-low volume (ULV) applications from trucks	5,981 acres
---	-------------

Respectfully submitted,  
 David A. Lawson, Director

## 2016 ANNUAL REPORT NORFOLK COUNTY REGISTRY OF DEEDS

The Registry of Deeds is the principal office for real property records in Norfolk County. The Registry receives and records hundreds of thousands of documents annually. It houses more than 5 million land documents dating back to 1793. The Registry is a primary and indispensable resource for title examiners, mortgage lenders, municipalities, homeowners, title examiners, genealogists and others with a need for land record information.

The Registry operates under the supervision of the elected Register, William P. O'Donnell who has held the position since 2002. In continuous operation for nearly two hundred and twenty-four years, the Registry's mission has remained the same: to maintain and provide for accurate, reliable and accessible land records to all residents and businesses of Norfolk County.

### 2016 Registry Achievements

- Register William P. O'Donnell and his staff continue their direct outreach to town halls, senior centers, businesses and civic groups across Norfolk County. The Register held office hours at Norwood Town Hall on June 16th.
- The Registry of Deeds recently renovated walk-in Customer Service and Copy Center continues to provide residents and businesses with quality service. This year alone, the Center handled more than 5,000 requests. These included filings of Homesteads, accessing your deed, confirming that documents affecting your property have been duly recorded and help with obtaining a mortgage discharge notice. You can contact the Customer Service and Copy Center at 781-461-6101. Hours of operations are 8:30am to 4:30pm, Monday through Friday.
- In calendar year 2016, we collected more than \$50 million in revenue.
- This year saw a record number of email filers.
- In 2016, we hit a milestone of recording our 34,000 Registry of Deeds book. For the sake of security and redundancy, we record our documents 3 different ways: hard copy, electronically and by microfiche.
- So far this year, more than 11,000 Homesteads applications have been filed at the Registry. The law Chapter 188 (M.G.L.) provides limited protection of one's home against unsecured creditor claims.
- In 2016, the Registry of Deeds unveiled its Transcription Project. The initiative, the first in New England, makes land recorded documents written by scribes of the 18th and 19th centuries in the old cursive hand writing style much easier to read by converting the words into easy to read electronic text.

# NORFOLK COUNTY REGISTRY OF DEEDS

- The internet library of images, accessible to the public through the Registry of Deeds' online research system at [www.norfolkdeeds.org](http://www.norfolkdeeds.org) continues to expand. Today all documents dating back to the first ones recorded in 1793 - are available for viewing.
- This year, many technological, office and capital improvements were implemented, including upgrading the cyber security protections of our registry computers, server and network infrastructure. The Registry's website [www.norfolkdeeds.org](http://www.norfolkdeeds.org) is routinely updating its latest resources such as real estate statistics, answers to frequently asked questions, along with detailing the latest consumer programs.
- The Registry of Deeds Consumer Notification Service hit a milestone with its 500th subscriber. This consumer/public safety program, started last year, allows any county resident to opt in to this free notification service and be alerted when any document – fraudulent or otherwise – is recorded against their name. For more information, please see our website at: [www.norfolkdeeds.org](http://www.norfolkdeeds.org).
- Register O'Donnell hosted several free computer seminars at the Registry to provide hands-on-training to the public, including trade groups, public officials, real estate professionals, genealogists on how to access land record information using the Registry's new website technology.
- The Registry expanded its community outreach commitment by working with the Veterans Administration of Boston on our 'Suits for Success' program and supporting the newlife Home Refurbishing program to assist those who are in need of household items, including furniture. Our Toys for Tots' Drive has over the years collected 1,500 presents. Our Annual Holiday Food Drive continues to assist in supporting Food Pantry's throughout Norfolk County.
- The Registries of Deeds had several legislative accomplishments in 2016 such as county registries extending their tech fund to year 2020 to offset their hi-tech expenditures and clarifying Freedom of Information Act requests so that registries remain cost efficient and productive.

## Norwood Real Estate Activity Report January 1, 2016 – December 31, 2016

During 2016, Norwood real estate activity saw increases in both total sales volume and average sales price.

There was a 4% increase in documents recorded at the Norfolk County Registry of Deeds for Norwood in 2016, resulting in an increase of 220 documents from 5,086 to 5,306.

The total volume of real estate sales in Norwood during 2016 was \$331,894,326, a 14% increase from 2015. The average sale price of homes and commercial property was also up 1% in Norwood. The average sale was \$780,927.

The number of mortgages recorded (1,189) on Norwood properties in 2016 was up 3% from the previous year. Total mortgage indebtedness increased 188% to \$1,669,347,853 during the same period.

There were 8 foreclosure deeds filed in Norwood during 2016, representing a 300% increase from the previous year when there were 2 foreclosure deeds filed.

Homestead activity increased 3% in Norwood during 2016 with 463 homesteads filed compared to 451 in 2015.

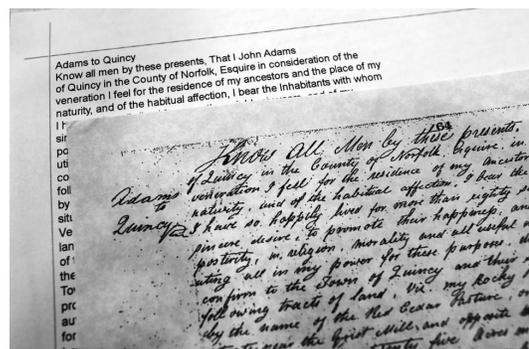
Finally, our objective at the Registry will always be to maintain, secure, accurate and accessible land records for the residents and businesses of Norfolk County. It is a privilege to serve you.



William P. O'Donnell  
Norfolk County Register of Deeds  
649 High St., Dedham, MA 02026



Register O'Donnell speaking at the Needham Council on Aging.



An example of a handwritten document and its transcribed version.

# FEDERAL & STATE REPRESENTATIVES

## FEDERAL & STATE REPRESENTATIVES

### **John Rogers, State Rep., 12<sup>th</sup> Norfolk District**

Office: State House, Room 162  
Boston, MA 02133  
Phone # 617-722-2092  
Email: [John.Rogers@mahouse.gov](mailto:John.Rogers@mahouse.gov)

### **Michael Rush, State Senator (D) Norfolk & Suffolk District**

Office: State House, Room 511C  
Boston, MA 02133  
Phone # 617-722-1348  
Email: [Michael.Rush@masenate.gov](mailto:Michael.Rush@masenate.gov)

### **Stephen F. Lynch (D) 8<sup>th</sup> Congressional District**

Boston Office: 88 Black Falcon Ave. Ste.340  
Boston, MA 02210  
Phone # 617-428-2000

Wash. Office: 2369 Rayburn HOB  
Washington, D.C. 20515  
Phone # 202-225-8273

Email: [Stephen.Lynch@mail.house.gov](mailto:Stephen.Lynch@mail.house.gov)  
Website: [www.house.gov/lynch](http://www.house.gov/lynch)

### **MWRA Advisory Board**

100 First Avenue  
Building 39-4th Floor  
Boston, MA 02129  
Phone number: 617-788-2050  
Email: [mwra.ab@mwra.state.ma.us](mailto:mwra.ab@mwra.state.ma.us)

### **MWRA**

Charleston Navy Yard  
100 First Avenue  
Boston, MA 02129  
Phone # 617-242-6000  
Web Page: [www.mwra.state.ma.us/index](http://www.mwra.state.ma.us/index)

## UNITED STATES SENATORS

### **Elizabeth Warren (D)**

Boston Office: 2400 JFK Federal Bldg.  
15 New Sudbury Street  
Boston, MA 02203  
Phone # 617-565-3170

Wash. Office: Senate House Office Bldg.  
317 Hart Senate Office Building  
Washington, D.C. 20510  
Phone # 202-224-4543

Email:  
Website: [warren.senate.gov](http://warren.senate.gov)

### **Edward Markey (D)**

Boston Office: 975 JFK Federal Building  
15 New Sudbury Street  
Boston, MA 02203  
Phone # 617-565-8519

Wash. Office: Senate House Office Building  
218 Russell Senate Office Bldg.  
Washington, D.C. 20510  
Phone # 204-224-2724

Email:  
Website: [markey.senate.gov](http://markey.senate.gov)

# ELECTED OFFICIALS / APPOINTED OFFICIALS

## ELECTED OFFICIALS

### **SELECTMEN - 3 YEARS**

Paul A. Bishop	2017
Helen Abdallah Donohue	2019
Allan D. Howard, Chairman	2017
Thomas F. Maloney	2019
William J. Plasko	2018

### **MODERATOR - ONE YEAR**

David Hern, Jr.	2017
-----------------	------

### **BOARD OF HEALTH**

Joan M. Jacobs, Chairwoman	2017
Kathleen F. Bishop	2018
Carolyn Riccardi	2019

### **SCHOOL COMMITTEE - 3 YEARS**

Myev A. Bodenhofer	2019
James F. Gormely, Chairman	2017
Lisa M. Igoe	2017
Patrick Joseph McDonough	2018
Michele Eysie Mullen	2019

### **FINANCE COMMISSION - 3 YEARS**

John W. Hayes	2018
Joseph P. Greeley, Chairman	2018
Judith A. Langone	2017
Anne Marie Haley	2019
Alan D. Slater	2019

### **PLANNING BOARD - 5 YEARS**

Paul J. Donohue	2020
Deborah A. Holmwood	2017
Ernest Paciorkowski	2018
Alfred P. Porro, Jr.	2021
Joseph F. Sheehan	2019

### **MORRILL MEMORIAL**

#### **LIBRARY TRUSTEES - 3 YEARS**

Sarah E. Begg	2018
John Raymond Hall, Jr.	2017
Deborah Anne Henry	2018
Patricia A. Hines	2017
Susan Pipes	2019
Cashman Kerr Price	2019

### **ELECTED CONSTABLES - 3 YEARS**

James A. Perry	2019
Kevin L. Perry	2017

### **NORWOOD HOUSING AUTHORITY - 5 YEARS**

John W. Hayes	2020
Judith A. Langone	2018
Patricia Griffin Starr	2021
Anne White Scoble	2019
Kevin P. Flaherty (State Appointed)	2016

### **REGIONAL VOCATIONAL SCHOOL DISTRICT COMMISSION**

Kevin Connolly	2015
----------------	------

## APPOINTED OFFICIALS

### **GENERAL MANAGER**

John J. Carroll

### **ASSESSOR**

**Timothy J. McDonough**

### **TOWN CLERK & ACCOUNTANT**

Thomas J. McQuaid

### **TOWN TREASURER & TAX COLLECTOR**

Robert J. Marsh

### **SUPT. OF PUBLIC WORKS**

Mark P. Ryan

### **POLICE CHIEF**

William G. Brooks, III

### **FIRE CHIEF**

Anthony Greeley

### **AIRPORT COMMISSION**

Kevin Shaughnessy	2016
Martin E. Odstrchel	2017
Mark P. Ryan	2018
Leslie W. LeBlanc	2018
Michael Sheehan	2017
Hylie Hutchens	2015
Paul V. Shaughnessy, Jr.	2015

### **APPOINTED CONSTABLES**

James Malia	2018
Sheryl I. Miller	2017
Donald S. Runnalls	2017
Thomas F. O'Toole	2019
James E. Pepin	2019

# APPOINTED OFFICIALS

Greg A. Pearce 2018  
 Julia Farah 2018  
 Pravin Chhanbhai Patel 2018  
 Brian J. Flavin, Jr. 2018

## BOARD OF APPEALS

### ZONING

Barbara Kinter 2016  
 Philip W. Riley, Esquire 2018  
 Harry T. Spence 2016  
 Patrick J. Mulvehill 2018  
 John R. Perry, Jr. 2017

### ASSOCIATE MEMBERS

Paul Eysie 2018  
 Thomas Brady 2016  
 Mary Anderson 2016  
 Scott P. Murphy 2017

## CULTURAL COUNCIL

Cary Dow 2015  
 Meghan Kelleher 2015  
 Ty-Lucas Kelley 2015  
 Christine Carey 2015  
 Michele Perotti, Chairperson 2015  
 John S. Joyce, Treasurer 2015  
 Jeanne O'Rourke, Secretary 2015  
 Isaac Wood, Intern 2015

## COUNCIL ON AGING

Delia Bartucca, Secretary 2016  
 Thomas Tobin, Chairperson 2017  
 Edmund Mulvehill, V. Chairperson 2017  
 Fran Kenney, Member 2016  
 Elizabeth Mastendrea, Member 2016

## HISTORICAL COMMISSION

Judith Howard, Chairwoman 2016  
 Marion Gaw 2016  
 Meghan Kelleher 2016  
 Brian Murphy 2016  
 Caroline Pannes 2016  
 Allison Priore 2016  
 Dale Day 2016  
 Michael Maresco (A) 2016

## PERMANENT BUILDING CONSTRUCTION COMMITTEE

Edward J. McKenna 2016  
 Francis Hopcroft 2018  
 Theodore J. Callahan 2018  
 Robert Silk 2016  
 William Kinsman 2017

William O'Connor 2017  
 Christopher Eberly 2017

## PERSONNEL BOARD

John E. Taylor 2017  
 Willard Krasnow 2018  
 David E. Hajjar 2018  
 Patterson Riley 2019  
 Gregg Giambanco 2019

## VETERANS' AGENT

Edmund W. Mulvehill, Jr.

## BUILDING CODE - BOARD OF APPEAL

Mary E. Coughlin 2017  
 James M. D'Espinosa 2018

## ALTERNATES

John R. Perry, Jr. 2017

## BOARD OF REGISTRARS

Martha A. Pellowe 2018  
 Marion Curran Boch 2017  
 Juliette A. Bugeau 2019

## BOARD OF HEALTH

Sigalle Reiss, Superintendent  
 Karen Reagan, Public Health Nurse  
 Stacey Lane, Public Health Nurse

## CABLE COMMUNICATIONS COMMISSION

Joan M. Jacobs 2017  
 Peter Strano 2016  
 Karen Meier 2015  
 Edward Kelliher 2015  
 Richard M. Shay, Chairman 2016

## CONSERVATION COMMISSION

Peter Bamber, Treasurer 2018  
 Carol Fishman 2018  
 Joseph DiMaria 2018  
 Lee Leach, Vice Chairman 2016  
 Cheryl Rogers, Chairperson 2018  
 John Gear 2018  
 Al Goetz, Agent

# **TALENT BANK**

## **TOWN OF NORWOOD**

### **SERVE YOUR COMMUNITY – ACT NOW!**

Town Government needs citizens who are willing to contribute time and expertise in the service of their community. Norwood will best be served if as broad a segment of the community as possible is involved in the functioning of our local government.

**A TALENT BANK** has been established by the Selectmen, the General Manager, and the Town Moderator as a means of compiling names of citizens who are interested in serving on boards or committees on a voluntary basis. This file is available at the Office of the Board of Selectmen also for use by the public.

**TALENT BANK** files are continually being updated to indicate categories consistent with the changing needs of the Town. Your order of preference should be indicated and the form below returned to:

**TOWN GOVERNMENT TALENT BANK  
% BOARD OF SELECTMEN  
P.O. BOX 40  
NORWOOD, MA 02062**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

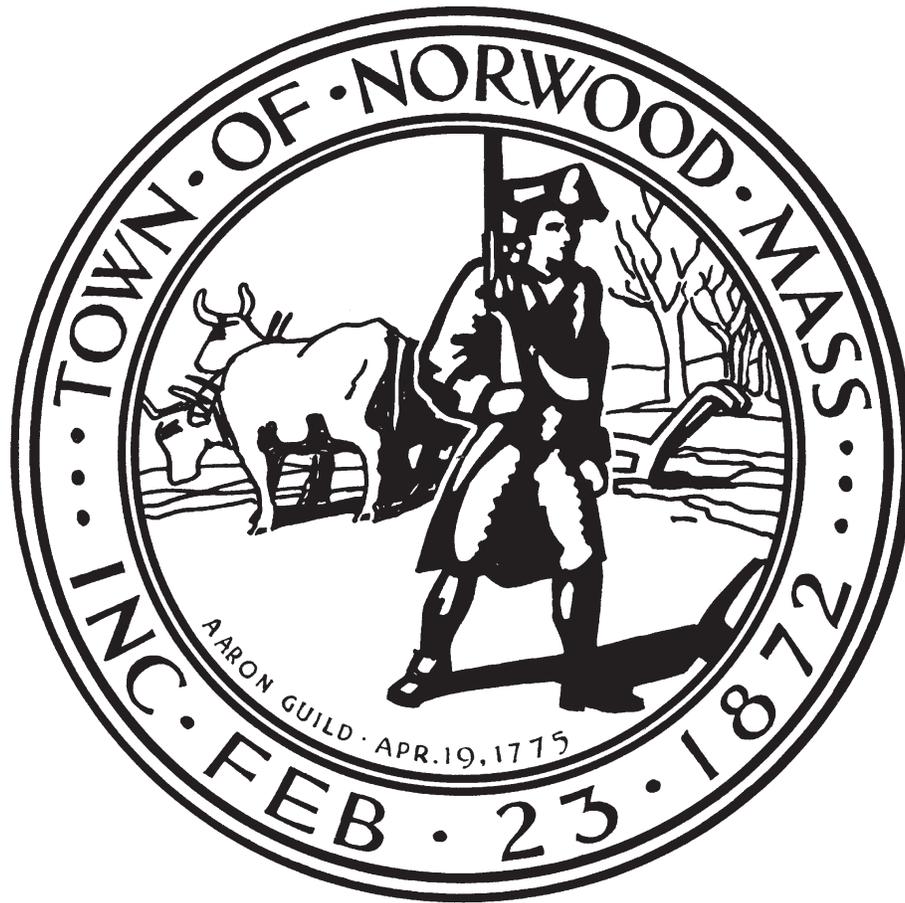
Telephone #: \_\_\_\_\_

Occupation: \_\_\_\_\_

#### INDICATE PREFERENCES

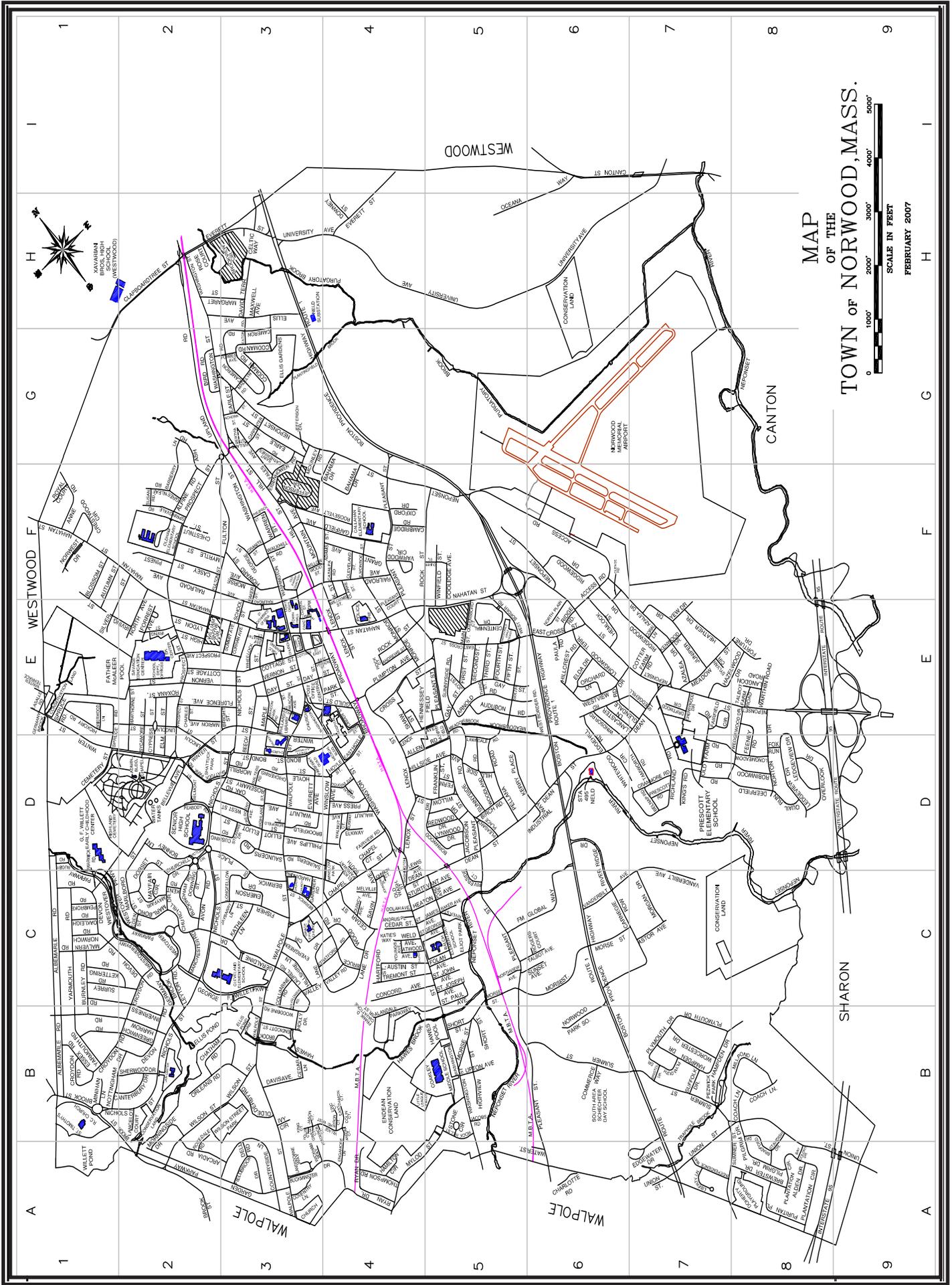
Airport Commission	Historical Commission
Industrial Development Financing Authority	Housing Committee
Board of Appeals – Bldg. Code	Permanent Building Construction Committee
Board of Appeals – Zoning	Personnel Advisory Board
Downtown Steering Committee	Council on Aging
Civil Defense	Conservation Commission
Cultural Council	Cable Communications Commission
Recycling Committee	
Economic Development Committee	
Open Space & Recreation Planning Comm.	

Other – Please indicate your area(s) of interest (i.e., youth activities, planning, financial, etc., for consideration when any special committees are to be appointed for specific problems or projects. An accompanying personal resume when this form is submitted would be appreciated.



Map of  
Norwood, MA 02062





NORWOOD  
MEMORIAL  
SCHOOL  
WESTWOOD

MAP  
OF THE  
TOWN OF NORWOOD, MASS.



SCALE IN FEET  
FEBRUARY 2007

# TOWN OF NORWOOD - IMPORTANT PHONE NUMBERS

**Fire: 911 (Emergencies)**  
**Business: (781) 762-0080**

**Police: 911 (Emergencies)**  
**Business: (781) 762-6888**

***For Information on:***

Animal Control.....	Henry Cerqueira .....	762-3159
Assessments.....	Assessors .....	762-1240
Billing (Light & Water) .....	Light Department.....	762-5180
Birth Certificates.....	Town Clerk.....	762-1240
Broadband Cable .....	Light Department.....	948-1150
Building Permits .....	Building Inspector.....	762-1240
Burial Permits.....	Health Department .....	762-1240
Cemetery.....	Cemetery Department.....	762-1149
Civil Defense .....	Bernard Cooper .....	762-1240
Death Certificates.....	Town Clerk.....	762-1240
Dog Licenses .....	Town Clerk.....	762-1240
Dog Officer .....	Henry Cerqueira .....	762-3159
Drains, Sewers, Streets, Rubbish.....	Public Works Department .....	762-1413
Elections.....	Town Clerk.....	762-1240
Entertainment Licenses .....	Selectmen.....	762-1240
Fuel Assistance .....	Veterans' Department.....	762-1240
Fuel Oil Storage .....	Fire Department .....	762-0080
General Manager .....	John Carroll .....	762-1240
Housing Authority.....	William Shyne Circle .....	762-8115
Library .....	Walpole Street .....	769-0200
Light Department .....	Light Department.....	762-3203
Marriage Certificates.....	Town Clerk.....	762-1240
Milk Inspections.....	Health Department .....	762-1240
Parking Tickets.....	Veterans' Department.....	762-1240
Planning Board.....	Paul Halkiotis.....	762-1240
Plumbing Permits.....	Building Department.....	762-1240
Purchasing Department.....	General Manager .....	762-1240
Resident Listing.....	Town Clerk.....	762-1240
Recreation.....	Civic Center .....	762-0466
Schools.....	Superintendent .....	762-6804
Senior Citizens' Center .....	Council on Aging .....	762-1201
Snow Removal .....	Public Works Department .....	762-1413
Tax Collections .....	Tax Collector .....	762-1240
Veterans' Benefits .....	Veterans' Department.....	762-1240
Voting Registration.....	Town Clerk.....	762-1240
Water Service.....	Public Works Department .....	762-1413
Wiring Permits.....	Building Inspector.....	762-1240