

FOXBOROUGH ANNUAL REPORT 2024



IN MEMORIAM

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

RETIREED

William Rex	High School Principal
Kathleen Walsh	High School Secretary
Judith Norwood	6th Grade Teacher
Agnes Marando	Cafeteria Staff
Barbara O’Leary	Cafeteria Staff
Edward O’Leary	Police Chief
Merrill Kass	Cafeteria Staff
Margaret Shea	Fire Department Secretary

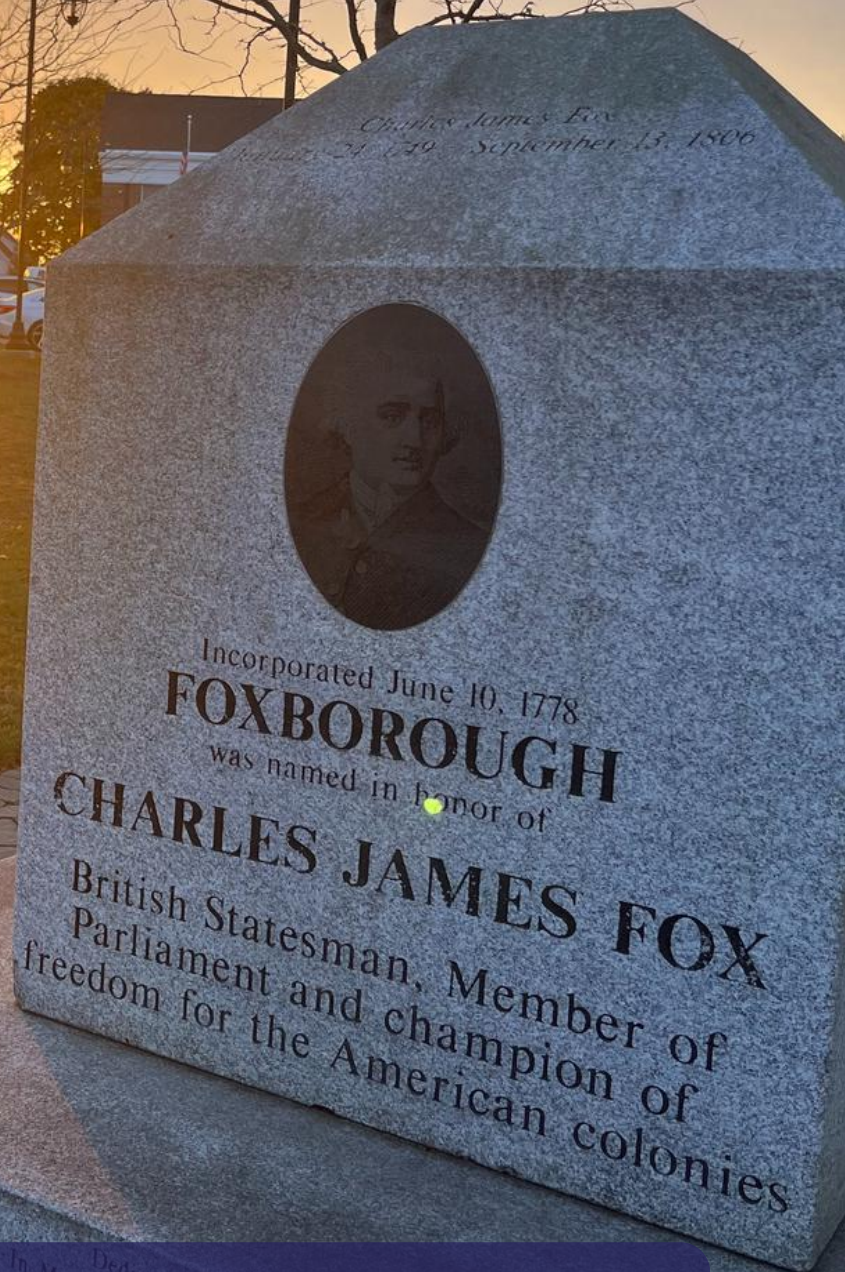
ACTIVE

Pamela McCauley	School Finance Administrator
------------------------	------------------------------

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

~ Margaret Chase Smith

246TH ANNUAL REPORT OF THE TOWN OFFICERS FOXBOROUGH, MA



Together with the report of the School Department,
Town Accountant, and Finance Director
for the year ending December 31, 2024.



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

Team Collaboration. Prepared by Maura Buckley

CONTENTS

Administration	1
Community Development	43
Foxborough Education	55
Community Services	75
Community Safety & Infrastructure	111
Appendices	143
Index	205



ADMINISTRATION

- 
- An aerial photograph of Foxborough Town Hall, a two-story building with a grey shingled roof and a prominent portico supported by four white columns. The portico has a pediment with a circular seal and the words "FOXBOROUGH TOWN HALL" inscribed on it. The building is surrounded by trees and a parking lot with several blue handicapped parking spaces. In the background, other residential buildings and a line of trees are visible under a clear blue sky.
- 3 SELECT BOARD
 - 6 APPOINTED BOARDS & COMMITTEES
 - 9 APPOINTED OFFICIALS
 - 11 TOWN MANAGER'S OFFICE
 - 14 NEW BUSINESSES
 - 15 NEW HIRES
 - 17 FINANCE
 - 19 AUDIT COMMITTEE
 - 20 ADVISORY COMMITTEE
 - 21 ASSESSOR
 - 22 TOWN CLERK



SELECT BOARD



VISION

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

Stephanie McGowan

Chair

William Yukna

Vice Chair

Debbie Giardino

Clerk

Dennis Keefe

Member

Mark Elfman

Member

As Chair of the Foxborough Select Board, it is an honor to serve the residents of Foxborough and to present our annual year-in-review summary, highlighting the key initiatives and accomplishments of 2024. This year has been one of meaningful progress across many areas, demonstrating our continued commitment to strengthening the community and enhancing the quality of life for all who call Foxborough home.

Role and Duties

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

Functioning as the primary licensing authority, the Board issues licenses to individuals and establishments for various matters, including alcohol sales, entertainment, and common victualler activities. Moreover, the Board reviews and approves applications for Change of Manager, Change of Officers, Alteration of Premises, Temporary Outdoor Dining, Earth Removal, and numerous Use of Public Way/Parade events, as evidenced by its activities in 2024.

Community Engagement and Transparency

To improve accessibility and transparency, we launched a new online portal called "Community" accessible on the Select Board page of the town's website. This platform allows residents to view posted agendas, meeting materials, approved meeting minutes, and adopted policies. A notable feature includes links within the posted agenda to all documents reviewed by the Select Board. We encourage residents to subscribe to notifications to stay informed about town affairs.



We launched *The Foxborough Common* newsletter in November 2024 as a new way to strengthen communication between Town Hall and the residents we proudly serve. In a time when information often comes from fragmented and sometimes inconsistent sources, we recognized the need for a single, reliable place where our community can turn for accurate updates and meaningful insights. Our goal is to meet residents where they are — delivering timely and accessible news about key projects, town initiatives, and community happenings, all in one convenient location. By providing behind-the-scenes updates and context for important decisions, we aim to increase transparency, build trust, and create a stronger connection between the town and its residents. With *The Foxborough Common*, we hope to make staying informed about your local government simpler and more engaging than ever.

New Town Counsel and Audit Firm

In 2024, the Select Board appointed Mead, Talerman & Costa, LLC as the Town's new counsel following the retirement of longtime Town Counsel Patrick Costello. The Town also engaged a new independent audit firm, CliftonLarsonAllen, LLP, based on the Audit Committee's recommendation and in alignment with best practices after working with the same firm for many years. These strategic transitions ensure that Foxborough continues to benefit from high-quality legal and financial oversight, reinforcing our commitment to transparency, accountability, and sound fiscal management.

Financial Management

In 2024, the Town of Foxborough updated several financial policies to enhance fiscal responsibility and transparency. Key updates included:

- **Unassigned Fund Balance:** The Town now aims to maintain an Unassigned Fund Balance of no less than 7.5% of operating expenditures, with a target range of 10% to 15%.
- **Stabilization Fund:** The policy sets a minimum balance of 5% of the General Fund operating budget for the Stabilization Fund.
- **Capital Stabilization Fund:** A minimum balance of \$100,000 is required, with a goal of reaching \$1 million.
- **Overlay Reserve Fund:** The Town has established an annual balance of at least \$440,000 for the Overlay Reserve Fund.
- **Operating Budget Reserve:** The policy mandates a minimum reserve of \$50,000 for the Operating Budget Reserve.
- **Free Cash:** The Town targets a minimum "recharge" of \$2 million in Free Cash annually.

Additionally, residents will benefit from cost savings through Foxborough Power Forward, the town's group electricity purchasing program, thanks to the proactive efforts of the Town Manager and Finance Director. A new contract, effective in December, secures rates for two years, with the standard (non-green) option decreasing from 16.74¢/kWh to 13.727¢/kWh—lower than the current National Grid rate of approximately 16.055¢/kWh—delivering real savings to the community.

Board and Committee Participation

This year, the Select Board placed increased emphasis on strengthening protocols for our boards and committees, resulting in significant improvements in compliance and transparency. A more proactive approach was taken to ensure that all board and committee members were officially appointed and sworn in by the Town Clerk, leading to higher rates of completion. The Boards and Committees database was also fully updated and is now being actively utilized to support this process. In addition, with the assistance of our Communications Specialist, all boards and committees were strongly encouraged to consistently post agendas and meeting minutes on the Town website, reinforcing our commitment to transparency and ensuring public access to important information.

Community Center

One of the year's major milestones was the purchase of the former Church of Jesus Christ of Latter-day Saints property at 76 Main Street, which will become Foxborough's future Community Center. Residents overwhelmingly supported this project by approving a debt exclusion override at the annual election and Town Meeting to fund the \$2.5 million purchase, along with additional funds for sewer upgrades, elevator installation, and other essential improvements. Work on the Community Center continues to move forward, with recent progress including new flooring, painting, energy-efficient lighting, and other building upgrades. The Select Board has remained actively engaged, collaborating with town officials and residents to refine plans for this much-anticipated facility. Once complete, the Community Center will serve as a welcoming hub for programs, services, and activities for all ages — a vital investment in Foxborough's future and a space designed to strengthen community connections.

Memorial Benches Program

The Select Board launched a Memorial Benches Program to honor and remember loved ones while enhancing the beauty and functionality of public spaces. This initiative has been warmly received by residents, with dedicated benches already installed on the Common. The DPW and Facilities teams were instrumental in implementing the program, including the removal of old concrete bases and the installation of new benches. Donations from the community have supported this effort, giving residents the opportunity to create lasting tributes to loved ones. The new benches, along with upgraded lighting completed several years ago, have added to the charm and appeal of the Common. In addition, the Select Board established a complementary process for honoring loved ones with memorial plaques for trees, providing residents with additional meaningful ways to contribute to and beautify the town's public spaces.



On November 18, 2024, Foxborough residents voted at a Special Town Meeting to approve zoning changes required under the state's MBTA Communities Act. The newly approved bylaw creates three zoning sub-districts that will allow for multi-family housing near key transportation corridors, including areas along Route 140 and near the Foxboro MBTA Commuter Rail station (over Patriot Place). The decision followed months of work by the Select Board, Planning Board, and town staff to balance state requirements with local input and planning priorities. By passing this measure, Foxborough not only complies with state law but also retains local control over how and where new housing opportunities will be created, ensuring development is consistent with community values and infrastructure capacity.

In 2024, the Select Board approved several new licenses to bolster local businesses and enrich community offerings. Notably, we granted an on-premises beer and wine license to Chicken Bites Inc., operating as Augusta Subs & Salads at 10 East Belcher Road. This addition aims to enhance the amenities available at the local skating rink, providing a welcoming environment for residents and visitors alike. Hao Sushi on Central Street upgraded their beer and wine license to an all-alcohol license.

In a special moment for Foxborough, we proudly celebrated Tom Brady Day on June 12, 2024. This event honored the legendary quarterback's contributions to the Patriots, the town, and the region. Thousands gathered to celebrate Brady's legacy and enduring impact on the community, making it a memorable day for residents and visitors alike.

In addition to Tom Brady Day, the town hosted a variety of events throughout 2024 to foster community spirit and connection, including summer concerts on the Common, the annual Founders Day celebration, a car show, Light Uptown, and other seasonal events that brought residents and local businesses together. As Uptown Foxborough continues to become more vibrant and active, we are seeing a noticeable increase in community engagement and celebration. These events not only highlight the strong sense of pride in Foxborough but also showcase the growing energy and enthusiasm surrounding our revitalized Uptown. In conclusion, 2024 has been a year marked by significant achievements and collaborative progress. The Select Board remains committed to serving the residents and businesses of Foxborough, working to strengthen our community through thoughtful governance and active engagement. We are grateful to the residents for their continued trust and participation, including voting for your Select Board members who represent you in these efforts. Looking ahead, we encourage all residents to get involved in shaping Foxborough's future by participating in the upcoming Master Plan process, followed by the development of a new Strategic Plan. Your input will be vital as we continue building on this year's momentum in the year ahead.

330 total

Appointed Boards & Committees

ADVISORY COMMITTEE

Marlowe Farrar, Chair	June 2026
Paul Hainsworth, Vice Chair	June 2025
Christine Blankenship	June 2027
Michael F. Brown	June 2026
Courtney Hocker	June 2027
Shelby Kornbluth	June 2026
Kevin Mack	June 2025
Daniel Peterson	June 2025
Stephen McAlister	June 2027
Raffaella Zizza-Feinstein	June 2026

AGRICULTURAL COMMISSION

Rick Grossmith	May 2027
Edward Lawton	May 2025

AUDIT COMMITTEE

Paul Ivanovskis	June 2026
Dennis Keefe	June 2025
Brian Quinn	June 2025
Caroline Vines	June 2027
Marie Almodovar	Ex-Officio
Karin Sheridan	Ex-Officio

BOARD OF RECREATION

Heather Harding, Chair	May 2026
Jenna Strickland, Vice Chair	May 2026
Kevin Powers, Clerk	May 2027
Guy Caracciolo	May 2025
Maureen Dunfey	May 2026
James Green	May 2026
Diana Griffin	May 2025
Melissa Mailing	May 2025
Douglas Suess	May 2024

BOARD OF REGISTRARS

Claire Naughton, Chair	May 2026
Charlotte Jones	May 2025
James Mullen, Jr.	May 2027
Robert Cutler, Jr.	Ex-officio

CABLE TV ADVISORY COMMITTEE

Mark Stopa	May 2025
David Udden	May 2025
Marie Almodovar	Ex-Officio
Paul Beck	Ex-Officio
Paul Godin	Ex-Officio
Michael Webber	Ex-Officio

CANOE RIVER AQUIFER ADVISORY COMMITTEE

Timothy Danils	May 2027
Richard Kadlik	May 2027
Robert Worthley	May 2027

CAPITAL IMPROVEMENT PLANNING COMMITTEE

Paige Duncan	June 2025
Dr. Amy Berdos	June 2025
Michael F. Brown	June 2024
Christopher Gallagher	June 2025
Bill Yukna	June 2025
Marie Almodovar	Ex-Officio

CHILD SEXUAL ABUSE AWARENESS COMMITTEE

Robert Correia, Chair	May 2027
Lynda A Walsh, Clerk	May 2026
Dr. Amy Berdos	May 2025
Marc Craig	May 2027
William C. Dudley	May 2026
Christina LaRose	May 2027
Douglas Suess	May 2025

CLEAN-UP FOXBOROUGH COMMITTEE

Arthurt Dooley	May 2025
Joseph Gerraughty	May 2025
Michael Marcusella	May 2025
Nathan Urman	May 2025

CONSERVATION COMMISSION

Robert Boette, Chair	May 2025
James Marsh, Vice Chair	May 2027
Rebecca Kelly, Clerk	May 2025
Peter Atanasoff	May 2026
Richard Golemme	May 2026
David Opatka	May 2026
Taunya Orlando	May 2025

CONSTABLES

Stephen Cain	January 2027
Michael Esty	January 2027
Daniel Fallon	January 2027
Frederick Jones, Jr.	January 2027
Adam Mazzola	January 2027
Stephen Mcgrath	January 2027
Paul Terrio	January 2027

COUNCIL ON AGING & HUMAN SERVICES ADVISORY BOARD

Elaine Repoff, Chair	May 2025
Jeanne Bonneau, Vice Chair	May 2027
Mildred Greene	May 2026
Barbara Kelley	May 2027
Marsha Lewicke	May 2025
John Martin	May 2027
Janet O'Neil	May 2025
Elizabeth Reilly	May 2026
Chrissy Sigrist	May 2027

DESIGN REVIEW BOARD

Maureen Kraus	May 2026
Maria Schuster	May 2025
Linda Shea	May 2026
Gary Whitehouse	May 2025

ECONOMIC DEVELOPMENT COMMITTEE

Thomas Murphy, Chair	May 2025
Sarah Francomano, Clerk	May 2025
Heather Harding, Vice Chair	May 2025
Linda Hunter	May 2025
Daniel Krantz	May 2025
Amy LaBrache	May 2025
John Mahoney	May 2025
Thomas Murphy	May 2025
Kevin Prior	May 2025
Catherine Feerick	Ex-officio

EMPLOYEES INSURANCE ADVISORY GROUP

Eoin Bohnert	May 2025
Shawn Buckley	May 2025
Timothy Daniels	May 2025
Robert Gaulin	May 2025
Thomas Gill	May 2025
Timothy Golden	May 2025
Jessica M. Minton	May 2025
Paula Maloney	Ex-officio

FOXBORO'S OPEN SPACE & RECREATION PLAN COMMITTEE

Heather Harding, Chair	May 2027
Lauren Bitar	May 2027
Robert Boette	May 2027
Susan Collins	May 2027
Deborah Giardino	May 2027
James Green	May 2027
Cynthia Tracy	May 2027

FOXBOROUGH AFFORDABLE HOUSING TRUST

Mark Elfman	May 2025
Scott Martyniak	May 2025
Dennis Naughton	May 2025
Susan Perez	May 2025
Linda Shea	May 2025
Tracey Vasile	May 2025

FOXBOROUGH COMMISSION ON DISABILITY

Susan Collins, Chair	May 2027
Margaret Chaisson, Vice Chair	May 2026
Lorraine Capone, Clerk	May 2025
Robert Siteman, Treasurer	May 2025
Cynthia R Curran	May 2025
David Delpizzo	May 2026
David John Foscaldo	May 2026
Charles J Hobbs	May 2027
James Houlihan	May 2027
Scott Shippey	Ex-Officio

FOXBOROUGH CULTURAL COUNCIL

Ken Carberry, Chair	May 2025
Richard Benoit	May 2025
Lidy Chan	May 2025
Catherine Connor-Moen	May 2025
Tiffany Elliott	May 2025
Teddy Jouret	May 2025
Joseph Sanders	May 2027

HISTORIC DISTRICT COMMISSION

Kristian Edgar, Chair	May 2025
William Lord, Vice Chair	May 2027
Thomas Kraus, Clerk	May 2026
Beth Ferencik	May 2027
Michael Hand	May 2026
Maria Schuster	May 2026
Francis Slattery	May 2028
David Devine, Alternate	May 2025

HISTORICAL COMMISSION

Mark Ferencik, Chair	May 2027
Kenneth A. Bryant, Clerk	May 2026
Emelie Bonin	May 2025
Liza Click	May 2027
V. Taylor Ford, Jr.	May 2027
Jonathan Glover	May 2027
Kristin Hovey	May 2026
Maureen Kraus	May 2026
William Milhomme	May 2027
Thomas Sabin	May 2026
Willaim Sides	May 2026
Deborah Wendell	May 2027
Paul Godin	Honorary Lifetime Member

LIQUOR CONTROL AGENTS

Megan Allen	May 2025
Shawn Buckley	May 2025
Adam Byrnes	May 2025
John Chamberlin	May 2025
Valesay Collins	May 2025
Lucas Drayton	May 2025
David Foscaldo	May 2025
Michael Grace	May 2025
Patrick Hoffman	May 2025
Richard Noonan	May 2025

PERMANENT MUNICIPAL & SCHOOL BUILDING COMMITTEE

Carl Fuller	May 2027
John Hardy	May 2027
William Kass	May 2025
Michael O'Leary	May 2025
Steven Sloan	May 2026
Donald Treannie III	May 2026
Gary Whitehouse	May 2027
Jeffrey Whitehouse	May 2026
William Yukna	May 2025

PERSONNEL BOARD

Daniel Peterson	May 2025
Carrie Weston	May 2025
Scott Yankee	May 2026
Paige Eppolito	Ex-Officio

STADIUM ADVISORY COMMITTEE

George Bell II, Chair	May 2025
Joel Angelico	May 2025
Randall F. Briggs	May 2025
Blair Crane	May 2025
Timothy J Eagan	May 2025
James Evans, Jr.	May 2025
John Hardy	May 2025
Ronald Hodgdon	May 2025
Dennis Ohlson	May 2025
Nathan Weber	May 2025

SURVEY BOARD

William Buckley, Jr.	May 2025
John Dinapoli	May 2025
Michael P Kelleher	May 2025
Scott Shippey	May 2025

TOWN ASSET REVIEW COMMITTEE

Lorraine Brue	May 2025
Barnett Ovrut	May 2025
Kevin Weinfeld	May 2025
Marie Almodovar	Ex-Officio
Paige Duncan	Ex-Officio

VETERAN SERVICES ADVISORY COMMITTEE

Mark Boucher	May 2025
Naomi Boucher	May 2025
Adam Byrnes	May 2025
John Francis Connolly	May 2025
William Dudley	May 2025
Cyril Paul Dumas	May 2025
Michael Kerr	May 2025
Richard Letson	May 2025
Bea Maloof	May 2025
Joseph Sanders	May 2025
Patricia Shea	May 2025
Colin Sweeney	May 2025
Douglas Sylvestre	May 2025
Gary Whitehouse	May 2025

ZONING BOARD OF APPEALS

Barnett Ovrut, Chair	May 2025
Lorraine Brue	May 2026
Blair Crane	May 2025
Eric Hogberg	May 2025
Kurt J. Yeghian	May 2027





ANIMAL CONTROL OFFICER & ANIMAL INSPECTOR

Kaycee Bailey

BUILDING COMMISSIONER & ADA COORDINATOR

Scott Shippey

BUILDING INSPECTOR (Alternate)

John Naff

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

Robert Cutler, Jr.

CHIEF ASSESSOR

Thomas Welch

CHIEF OF POLICE & LIQUOR CONTROL AGENT

Michael Grace

CONSERVATION AGENT

Nadiya Chalak

HUMAN RESOURCES DIRECTOR

Paige Eppolito

**HUMAN SERVICES DIRECTOR &
GATRA ADVISORY BOARD**

Marc Craig

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

Christopher Gallagher

DEPUTY COLLECTOR OF TAXES/PARKING CLERK

Kelley & Ryan Associates

FENCE VIEWERS

Scott Shippey & Lance DelPriore

FINANCE DIRECTOR

Marie Almodovar

**FIRE CHIEF &
REGIONAL EMERGENCY PLANNING COMMITTEE**

Michael Kelleher

GAS & PLUMBING INSPECTOR

Michael Eisenhauer

Paul W. Steeves (Assistant)

DIRECTOR OF PUBLIC HEALTH

Matthew Brennan, R. S.

A photograph of a street scene, likely during a public event or festival. In the foreground, a person is partially visible, wearing a black dress with white polka dots. The background shows a paved sidewalk where several people are walking. Some are wearing hats and casual summer clothing. To the right, there are black lampposts with hanging flower baskets containing red and green plants. American flags are attached to the lampposts. In the distance, there are green trees and a blue sign with white text. The overall atmosphere is bright and sunny.

**APPOINTED
OFFICIALS**



LIBRARY DIRECTOR

Elisabeth O'Neill

LOCAL BUILDING INSPECTOR

Gilbert Bonoan

NORFOLK COUNTY ADVISORY BOARD (Alt)

Cyril Paul Dumas

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

RECREATION DIVISION DIRECTOR

Kristen Pellerin

REVENUE OFFICER (COLLECTOR/TREASURER)

Paula Maloney

SEALER OF WEIGHTS AND MEASURES

Kevin Duquette

SOUTHEASTERN REGIONAL SCHOOL DISTRICT

Jennifer Sousa

SUPERINTENDENT OF SCHOOLS

Dr. Amy Berdos

TOWN COUNSEL

Jay Tallerman

TOWN MANAGER

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

TREE WARDEN

James Caffin

WIRING INSPECTOR

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

TOWN MANAGER'S OFFICE



MISSION

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

Paige E. Duncan
Town Manager

Paige Eppolito
Human Resources
Director

Katie Lang
Executive Assistant &
Licensing Coordinator

Maura Buckley
Communications
Specialist

The year 2024 marked a significant period of stabilization and progress within Foxborough's town administration. After serving for seven months in an acting capacity, Paige Duncan was officially appointed as Foxborough's first female Town Manager on February 1, 2024. This decision by the Select Board underscored their confidence in her leadership and vision for the town's future. Together, Paige and the Select Board formalized a three-year contract, solidifying her role through June 30, 2027. Her appointment brought continuity to town operations and a renewed sense of direction, setting the stage for strategic initiatives and long-term planning aimed at addressing the needs of Foxborough's residents and ensuring the town thrives in the years ahead.

Recognizing the importance of keeping residents informed in today's fast-paced world, the Town Manager's Office has prioritized expanding communication efforts. In March 2024, Maura Buckley was hired as Communication Specialist to enhance outreach through social media, newsletters, email updates, and other channels. A key milestone was the launch of a monthly newsletter in November 2024, designed to improve transparency and provide accessible information about town projects, meetings, and decisions. Maura has also focused on improving the consistency and quality of the Town's website content, developing a Strategic Communications Plan, and researching options for a future town-wide emergency notification system. These initiatives are part of a comprehensive strategy to keep residents engaged, informed, and connected to their local government.

Katie Lang continues to excel in her expanded role within Foxborough's administration, serving as the Executive Assistant to both the Town Manager and the Select Board while managing several critical responsibilities. As the Town's Risk Manager, she oversees risk management and loss control functions, including tracking insured property and coordinating employee training programs through the Massachusetts Interlocal Insurance Agency (MIIA), the Town's insurance provider. Katie also manages the Town's fleet of 201 vehicles, ensuring each is properly registered, cataloged, and insured. Additionally, she serves as the Licensing Specialist for the Select Board, a detail-oriented role involving the processing and evaluation of over 300 applications annually, requiring precision and a patient approach with customers and the State's Alcohol Beverage Control Commission (ABCC). Beyond these duties, Katie handles all permit applications for the Town Manager and the Select Board. Her versatility, meticulous attention to detail, and commitment to exceptional customer service continue to enhance the efficiency of town operations and provide invaluable support to Foxborough's residents and businesses.



Paige Eppolito, Human Resources Director, took significant steps to enhance the capacity and efficiency of the HR department by hiring Stacy Connolly as a part-time HR Specialist. This addition allowed the department to better address the growing needs of Foxborough's municipal workforce and support hiring initiatives across various departments, including Administration, Police, Fire, DPW, and Recreation. Leveraging Neo-Gov, a state-of-the-art Human Resources Information System (HRIS), the team streamlined recruitment, onboarding, and employee management processes. This technology not only improved operational efficiency but also ensured a more seamless and user-friendly experience for both job applicants and

and user-friendly experience for both job applicants and current employees. The collaboration between Paige and Stacy has strengthened the department's ability to attract top talent, maintain compliance with HR best practices, and provide consistent support to all town departments, reinforcing their commitment to building a strong, well-supported workforce.

In May 2024, Foxborough voters approved three debt exclusion measures to fund significant capital projects. Debt exclusions allow the town to raise property taxes temporarily, beyond the limits of Proposition 2½, to repay the borrowed funds for these specific projects. Once the debt is paid off, the tax increase is rescinded. The three projects approved both at ballot and town meeting in May were:



COMMUNITY CENTER AT 76 MAIN STREET

This project involves acquiring and renovating the former LDS Church property to serve as the new headquarters for the Human Services Department, including the Council on Aging, Recreation, and Veteran Services divisions. The renovations will include essential improvements such as adding an elevator, installing a backup generator, and connecting the building to the town's sewer system. The total cost for this project is estimated at \$3.2 million.



**PUBLIC SAFETY BUILDING
LOCKER ROOM EXPANSION**

To accommodate the increasing number of female officers, this project plans to expand the women's locker room at the Public Safety Building by increasing the number of lockers from eight to fourteen and adding an additional shower, sink, and toilet. The total cost for this project is estimated at \$750,000.



**DEPARTMENT OF PUBLIC WORKS
FACILITY EXPANSION**

This initiative aims to enhance the DPW's operational capabilities by constructing a new wash bay addition and performing essential maintenance on existing structures. The total cost for this project is estimated at \$16 million.

MBTA Communities Act

After initial defeat at the May Annual Town Meeting, at a Special Town Meeting held in November 2024, Foxborough voters approved zoning changes to comply with the MBTA Communities Law, which mandates that municipalities served by the MBTA establish at least one zoning district of reasonable size where multi-family housing is permitted as of right. As a "Commuter Rail Community," Foxborough was required to create a zoning district allowing for a minimum of 1,152 multi-family units, with a gross density of at least 15 units per acre, located within half a mile of the town's MBTA station or in other identified "smart growth" districts. To meet these requirements, the town developed a "Foxborough Multifamily Overlay District," focusing on an area near the MBTA station, and two subdistricts near the corridors of Route 140 and Forbes Blvd. This process involved multiple community engagement sessions and public hearings to gather resident input. The successful adoption of these zoning changes ensures Foxborough's compliance with state law and maintains its eligibility for various state funding programs.



Town Hall Hosts 3rd Grade Class Tour



For the second consecutive year, Foxborough received the Government Finance Officers Association (GFOA) Distinguished Budget Presentation Award, recognizing excellence in budgetary practices, transparency, and fiscal responsibility. This prestigious award reflects the town's commitment to effective communication, accountability, and adherence to industry best practices in financial management. The achievement, led by Finance Director Marie Almodovar with support from Assistant Finance Director Brandon Roberts, highlights Foxborough's dedication to sound financial stewardship and high standards in financial reporting.

Based on GFOA best practices and input from the 2023 Financial Summit, Foxborough updated its financial policies. Key changes included setting the Unassigned Fund Balance at a minimum of 7.5% of operating expenditures, maintaining the Stabilization Fund at a minimum of 5% of the General Fund, and allocating 5% of the General Fund annually for capital expenditures. These updates, presented during the Annual Financial Summit on November 26, 2024, highlight Foxborough's dedication to sound financial management and strategic long-term planning.

Foxborough remains dedicated to seeking alternative revenue sources through grants and earmarks to support the community. Reflecting on 2024, the Town reaffirms its commitment to fostering a vibrant and resilient future. Together, we will overcome challenges, embrace opportunities, and build a stronger Foxborough.

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



NEW BUSINESSES IN FOXBOROUGH



Augusta's
10 East Belcher Rd.



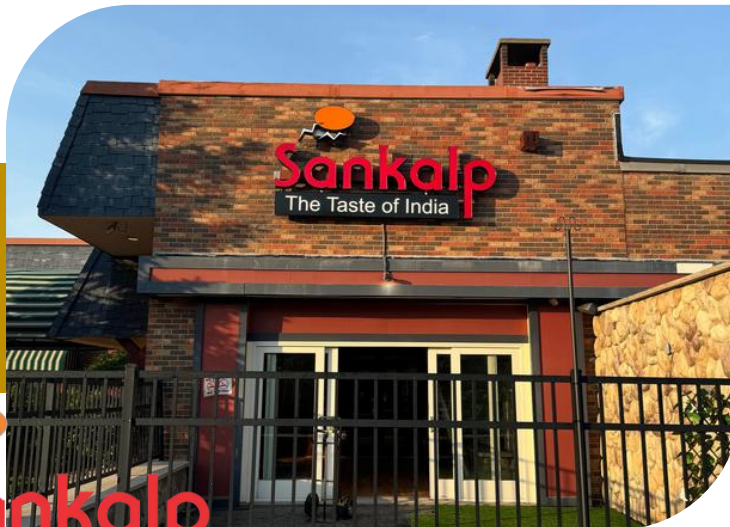
Charm Dental
10 East Belcher Rd.



Laced Pizza & Pub
94 Washington St.



RED DOOR ESCAPE ROOM **Red Door Escape Room**
205 Patriot Place



Sankalp
2 Washington St.





2024 NEW HIRES



JOHNATHAN BETRO
Fire



MAURA BUCKLEY
Communications



CHRISTIAN CARDINAL
Fire



NADIYA CHALAK
Conservation



STACY CONNOLLY
Human Resources



MICHAEL GOSS
Fire



JARED FAHEY
Fire



BAILEY CORREIA
Fire



MICHELLE HAMILTON
Veteran Services



RYAN MALCOMSON
Fire



MEGAN MOLESKY
Health



DAYANA PARISIEN
Health



HOLLY PELLETIER
Library



MICHAEL SALERNO
Police

NOT PICTURED:

LORIE DORCE
Public Works

CATHERINE FEERICK
Land Use & Economic Development

ALEXANDRA FLAGG
Finance

NOAH GUILLOTTE
Public Works

BRENNAN MCGUIRE
Public Works

MADELYN MUELLER
Finance

RENNEE STRACHAN
Public Works

CAROLINE VIGORITO
Recreation

FINANCE



MISSION

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

Marie Almodovar
Finance Director

Brandon Roberts
Asst. Finance Director

Paula Maloney
Treasurer/Collector

Madelyn Mueller
Asst. Treasurer/Collector

Cathy O'Brien
Accounting Administrator

Nancy Koczela
Collections Coordinator

Tracey Barney
Collections Coordinator

Olivia Alves
Procurement Administrator

Alexandra Flagg
Payroll Administrator

Fiscal 2024 was a very active and productive year for the Finance department. One of the key accomplishments included engineering the balancing and approval of the FY 2025 operating budget within identified available recurring revenues while maintaining and service levels across all departments.

The FY 2025 operating budget totaled \$96.58 million; a 3.40% increase compared to FY 2024. The budget was approved on May 13, 2024 at the Annual Town Meeting (ATM).

The Municipal (non-school) budgets increased 0.95% driven by increases in operating and fixed costs. The Education budget increased 3.49%. "Fixed Costs" within the General Fund increased 5.60% driven primarily by growth in Pension (+5.44%), Group Insurance Benefits (+5.33%), and Risk Management (+10.28%) costs compared to FY 2024. These cost obligations resulted in an overall General Fund increase of 3.60%. Water and Sewer enterprise budgets increased by a combined 1.54%, resulting in the total Town operating budget increasing by 3.40%.

The FY 2025 ATM approved capital improvement budget included \$4.6 million for all critical needs, as financially engineered by the Foxborough administration, and all without the need to borrow. It is this type of conservative, i.e., cash, funding approach that greatly helps to keep the Town on solid financial footing. The ATM also approved three new debt exclusions: DPW Facility Renovation & Addition, Purchase of 76 Main Street, and Police Locker Room Expansion totaling \$19,950,000. The last approved debt exclusion was on May 3, 2010 for the Library renovation.

In FY 2024 an interim actuarial update to the Other Post-Employment Benefits (OPEB) unfunded liability (retiree health insurance) was completed. The results of the report show that the Town has cut its Unfunded Liability (UL) by 53.6%, or by \$33.35 million, over fifteen years, from \$62.2 million at fiscal year-end (FYE) 2009, to \$28.85 million at FYE 2024. This dramatic reduction, which is a taxpayer savings, is a direct result of the Town's funding schedule as well as several plan changes. The OPEB Trust Fund is valued at \$19.17 million at FYE 2024. A biennial update to the OPEB unfunded liability will be required at the completion of FY 2025.

The Massachusetts DOR certified the FY 2024 tax values and rates on schedule in November of 2023. The resulting FY 2024 certified values are summarized as follows:

Residential and CI property valuations increased by \$338.5 million, with an increase of \$1.08 million in new tax revenues (new growth). The FY 2024 levy limit calculation is presented to the right:

Residential	\$	3,381,029,249	80.34 %
Commercial	\$	601,138,951	14.96 %
Industrial	\$	79,983,100	2.03 %
Personal	\$	<u>146,447,090</u>	3.46 %
TOTAL	\$	4,208,598,390	

FY 2023 Levy Limit	\$	56,172,396
Allowable 2.5% Increase	+	\$ 1,404,310
New Growth	+	\$ <u>1,088,237</u>
FY 2024 Levy Limit	=	\$ 58,664,943
Add Debt Exclusions	+	\$ <u>1,914,333</u>
Maximum Allowable Levy 2024	\$	60,579,276

The Select Board held the FY 2024 Classification Hearing, as required annually of all municipalities by the Massachusetts Department of Revenue (DOR). The purpose of this hearing is to vote on either a single tax rate for all classes of property or to have a “split” tax rate, i.e., a higher rate for business and a lower rate for residential. The Select Board accepted the Board of Assessors’ recommendation to retain a split tax rate for the eleventh straight year.

The resulting tax rate per \$1,000 in assessed value for FY 2024 was \$13.51 for Residential and \$17.99 for Commercial. Please visit our website to view the Assessors’ database.

2023 TAX REVENUE COLLECTED

	Committed	Collected	% Collected
Real Estate	\$ 57,919,437	\$ 57,041,062	98.48 %
Personal Property	\$ 2,643,465	\$ 2,584,633	97.77 %
Total	\$ 60,562,902	\$ 59,625,695	98.45 %

	Collected
Prior Years Real Estate	\$ 146,317
Prior Years Personal Property	\$ 27,893
Tax Liens Redeemed	\$ 372,353
Total	\$ 546,562

MEALS TAX REVENUE

Below is an updated table displaying local option meals tax activity since FY 2016. This funding has become a reliable revenue source enabling significant resources for road reconstruction and the OPEB liability over the years. In FY 2022, revenues began to strengthen to pre-pandemic levels with FY 2023 generating over \$1.2 million. In FY24, and beyond, the Town has been addressing the gap between OPEB appropriation and Road Reconstruction and has been committing resources to Road Reconstruction as meals tax revenues have now become more stable.

Quarter	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	TOTAL
Q1	204,705	255,279	241,356	246,355	242,447	83,101	225,222	290,124	360,822	2,149,410
Q2	312,463	310,841	338,857	332,393	307,264	148,271	331,852	336,803	390,565	2,804,308
Q3	278,890	284,020	261,851	255,285	279,947	118,437	283,764	340,372	335,523	2,438,090
Q4	180,138	175,430	196,555	185,729	74,560	145,105	220,464	232,899	241,837	1,652,718
Total	976,196	1,025,570	1,033,619	1,019,762	904,217	494,915	1,061,303	1,200,198	1,328,746	9,044,526

APPROPRIATIONS ENABLED BY MEALS TAX REVENUE

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	TOTAL
OPEB Trust funding	700,000	800,000	800,000	900,000	900,000	985,135	985,135	985,135	985,135	8,040,540
Road Reconstruction	254,000	217,058	340,402	210,777	238,777	-	-	-	350,000	1,610,237
Total	954,000	1,017,058	1,140,402	1,110,000	1,138,777	985,135	985,135	985,135	1,335,135	9,650,777
NOT Appropriated	22,196	8,512	(106,783)	(90,238)	(234,560)	(490,220)	76,168	215,063	(6,389)	(606,251)

The Town’s “Free Cash” reserves were certified at \$8.3 million at FYE 2024 by the DOR. This includes \$1.67 million in Free Cash from the prior year that was carried forward. This positive result will give the Town the ability to continue commitments to its capital projects, stabilization funds, and the OPEB liability trust fund.

Finance had a very busy calendar year 2024 largely due to the continued incremental upgrades of our financial system, MUNIS, and starting the cleanup of roles and permissions. We were able to successfully close the books and ended up with another clean audit. The department was also awarded the GFOA Distinguished Budget Award for the second year in a row. We also tested and rolled on electronic contracting software as well as assisted in the procurement of several major projects impacting the operations of the Town, the DPW Renovation and Expansion Project, construction of a new PFAS Treatment Facility, and other infrastructure and facilities projects. The Department maintained its staffing in 2024 and continues to move into the future as a cohesive high-functioning team.

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

AUDIT COMMITTEE

MISSION

The Audit Committee is dedicated to ensuring financial accountability, transparency, and integrity in the Town of Foxborough. Through independent oversight, the committee recommends the selection of auditors, reviews financial reports, identifies areas for expanded audits, and provides annual reports on findings and corrective actions. By upholding auditor independence and promoting responsible stewardship of public funds, the committee strengthens public trust in the town's financial management.



Paul Ivanovskis
Chair
Advisory Committee Appointment

Brian Quinn
Select Board Appointment

Dennis Keefe
Select Board Appointment

Paige Duncan
Town Manager
Ex-Officio

Marie Almodovar
Finance Director
Ex-Officio

Caroline Vines
School Committee
Appointment

Karin Sheridan
School Business Administrator
Ex-Officio

The Audit Committee is a group with five appointed and three ex-officio members. Their responsibilities are to:

1. Make recommendations to the Select Board on the selection of and scope of services for an independent auditor.
2. Review the annual financial statements and reports prepared by the independent auditor and make recommendations with respect thereto.
3. Make recommendations for areas of operations where expanded scope audits or reviews may be appropriate.
4. Report to the Town on findings, recommendations and corrective action taken during the preceding 12 months.
5. Ensure independence of the auditor, while enhancing accountability and proper stewardship over public funds.

In 2024, Foxborough sought to appoint a new auditor for the first time in more than twenty years. The Town Finance Department issued a Request for Quotation, and the Committee reviewed material submitted by three candidate audit firms and interviewed each of them.

They then unanimously recommended that the Select Board appoint CliftonLarsonAllen (CLA), which the Select Board did. The Committee also met with the current auditor to review the Town's financial statements, and the auditor issued a clean review, also noting the excellent financial strength of Foxborough relative to other towns.



ADVISORY COMMITTEE



MISSION

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

Marlowe Farrar
Chair

Paul Hainsworth
Vice Chair

Christine Blankenship Mike Brown Michael Chaisson Courtney Hocker Shelby Kornbluth
Kevin Mack Stephen McAlister Daniel Peterson Raffaella Zizza-Feinstein

The Advisory Committee (AdCom) is an independent body composed of up to 15 members appointed by the Town Moderator. Members serve without compensation for up to a three-year term, renewable at the discretion of the Town Moderator. The Committee represents a cross-section of the community, bringing together diverse perspectives and experiences from various public and private sector roles.

Our primary function is to review all Annual and Special Town Meeting warrant articles, including budget appropriations, and provide background, rationale, and recommendations to town residents on each article. We hold public meetings where we meet with the Town Manager, department heads, Boards, and citizens to gain a comprehensive understanding of all budget requests and warrant articles. Each budget request and article is meticulously reviewed and deliberated upon before we present our recommendations at Town Meetings.

As we deliberate on budget appropriations, we remain mindful of the major sources of funds—taxation, local receipts, state aid, and free cash—against the Town's needs. These needs include general government, schools, public safety, insurance, and other essential services, all in light of the services offered and needed by the Town.

In 2024, all Advisory Committee meetings were held in person in the Gala Room at Town Hall. Preparation for the May Annual Town Meeting began in January, with the Committee meeting eight times with the Town Manager, department heads, and warrant article owners to review their budget or warrant requests. Budget discussions emphasized the necessity of cautious spending, given the uncertainty of revenue from meals taxes and other sources. Department heads were also asked about unmet or underfunded needs.

In total, the Committee reviewed thirty Warrant Articles, including budget requests. The Advisory Committee recommended the approval of twenty-eight articles and the rejection of two, which the town approved accordingly. Notable articles approved included the town budget request, DPW Expansion Project, Police Women's Locker Room, and the Raising Senior & Veteran Tax Work-off Programs. Notable articles not approved included the Multifamily Overlay District Bylaw (MBTA Communities Zoning Change) and the Citizen Petition - Foxborough Pathway Feasibility Study.

The Advisory Committee also held three meetings in October to review fourteen warrant articles for the Special Town Meeting in November. We recommended twelve articles for approval and two for rejection, with the town ultimately approving thirteen articles. Notable articles approved included the FY25 Capital Budget Requests and the MBTA Communities (Subdistrict Version).

Finally, the Advisory Committee would like to extend our gratitude to all other Boards, Committees, Town personnel, and Foxboro Cable Access volunteers who assisted us in performing our duties for the citizens of Foxborough.

ASSESSOR

MISSION

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

Thomas Welch
Chief Assessor

Alma Ugliodoro
Assistant Assessor

Miriah Gilbert
Assistant Assessor



Overview

The office is staffed by a Chief Assessor, Thom Welch, and two Assistant Assessors, Alma Ugliodoro and Miriah Gilbert. The Assessor's department manages property records for over 7,000 parcels, making annual adjustments as needed to add, subtract, and merge parcels. This database system is held in a CAMA system, or computerized software database, which tracks all changes to property including both physical and ownership changes, valuation data, and income and cost related tables.

New This Year

During FY2025 the town went through full revaluation program to meet Department of Revenue requirements. This included an inspection and review of over 4,000 real estate parcels and over 600 personal property inspections. This is done to verify value and make any necessary changes to reflect full and fair cash value.

All property inspections have been transitioned to in-house to better manage property changes starting in 2024 and all of 2025. These changes will financially benefit the town without the need for outside data collection vendors.

Congratulations to our Assistant Assessor Miriah Gilbert who received her Massachusetts Accredited Assessor (MAA) certification from the Massachusetts Assessors Association Officials (MAAO). This training includes taking eight different courses on valuation and passing a test in each course. She will have to take continuing education courses to maintain her certification.

Trends

Residential values and home prices continued to rise in 2023 as did commercial values which increased on average 6%. Based on the analysis completed and review of all sales, the following chart are the results:

Goals

Goals for the department include enhancing staff qualifications and pursuit of certification. In addition, continuing with an effort to cross-train staff in all tasks to provide the best service for the town, including inspections. Certification maintenance is required for the Chief Assessor Thom Welch and Assistant Assessor Miriah Gilbert which includes attending required seminars and meetings on new technology and law changes to get the required credit.

Long term, we are looking to improve the cyclical inspection program from a 10-year plan to a 7-year plan by expanding the annual inspection program. We would like to attend IAAO webinars and conferences to better understand valuation process and techniques across country and world.

On overall townwide valuation we are looking for any potential issues or problems to resolve on the commercial, industrial, and residential side. Chapter land applications are being reviewed for completeness and accuracy. A review of billboards and commercial solar systems are planned for the next two years to update our inventory and accuracy.

Single Family	5 %
Condominium	8 %
2 Family	2 %
3 Family	9 %
Apartment	3 %
Commercial	6 %
Industrial	6 %

TOWN CLERK



MISSION

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

Robert E. Cutler, Jr.
Town Clerk

Claudine Gover
Assistant Town Clerk

Laurie Tinti
Administrative Assistant

2024 was a presidential election year. As a result, election related activities were the main focus for the Town Clerk Team. In federal and state elections, early voting, both by mail and in-person, have become a staple for voters in Massachusetts. In 2024, the Town Clerk staff continued to fine tune the processes used to address the demands of by-mail vote applications, in-person requests and the voluminous number of ballots received by the office. Generally, a presidential election gives rise to its own set of issues. More recently, with national politics becoming so polarized, the Town Clerk team partnered with the Police department and various other departments to ensure a fair, safe election environment for all involved. The ability of this office and its partners to successfully implement these new election changes while also providing for the needs of our constituents is a testament to the professional abilities of my town clerk teammates and the other town departments.

The Presidential Primary was held on March 5, 2024. With little fanfare surrounding the candidates for these primaries, there was a low turnout with 3,935 voters casting ballots representing 29.5% voter turnout. 1,654 voted in the Democratic primary, 2,254 voted in the Republican primary and 27 cast Libertarian ballots. The results nationwide set up a face-off between Donald Trump and Joseph Biden in November. Or did it?

The Annual Town Election was held on May 6, 2024 at the Ahern middle school. With two contested races for the Select Board and School Committee (4 candidates for 2 open seats on each) and three debt exclusion ballot questions on the ballot, a larger than normal voter turnout for town elections saw 2,649 ballots cast representing a 20 % voter turnout. The Select Board race saw newcomers Deborah Giardino and William Yukna win their races and on the School Committee side incumbent, Sarah LiDonni, was joined by newcomer Nathan Urman.

The Annual Town Meeting was held on May 13, 2024, with 463 voters in attendance. In addition to the typical budget items, the main focus of the town meeting were the three funding articles for the debt exclusions (funding for DPW expansion and renovation, purchase of a building for a new Community Center and adding an expanded female locker facility at the police station) which were all voted in the affirmative and a zoning article designed to comply with the MBTA Communities housing initiative being pushed by the Commonwealth.

The State Primary was held on September 3, 2024. With several contested races on both the Democrat and Republican tickets, only 2,573 voters cast ballots representing 19% of the electorate. Of note for our local voters, the results of the primary set up a race to replace longtime State Representative, Jay Barrows, between relative newcomers Kostas Loukos of Mansfield on the Democratic ticket against Republican Michael Chaisson of Foxborough. This election featured one week of in-person early voting (including Saturday) prior to the election with only 88 voters taking advantage of this in-person early voting option.

The State Election (Presidential Election) was held on November 5, 2024. As expected, this election drew a large voter turnout with 11,212 people voting in Foxborough which represented a voter participation rate of 81%. The major race saw former President Donald Trump defeat Vice President Kamala Harris (VP Harris replaced Joe Biden who withdrew from the race over the summer), winning both the electoral college and the popular vote. In addition to all of the races, there were five policy questions on the ballot: Question 1, allowed the State Auditor to audit the legislature; Question 2, eliminated the MCAS as a graduation requirement for Massachusetts students; Question 3, provided ride share drivers the right to unionize; Question 4, gave people over the age of 21 the right to possess psychedelics; and Question 5, led to an increase in the minimum wage paid to

tipped employees. This election also featured two weeks of in-person early voting (including Saturdays) prior to the election with over 2,000 of voters taking advantage of this in-person early voting option.

A Special Town Meeting was held on November 18, 2024 with 243 voters in attendance. The 14 article warrant was dominated by the choice of two different zoning changes designed to comply with the State’s MBTA Communities housing initiative. The option provided by Article 7 passed in a very close vote.

I am blessed to have two tremendous team members without whom my job would be impossible. This office could not function at the level required to perform all of the election functions and still meet the other needs of this office without the assistance of two amazing people, Assistant Town Clerk, Claudine Gover and Administrative Assistant, Laurie Tinti. Claudine continues to excel at her position. I rely on her to be a great source of feedback and brainstorming. She has helped me create the critical processes necessary for the office to meet the expanding demands of the current election environment. Laurie has grown into her role and has made it her own. She is constantly looking for new challenges and ways to assist the Town Clerk team. The obligations of the Town Clerk’s office have changed dramatically over the last few years. I am very proud of the ability of my staff to adjust to the ever-changing requirements and the needs of the public without sacrificing our ability to provide superior service to the residents of the Town of Foxborough.

Robert Cutler
Town Clerk

VITAL STATISTICS

Year	Births	Marriages	Deaths	Population
2024	205	94	141	18,639
2023	183	89	115	18,383
2022	187	103	143	18,333
2021	191	108	141	18,618
2020	184	76	146	17,371
2019	160	102	146	17,152
2018	162	75	138	16,924
2017	165	110	123	17,011
2016	182	98	137	17,457
2015	146	92	132	17,120
2014	162	83	135	16,963

2024 TOWN CLERK
RECEIPTS & PAYMENTS

CC – Births	\$ 4,250.00
CC– Marriages	\$ 2,810.00
CC – Deaths	\$ 9,010.00
CC – Misc.	\$ 85.00
Business Certificates (DBAs)	\$ 4,950.00
Dog Licenses	\$ 27,725.00
Animal Control Fines	\$ 310.00
Underground Storage Permits	\$ 310.00
Marriage Intentions	\$ 2,450.00
Pole Locations	\$ 120.00
Raffles Permits	\$ 110.00
Street Lists	\$ 246.00
Miscellaneous	\$ 554.00
TOTAL	\$ 53,623.00

CC – Certified Copies

ANNUAL TOWN ELECTION
MONDAY, THE SIXTH DAY OF MAY, 2024

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

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

At 8:00 P.M., the polls were closed, and the ballots were sorted and counted. The number of ballots agreed with the checklists, and it was announced that the number of votes cast was two thousand six hundred forty-nine (2,649) which represents 20% of the thirteen thousand four hundred ten (13,410) registered voters in Foxborough.

ELECTED OFFICIALS

SELECT BOARD

Stephanie McGowan, Chair	May 2026
Bill Yukna, Vice-Chair	May 2027
Debbie Giardino, Clerk	May 2027
Mark Elfman	May 2025
Dennis Keefe	May 2025

BOARD OF ASSESSORS

Lori Rudd, Chair	May 2027
Daniel Smith, Clerk	May 2026
Robert Decker	May 2025

BOARD OF HEALTH

Betsy Allo, Chair	May 2027
Sophia Christine Manos, Clerk	May 2025
Robin Chapell	May 2026

TOWN CLERK

Robert Cutler, Jr.	May 2025
--------------------	----------

BOARD OF WATER & SEWER COMMISSIONERS

Michael Stanton, Chair	May 2027
Richard Pacella, Jr., Vice-Chair	May 2026
Richard Garber, Clerk	May 2025

BOYDEN LIBRARY TRUSTEE

Kevin Penders, Chair	May 2026
Jennifer Ooi, Vice-Chair	May 2025
Sara Halton, Clerk	May 2027
Christine Igo Freeman	May 2025
Paul Ivanovskis	May 2027
Joyce Parlapiano	May 2026

FOXBOROUGH HOUSING AUTHORITY

Greg Spier, Chair	May 2029
Kevin Powers., Vice-Chair	May 2026
Nancy D'uva	May 2028
Heather Konieczka, Tenant Appointee	
Sue Perez, State Appointment	

MODERATOR

Francis J. Spillane	May 2025
---------------------	----------

PLANNING BOARD

Kevin Weinfeld, Chair	May 2027
Ronald Bresse, Vice-Chair	May 2025
Tracey Vasile, Clerk	May 2027
Jeffrey Peterson	May 2026
Gary Whitehouse	May 2026

SCHOOL COMMITTEE

Sarah Lidonni, Chair	May 2027
Michelle Thackston, Vice-Chair	May 2026
Robert Canfield	May 2025
Brent Ruter	May 2025
Nathan Urman	May 2027

PRECINCT

#1

#2

#3

#4

#5

TOTAL

SELECTMAN FOR THREE YEARS (Vote for TWO)

Seth Ferguson	166	311	233	250	209	1169
Mildred Mary Cetrone	98	193	119	137	89	636
Deborah A. Giardino	227	376	256	303	245	1407
William F. Yukna	211	391	323	351	292	1568
Others	0	0	3	1	1	5
Blanks	76	125	104	108	100	513
TOTAL	778	1396	1038	1150	936	5298

ASSESSOR FOR THREE YEARS (Vote for ONE)

Lori A. Rudd	272	499	355	415	357	1898
Others	0	2	2	0	0	4
Blanks	117	197	162	160	111	747
TOTAL	389	698	519	575	468	2649

SCHOOL COMMITTEE MEMBER FOR THREE YEARS (Vote for TWO)

Sarah A. LiDonni	216	409	303	314	267	1509
Richard Lee Pearson	126	248	181	210	180	945
Tiye Naeemah Cort Odima	144	240	164	201	134	883
Nathan Urman	210	383	291	309	253	1446
Others	0	3	3	2	0	8
Blanks	82	113	96	114	102	507
TOTAL	778	1396	1038	1150	44	324

PRECINCT**#1****#2****#3****#4****#5****TOTAL****WATER & SEWER COMMISSIONER FOR THREE YEARS (Vote for ONE)**

Michael P. Stanton	282	501	370	431	350	1934
Others	0	2	3	0	0	5
Blanks	107	195	146	144	118	710
TOTAL	389	698	519	575	468	2649

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

Betsy Amahboh Allo	272	490	365	408	336	1871
Others	0	3	2	0	2	7
Blanks	117	205	152	167	130	771
TOTAL	389	698	519	575	468	2649

BOYDEN LIBRARY TRUSTEE FOR THREE YEARS (Vote for TWO)

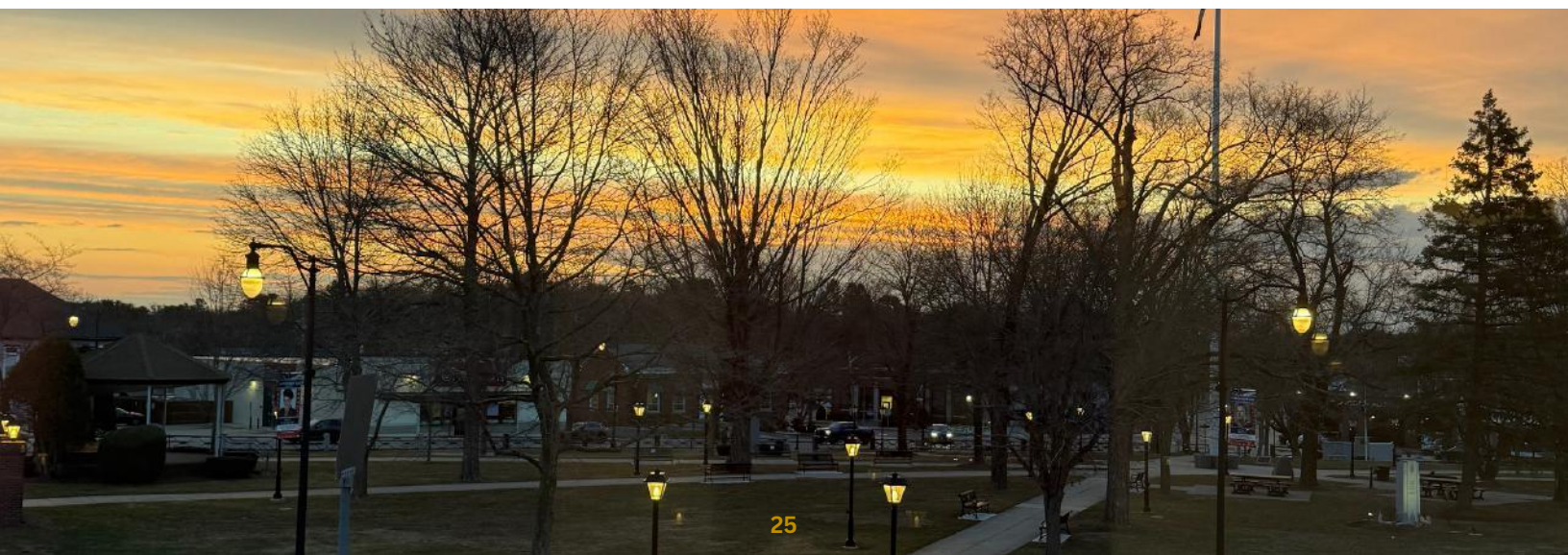
Sara Elizabeth Halton	280	502	366	419	350	1917
Paul Ivanovskis	15	40	14	17	13	99
Others	8	23	12	20	13	76
Blanks	475	831	646	694	560	3206
TOTAL	778	1396	1038	1150	936	5298

PLANNING BOARD MEMBER FOR THREE YEARS (Vote for TWO)

Tracey Vasile	252	462	338	401	339	1792
Kevin Paul Weinfeld	256	466	350	398	335	1805
Others	0	3	1	4	4	12
Blanks	270	465	349	347	258	1689
TOTAL	778	1396	1038	1150	936	5298

HOUSING AUTHORITY MEMBER FOR FIVE YEARS (Vote for One)

Gregory Paul Spier	226	491	353	406	338	1854
Others	0	1	1	1	2	5
Blanks	123	206	165	168	128	790
TOTAL	389	698	519	575	468	2649



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

Shall the Town of Foxborough be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bonds issued in order to pay costs of adding-to and maintaining the existing Foxborough Public Works Facility located at 70 Elm Street in Foxborough, MA (Map 107 Parcel 036 and consists of 9.75 Acres). Such project to include a 10, 000-sf new construction addition of vehicle maintenance bays and a wash bay, sitework with new pavement, utilities, stormwater facilities, site lighting and power, removal of existing underground fuel tanks and the purchase and installation of a new above ground fuel system. Work in the existing building will include new masonry walls and finish, back feeding existing gas and electric utilities, and a new fire suppression system and fire alarm upgrade, and in each case the payment of all costs incidental and related thereto?

Yes	183	381	269	272	258	1131
No	176	323	228	268	191	1186
Blanks	30	44	22	35	19	150
TOTAL	389	698	519	575	468	2649

QUESTION 2

Shall the Town of Foxborough be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay costs of purchasing the land and building comprising the Foxboro Ward Meetinghouse, so-called, located at 76 Main Street in Foxborough (Assessors' Map 066 Parcel 1853), for use as a community center, and for making necessary repairs to such building, including, but not limited to, the installation of a generator, elevator, septic system or sewer connection, and the payment of all costs incidental and related thereto?

Yes	205	381	293	327	278	1484
No	165	281	207	227	174	1054
Blanks	19	36	19	21	16	111
TOTAL	389	698	519	575	468	2649

QUESTION 3

Shall the Town of Foxborough be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay costs of remodeling the Women's Locker Room in the Joint Public Safety Building located at 8 Chestnut Street (Assessors' Map 054 Parcel 013 and consisting of 7.86 acres) in order to expand the locker room facilities, including the payment of all costs incidental and related thereto?

Yes	229	410	309	331	287	1566
No	135	260	192	221	165	973
Blanks	25	28	18	23	16	110
TOTAL	389	698	519	575	468	2649

ANNUAL TOWN MEETING

MONDAY, THE 8TH DAY OF MAY 2023

The Annual Town meeting of the Town of Foxborough convened at 7:15 PM in the auditorium of the Foxborough Senior High School, 120 South Street, Foxborough, Massachusetts with Town Moderator Francis J. Spillane presiding. The Reverend Kevin T. Hickey of Saint Mary's Church delivered the invocation. The National Anthem was sung by Maya Kaiser, a sophomore at Foxborough High School. Marlowe Farrar from the Advisory Committee led the Pledge of Allegiance. Moderator Francis J. Spillane recognized special guest, Representative Jay Barrows. Stephanie McGowan recognized Pat Costello, who is retiring, on his service to the town as our town counsel.

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

There were four hundred sixty-three (463) registered voters recorded as present [a quorum being one hundred (100) registered voters].

FALL SPECIAL TOWN MEETING

MONDAY, THE 18TH DAY OF NOVEMBER 2024

The Special Town meeting of the Town of Foxborough convened at 7:08 PM in the auditorium of the Foxborough Senior High School, 120 South Street, Foxborough, Massachusetts with Town Moderator Francis J. Spillane presiding. Shelby Kornbluth from the Advisory Committee led the Pledge of Allegiance. Moderator Francis J. Spillane recognized special guest, Senator Paul Feeney, and Representative Elect Michael Chaisson.

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

There were two hundred forty-three (243) registered voters recorded as present [a quorum being one hundred (100) registered voters].

FULL TOWN MEETING MINUTES CAN BE FOUND IN THE APPENDICIES



PRESIDENTIAL PRIMARY ELECTION

TUESDAY, THE FIFTH DAY OF MARCH, 2024

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

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

At 8:00 P.M., the polls were closed, and the ballots were sorted and counted. The number of ballots agreed with the checklists, and it was announced that the number of votes cast was three thousand nine hundred thirty-five (3,935) which represents 29.5% of the thirteen thousand two hundred seventy-eight registered voters in Foxborough.

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

DEMOCRATIC

PRESIDENTIAL PREFERENCE (Vote for ONE)

Dean Phillips	13	19	12	11	20	75
Joseph R. Biden	239	319	258	262	260	1338
Marianne Williamson	6	12	7	11	7	43
No Preference	23	38	24	29	36	150
Others	6	8	5	4	5	28
Blanks	1	7	1	7	4	20
TOTAL	288	403	307	324	332	1654

STATE COMMITTEE MAN (Vote for ONE MAN)

Bill Bowles	231	292	229	243	245	1240
Others	0	1	0	0	1	2
Blanks	57	110	78	81	86	412
TOTAL	288	403	307	324	332	1654

STATE COMMITTEE WOMAN (Vote for ONE WOMAN)

Ellen L. Parker	235	296	243	252	248	1274
Others	0	1	1	0	1	3
Blanks	53	106	63	72	83	377
TOTAL	288	403	307	324	332	1654

PRECINCT

#1

#2

#3

#4

#5

TOTAL**TOWN COMMITTEE (Vote for not more than 35)**

Dennis J. Naughton	192	233	183	207	212	1027
Claire B. Naughton	191	239	187	206	215	1038
Madeline Champagne	184	212	169	191	197	953
Kathleen M. Melish	182	226	175	200	202	985
William P. Darcey, Jr.	190	219	167	192	194	962
Elaine L. Price	183	213	169	190	195	950
Janet I. Sargent-Tracy	182	214	170	188	193	947
James R. Tracy	180	211	171	189	191	942
Arthur J. Muldoon	183	219	169	194	193	958
Charles R. Dipompo	178	215	165	192	192	942
Jeanne Anne Dyer	183	214	169	193	198	957
Andrew Thomas Ballantyne	179	210	166	187	190	932
Lauren D. Bitar	188	232	177	198	202	997
John Gregory McGrath	183	216	170	192	192	953
Nancy Louise D'Uva	179	214	175	187	194	949
Paul R. Feeney	209	259	215	224	217	1124
Sophia C. Manos	182	219	171	198	197	967
Karen J. Coombs	180	226	170	193	195	964
Laura J. Feeney	191	238	196	205	213	1043
Anisul Chowdhury	179	220	168	196	198	961
Salina Chowdhury	183	220	172	197	196	968
Paula G. Delaflor	182	217	170	189	192	950
Elizabeth M. Siftar	181	212	166	188	192	939
Christine D. Blankenship	184	218	175	189	194	960
Michael J. Melish	179	227	171	194	199	970
Michael Mills	181	216	169	194	197	957
Others	7	0	2	1	1	11
Blanks	5285	8346	6218	6266	6469	32584
TOTAL	10080	14105	10745	11340	11620	57890

REPUBLICAN**PRESIDENTIAL PREFERENCE (Vote for ONE)**

Chris Christie	3	1	5	2	3	14
Ryan Binkley	1	0	0	0	0	1
Vivek Ramaswamy	1	2	1	0	1	5
Asa Hutchinson	0	0	0	0	0	0
Donald J. Trump	231	309	265	276	234	1315
Ron DeSantis	3	5	2	1	1	12
Nikki Haley	127	241	138	183	184	873
No Preference	0	9	1	4	8	22
Others	1	2	2	1	0	6
Blanks	0	1	3	1	1	6
TOTAL	367	570	417	468	432	2254

PRECINCT**#1****#2****#3****#4****#5****TOTAL****STATE COMMITTEE MAN (Vote for ONE MAN)**

David B. Cannata	229	357	270	294	288	1438
Others	0	1	2	5	0	8
Blanks	138	212	145	169	144	808
TOTAL	367	570	417	468	432	2254

STATE COMMITTEE WOMAN (Vote for ONE WOMAN)

Julie A. Hall	236	361	269	289	290	1445
Others	0	1	2	1	1	5
Blanks	131	208	146	178	141	804
TOTAL	367	570	417	468	432	2254

TOWN COMMITTEE (Vote for not more than 25)

Paul V. Morrison	147	253	198	205	221	1024
Ronald A. Rogers	161	256	200	204	203	1024
Lisa Marie Pereira	152	248	186	201	215	1002
Michael Chaisson	145	241	187	199	204	976
Horace J. Jones, Jr.	138	234	184	193	197	946
David H. Coffey	140	243	187	200	199	969
Shelby Lynncook Kornbluth	139	237	183	198	203	960
Raffaella Zizza-Feinstein	140	259	183	206	197	985
Steven R. Feinstein	144	261	184	204	198	991
Mary T. Farrar	135	239	187	193	192	946
Lucille M. Sabin	142	244	183	192	205	966
Thomas P. Sabin	140	241	188	191	206	966
James M. Lawless	137	235	188	194	198	952
Denise M. MacCallum	150	245	183	187	199	964
Joan Katherine DeLuca	150	259	189	193	200	991
Janet M. Lonergan-Spinney	156	287	192	205	212	1052
Thomas M. Ledwith	137	240	180	186	194	937
Charlotte Jones	142	244	180	196	200	962
Teresa M. Payne	148	252	183	197	200	980
Ellen McCarthy Garber	139	246	182	197	207	971
Joseph Patrick Lally	148	268	192	213	215	1036
Valerie C. McCarthy	139	242	183	196	199	959
Marlene A. McDonald	140	254	190	188	199	971
Kathleen Ann Porter	141	252	184	198	214	989
Others	6	6	10	12	9	43
Blanks	5719	8264	5939	6952	5914	32788
TOTAL	9175	14250	10425	11700	10800	23562

STATE PRIMARY ELECTION

TUESDAY, THE THIRD DAY OF SEPTEMBER, 2024

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

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

At 8:00 P.M., the polls were closed, and the ballots were sorted and counted. The number of ballots agreed with the checklists and it was announced that the number of votes cast was two thousand five hundred seventy-three (2,573) which represents 19% of the thirteen thousand six hundred fifty-six registered voters in Foxborough.

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

DEMOCRATIC

SENATOR IN CONGRESS (Vote for ONE)

Elizabeth Ann Warren	281	346	267	315	286	1495
Others	0	8	0	0	5	13
Blanks	22	41	22	20	36	141
TOTAL	303	395	289	335	327	1649

REPRESENTATIVE IN CONGRESS (Vote for ONE)

Jake Auchincloss	273	359	270	311	300	1513
Others	1	1	0	0	1	3
Blanks	29	35	19	24	26	133
TOTAL	303	395	289	335	327	1649

COUNCILLOR (Vote for ONE)

Tamisha L. Civil	111	139	84	132	116	582
Muriel Elaine Kramer	49	65	49	58	63	284
Sean Murphy	80	95	81	67	69	392
David S. Reservitz	26	53	41	25	33	178
Others	0	1	0	0	0	1
Blanks	37	42	34	53	46	212
TOTAL	303	395	289	335	327	1649

SENATOR IN GENERAL COURT (Vote for ONE)

Paul R. Feeney	271	351	263	300	300	1485
Others	0	1	0	0	0	1
Blanks	32	43	26	35	27	163
TOTAL	303	395	289	335	327	1649

PRECINCT**#1****#2****#3****#4****#5****TOTAL****REPRESENTATIVE IN GENERAL COURT (Vote for ONE)**

Kostas Loukos	121	173	154	174	148	770
David R. Martin	91	144	74	83	105	497
Michael E. Toole	58	51	44	41	48	242
Others	0	1	0	0	0	1
Blanks	33	26	17	37	26	139
TOTAL	303	395	289	335	327	1649

CLERK OF COURTS (Vote for ONE)

Robert L. Jubinville	142	193	131	159	157	782
Walter F. Timilty	134	169	136	137	132	708
Others	0	0	0	0	1	1
Blanks	27	33	22	39	37	158
TOTAL	303	395	289	335	327	1649

REGISTER OF DEEDS (Vote for ONE)

William Patrick O'Donnell	235	309	228	262	243	1277
Noel DiBona	43	59	42	44	59	247
Others	0	0	0	0	0	0
Blanks	25	27	19	29	25	125
TOTAL	303	395	289	335	327	1649

COUNTY COMMISSIONER (Vote for not more than TWO)

Joseph P. Shea	203	280	211	242	227	1163
Richard R. Staiti	190	240	170	206	191	997
Others	1	0	3	0	0	4
Blanks	212	270	194	222	236	1134
TOTAL	606	790	578	670	654	3298

REPUBLICAN**SENATOR IN CONGRESS (Vote for ONE)**

Robert J. Antonellis	37	42	50	53	38	220
Ian Cain	17	25	28	10	20	100
John Deaton	111	127	128	105	108	579
Others	0	0	0	0	0	0
Blanks	1	3	4	1	2	11
TOTAL	166	197	210	169	168	910

REPRESENTATIVE IN CONGRESS (Vote for ONE)

Others	6	5	5	5	6	27
Blanks	160	192	205	164	162	883
TOTAL	166	197	210	169	168	910

PRECINCT**#1****#2****#3****#4****#5****TOTAL****COUNCILLOR (Vote for ONE)**

Francis T. Crimmins, Jr.	126	141	166	130	132	695
Others	1	1	0	2	0	4
Blanks	39	55	44	37	36	211
TOTAL	166	197	210	169	168	910

SENATOR IN GENERAL COURT (Vote for ONE)

Others	5	2	4	2	1	14
Blanks	161	195	206	167	167	896
TOTAL	166	197	210	169	168	910

REPRESENTATIVE IN GENERAL COURT (Vote for ONE)

Michael Chaisson	135	157	172	132	144	740
Others	0	0	0	1	0	1
Blanks	31	40	38	36	24	169
TOTAL	166	197	210	169	168	910

CLERK OF COURTS (Vote for ONE)

Others	3	1	6	2	2	14
Blanks	163	196	204	167	166	896
TOTAL	166	197	210	169	168	910

REGISTER OF DEEDS (Vote for ONE)

Others	4	2	7	3	3	19
Blanks	162	195	203	166	165	891
TOTAL	166	197	210	169	168	910

COUNTY COMMISSIONER (Vote for not more than TWO)

Others	4	2	8	1	1	16
Blanks	328	392	412	337	335	1804
TOTAL	332	394	420	338	336	1820





STATE ELECTION

TUESDAY, THE FIFTH DAY OF NOVEMBER, 2024

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

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

At 8:00 P.M., the polls were closed, and the ballots were sorted and counted. The number of ballots agreed with the checklists, and it was announced that the number of votes cast was eleven thousand two hundred twelve (11,212) which represents 81% of the thirteen thousand nine hundred nineteen (13,919) registered voters in Foxborough.

QUESTION 1: Law Proposed by Initiative Petition

State Auditor's Authority to Audit the Legislature

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

This proposed law would specify that the State Auditor has the authority to audit the Legislature.

A YES VOTE would specify that the State Auditor has the authority to audit the Legislature.

A NO VOTE would make no change in the law relative to the State Auditor's authority.

QUESTION 2: Law Proposed by Initiative Petition

Elimination of MCAS as High School Graduation Requirement

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

This proposed would eliminate the requirement that a student pass the Massachusetts Comprehensive Assessment System (MCAS) tests (or other statewide or district-wide assessments) in mathematics, science and technology, and English in order to receive a high school diploma. Instead, in order for a student to receive a high school diploma, the proposed law would require the student to complete coursework certified by the student's district as demonstrating mastery of the competencies contained in the state academic standards in mathematics, science and technology, and English, as well as any additional areas determined by the Board of Elementary and Secondary Education.

A YES VOTE would eliminate the requirement that students pass the Massachusetts Comprehensive Assessment System (MCAS) in order to graduate high school but still require students to complete coursework that meets state standards.

A NO VOTE would make no change in the law relative to the requirement that a student pass the MCAS in order to graduate high school.

A YES VOTE would eliminate the requirement that students pass the Massachusetts Comprehensive Assessment System (MCAS) in order to graduate high school but still require students to complete coursework that meets state standards.

A NO VOTE would make no change in the law relative to the requirement that a student pass the MCAS in order to graduate high school.



QUESTION 3: Law Proposed by Initiative Petition

Unionization for Transportation Network Drivers

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

The proposed law would provide Transportation Network Drivers (“Drivers”) with the right to form unions (“Driver Organizations”) to collectively bargain with Transportation Network Companies (“Companies”)-which are companies that use a digital network to connect riders to drivers for pre-arranged transportation-to create negotiated recommendations concerning wages, benefits and terms and conditions of work. Drivers would not be required to engage in any union activities. Companies would be allowed to form multi-Company associations to represent them when negotiating with Driver Organizations. The state would supervise the labor activities permitted by the proposed law and would have responsibility for approving or disapproving the negotiated recommendations.

The proposed law would define certain activities by a Company or a Driver Organization to be unfair work practices. The proposed law would establish a hearing process for the state Employment Relations Board (“Board”) to follow when a Company or Driver Organization is charged with an unfair work practice. The proposed law would permit the Board to take action including awarding compensation to adversely affected Drivers, if it found that an unfair work practice had been committed. The proposed law would provide for an appeal of a Board decision to the state Appeals Court.

This proposed law also would establish a procedure for determining which Drivers are Active Drivers, meaning that they completed more than the median number of rides in the previous six months. The proposed law would establish procedures for the Board to determine that a Driver Organization has signed authorizations from at least five percent of Active Drivers, entitling the Driver Organization to a list of Active Drivers, to designate a Driver Organization as the exclusive bargaining representative for all Drivers based on signed authorizations from at least twenty-five percent of Active Drivers; to resolve disputes over exclusive bargaining status, including through elections; and to decertify a Driver Organization from exclusive bargaining status. A Driver Organization that has been designated the exclusive bargaining representative would have the exclusive right to represent the Drivers and to receive voluntary membership dues deductions.

Once the Board determined that a Driver Organization was the exclusive bargaining representative for all Drivers, the Companies would be required to bargain with that Driver Organization concerning wages, benefits and terms and conditions of work. Once the Driver Organization and Companies reached agreement on wages, benefits, and the terms and conditions of work, that agreement would be voted upon by all Drivers who has completed at least 100 trips the previous quarter. If approved by a majority of votes cast, the recommendations would be submitted to the state Secretary of Labor for approval and if approved, would be effective for three years. The proposed law would establish procedures for the mediation and arbitration if the Driver Organization and Companies failed to reach agreement within a certain period of time. An arbitrator would consider factors set forth in the proposed law, including whether the wages of Drivers would be enough so that Drivers would not need to rely upon any public benefits. The proposed law also sets out procedures for the Secretary of Labor’s review and approval of recommendations negotiated by a Driver Organization and the Companies and for judicial review of the Secretary’s decision.

The proposed law states that neither its provisions, an agreement nor a determination by the Secretary would be able to lessen labor standards established by other laws. If there were any conflict between the proposed law and existing Massachusetts labor relations law, the proposed law would prevail.

The Board would make rules and regulations as appropriate to effectuate the proposed law.

The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect.

A YES VOTE would provide transportation network drivers the option to form unions to collectively bargain with transportation network companies regarding wages, benefits, and terms and conditions of work.

A NO VOTE would make no change in the law relative to the ability of transportation network drivers to form unions.



QUESTION 4: Law Proposed by Initiative Petition

Limited Legalization and Regulation of Certain Natural Psychedelic Substances

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

This proposed law would allow persons aged 21 and older to grow, possess, and use certain natural psychedelic substances in certain circumstances. The psychedelic substances allowed would be two substances found in mushrooms (psilocybin and psilocyn) and three substances found in plants (dimethyltryptamine, mescaline, and ibogaine). These substances could be purchased at an approved location for use under the supervision of a licensed facilitator. This proposed law would otherwise prohibit any retail sale of natural psychedelic substances. This proposed law would also provide for the regulation and taxation of these psychedelic substances.

This proposed law would license and regulate facilities offering supervised use of these psychedelic substances and provide for the taxation of proceeds from those facilities' sales of psychedelic substances. It would also allow persons aged 21 or older to grow these psychedelic substances in a 12-foot area at their home and use these psychedelic substances at their home. This proposed law would authorize persons aged 21 or older to possess up to one gram of psilocybin, one gram of psilocyn, one gram of dimethyltryptamine, 18 grams of mescaline, and 30 grams of ibogaine ("personal use amount"), in addition to whatever they might grow at their home, and to give away up to the personal use amount to a person aged 21 or over.

This proposed law would create a Natural Psychedelic Substances Commission of five members appointed by the Governor, Attorney General, and Treasurer which would administer the law governing the use and distribution of these psychedelic substances. The Commission would adopt regulations governing licensing qualifications security, recordkeeping, education and training, health and safety requirements, testing, and age verification. This proposed law would also create a Natural Psychedelic Substances Advisory Board of 20 members appointed by the Governor, Attorney General, and Treasurer which would study and make recommendations to the Commission on the regulation and taxation of these psychedelic substances.

This proposed law would allow cities and towns to reasonably restrict the time, place, and manner of the operation of licensed facilities offering psychedelic substances, but cities and town could not ban those facilities or their provision of these substances.

The proceeds of sales of psychedelic substances at licensed facilities would be subject to the state sales tax and an additional excise tax of 15 percent. In addition, a city or town could impose a separate tax of up to two percent. Revenue received from the additional state excise tax, license application fees, and civil penalties for violations of this proposed law would be deposited in a Natural Psychedelic Substances Regulation Fund and would be used, subject to appropriation, for administration of this proposed law.

Using the psychedelic substances as permitted by this proposed law could not be a basis to deny a person medical care or public assistance, impose discipline by a professional licensing board, or enter adverse orders in child custody cases absent clear and convincing evidence that the activities created an unreasonable danger to the safety of a minor child.

This proposed law would not affect existing laws regarding the operation of motor vehicles while under the influence, or the ability of employers to enforce workplace policies restricting the consumption of these psychedelic substances by employees. This proposed law would allow property owners to prohibit the use, display, growing, processing, or sale of these psychedelic substances on their premises. State and local governments could continue to restrict the possession and use of these psychedelic substances in public buildings or at schools.

This proposed law would take effect of December 15, 2024.

A YES VOTE would allow persons over age 21 to use certain natural psychedelic substances under licensed supervision and to

grow and possess limited quantities of those substances in their home, and would create a commission to regulate those substances.

A NO VOTE would make no change in the law regarding natural psychedelic substances.

QUESTION 5: Law Proposed by Initiative Petition

Minimum Wage for Tipped Workers

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

This proposed law would gradually increase the minimum hourly wage an employer must pay a tipped worker, over the course of five years, on the following schedule:

- To 64% of the state minimum wage on January 1, 2025;
- To 73% of the state minimum wage on January 1, 2026;
- To 82% of the state minimum wage on January 1, 2027;
- To 91% of the state minimum wage on January 1, 2028;
- To 100% of the state minimum wage on January 1, 2029.

The proposed law would require employers to continue to pay tipped workers the difference between the state minimum wage and the total amount a tipped worker receives in hourly wages plus tips through the end of 2028. The proposed law would also permit employers to calculate this difference over the entire weekly or bi-weekly payroll period. The requirement to pay this difference would cease when the required hourly wage for tipped workers would become 100% of the state minimum wage on January 1, 2029.

Under the proposed law, if an employer pays its workers an hourly wage that is at least the state minimum wage, the employer would be permitted to administer a “tip pool” that combines all the tips given by customers to tipped workers and distributes them among all the workers, including non-tipped workers.

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

ELECTORS OF PRESIDENT AND VICE PRESIDENT (Vote for ONE)

Ayyadurai and Ellis	14	16	8	7	19	64
De La Cruz and Garcia	8	2	1	0	4	15
Harris and Walz	1053	1356	1091	1274	1212	5986
Oliver and Ter Maat	10	9	23	14	17	73
Stein and Caballero-Roca	15	23	31	20	38	127
Trump and Vance	797	1113	909	1000	922	4741
Others	10	15	10	10	7	52
Blanks	12	31	32	41	37	153
Chisholm and Quarles, Independent	0	0	0	0	0	0
Descoteaux and Lytle, Unenrolled	0	0	0	0	0	0
Sonski and Onak, American Solidarity	0	0	1	0	0	1
West and Abdullah, Independent	0	0	0	0	0	0
TOTAL	1919	2565	2106	2366	2256	11212

PRECINCT**#1****#2****#3****#4****#5****TOTAL****SENATOR IN CONGRESS (Vote for ONE)**

Elizabeth Ann Warren	970	1200	8994	1146	1099	5409
John Deaton	891	1292	1060	1153	1095	5491
Others	0	3	3	2	5	13
Blanks	58	70	49	65	57	299
TOTAL	1919	2565	2106	2366	2256	11212

REPRESENTATIVE IN CONGRESS Fourth District (Vote for ONE)

Jake Auchincloss	1328	1759	1418	1603	1551	7659
Others	20	23	28	6	21	98
Sana Fadel	0	3	7	2	12	24
Blanks	571	780	653	755	672	3431
TOTAL	1919	2565	2106	2366	2256	11212

ELECTORS OF PRESIDENT AND VICE PRESIDENT (Vote for ONE)

Ayyadurai and Ellis	14	16	8	7	19	64
De La Cruz and Garcia	8	2	1	0	4	15
Harris and Walz	1053	1356	1091	1274	1212	5986
Oliver and Ter Maat	10	9	23	14	17	73
Stein and Caballero-Roca	15	23	31	20	38	127
Trump and Vance	797	1113	909	1000	922	4741
Others	10	15	10	10	7	52
Blanks	12	31	32	41	37	153
Chisholm and Quarles, Independent	0	0	0	0	0	0
Descoteaux and Lytle, Unenrolled	0	0	0	0	0	0
Sonski and Onak, American Solidarity	0	0	1	0	0	1
West and Abdullah, Independent	0	0	0	0	0	0
TOTAL	1919	2565	2106	2366	2256	11212

SENATOR IN CONGRESS (Vote for ONE)

Elizabeth Ann Warren	970	1200	8994	1146	1099	5409
John Deaton	891	1292	1060	1153	1095	5491
Others	0	3	3	2	5	13
Blanks	58	70	49	65	57	299
TOTAL	1919	2565	2106	2366	2256	11212

REPRESENTATIVE IN CONGRESS Fourth District (Vote for ONE)

Jake Auchincloss	1328	1759	1418	1603	1551	7659
Others	20	23	28	6	21	98
Sana Fadel	0	3	7	2	12	24
Blanks	571	780	653	755	672	3431
TOTAL	1919	2565	2106	2366	2256	11212

PRECINCT**#1****#2****#3****#4****#5****TOTAL****COUNCILLOR Second District (Vote for ONE)**

Tamisha L. Civil	876	1040	868	990	970	4744
Francis T. Crimmins, Jr.	841	1254	1028	1127	1034	5284
Others	0	0	0	3	1	4
Blanks	202	271	210	246	251	1180
TOTAL	1919	2565	2106	2366	2256	11212

SENATOR IN GENERAL COURT Bristol & Norfolk District (Vote for ONE)

Paul R. Feeney	1218	1687	1328	1506	1473	7212
Laura L. Saylor	387	457	427	468	425	2164
Others	6	10	12	0	5	33
Blanks	308	411	339	392	353	1803
TOTAL	1919	2565	2106	2366	2256	11212

REPRESENTATIVE IN GENERAL COURT 1st Bristol District (Vote for ONE)

Michael Chaisson	935	1340	1108	1234	1111	5728
Kostas Loukos	844	1047	837	969	976	4673
Others	0	0	0	0	0	0
Blanks	140	178	161	163	169	811
TOTAL	1919	2565	2106	2366	2256	11212

CLERK OF COURTS Norfolk County (Vote for One)

Walter F. Timilty	1338	1769	1422	1610	1566	7705
Others	9	16	17	2	18	62
Blanks	572	780	667	754	672	3445
TOTAL	1919	2565	2106	2366	2256	11212

REGISTER OF DEEDS Norfolk District (Vote for ONE)

William Patrick O'Donnell	1335	1745	1435	1621	1582	7718
Others	8	11	13	0	8	40
Blanks	576	809	658	745	666	3454
TOTAL	1919	2565	2106	2366	2256	11212

COUNTY COMMISSIONER Norfolk County (Vote for not more than TWO)

Joseph P. Shea	1101	1474	1203	1371	1322	6471
Richard R. Staiti	862	1204	933	1149	1046	5194
Others	14	7	18	4	13	56
Blanks	1861	2445	2058	2208	2131	10703
TOTAL	3838	5130	4212	4732	4512	22424

PRECINCT**#1****#2****#3****#4****#5****TOTAL****REGIONAL SCHOOL COMMITTEE Southeastern Regional (4 years) Brockton (Vote for ONE)**

Gerson S. Monteiro	1199	1552	1296	1465	1408	6920
Others	5	2	5	1	5	18
Blanks	715	1011	805	900	843	4274
TOTAL	1919	2565	2106	2366	2256	11212

REGIONAL SCHOOL COMMITTEE Southeastern Regional (4 years) Foxborough (Vote for ONE)

Jennifer Sousa	1290	1687	1404	1604	1554	7539
Others	3	4	4	1	2	14
Blanks	626	874	698	761	700	3659
TOTAL	1919	2565	2106	2366	2256	11212

REGIONAL SCHOOL COMMITTEE Southeastern Regional (4 years) Mansfield (Vote for ONE)

Christine Gaze	1192	1557	1268	1452	1418	6887
Others	2	0	3	1	1	7
Blanks	725	1008	835	913	837	4318
TOTAL	1919	2565	2106	2366	2256	11212

REGIONAL SCHOOL COMMITTEE Southeastern Regional (4 years) Sharon (Vote for ONE)

Others	111	11	24	11	13	70
Blanks	1908	2554	2082	2355	2243	11142
TOTAL	1919	2565	2106	2366	2256	11212

REGIONAL SCHOOL COMMITTEE Southeastern Regional (4 years) W.Bridgewater (Vote for ONE)

Jessica Anne Aldred	714	934	759	803	847	4057
Monique C. Avila	331	402	364	461	417	1975
Others	3	2	4	1	0	10
Blanks	871	1227	979	1101	992	5170
TOTAL	1919	2565	2106	2366	2256	11212

QUESTION 1

Yes	1315	1718	1466	1584	1584	7667
No	465	679	513	637	532	2826
Blanks	139	168	127	145	140	719
TOTAL	1919	2565	2106	2366	2256	11212

QUESTION 2

Yes	1123	1409	1107	1304	1584	7667
No	739	1102	921	1001	532	2826
Blanks	57	54	78	61	140	719
TOTAL	1919	2565	2106	2366	2256	11212

PRECINCT

#1

#2

#3

#4

#5

TOTAL

QUESTION 3

Yes	935	1022	887	1059	1029	4932
No	887	1425	1103	1202	1108	5725
Blanks	97	118	116	105	119	555
TOTAL	1919	2565	2106	2366	2256	11212

QUESTION 4

Yes	777	857	778	915	912	4239
No	1079	1632	1258	1382	1263	6614
Blanks	63	76	70	69	81	359
TOTAL	1919	2565	2106	2366	2256	11212

QUESTION 5

Yes	566	540	495	595	592	2788
No	1291	1969	1546	1724	1611	8141
Blanks	62	56	65	47	53	283
TOTAL	1919	2565	2106	2366	2256	11212





Gillette
STADIUM

GPatriot

An aerial photograph of a town. In the center, a white church with a tall, pointed steeple stands out. To its left is a large, multi-story yellow building with a flat roof and several air conditioning units. A red and white fire truck is parked in front of the yellow building. To the right of the church, a large American flag flies on a tall pole. The town is surrounded by dense green trees, and the background shows a line of trees under a blue sky with scattered white clouds.

COMMUNITY DEVELOPMENT

- 
- 45** LAND USE & ECONOMIC DEVELOPMENT
 - 47** PLANNING BOARD
 - 48** HISTORIC DISTRICT COMMISSION
 - 49** BUILDING
 - 50** ZONING BOARD OF APPEALS
 - 52** PERMANENT MUNICIPAL & SCHOOL
BUILDING COMMITTEE
 - 53** CONSERVATION
 - 54** CONSERVATION COMMISSION

LAND USE & ECONOMIC DEVELOPMENT



MISSION

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

Catherine Feerick
Land Use & Economic Development Director

Gabriela Jordan
Staff Planner

Diana Gray
Land Use Administrator

2024 was a busy year for the Department of Land Use and Economic Development. The Department saw several personnel changes. Catherine Feerick joined Foxborough in June as its new Director; long-time Conservation Agent Jane Sears-Pierce retired; and Nadiya Chalak joined the Town as its new Conservation Agent in December. New staff benefit greatly from the continued support and expertise of Staff Planner Gaby Jordan and Administrative Secretary Diana Gray.

The Department is actively involved in several regional bodies that oversee land use, tourism, economic development, and business growth throughout Southeastern Massachusetts. Catherine Feerick has been appointed to represent Foxborough on the Advisory Board for the Greater Attleboro-Taunton Regional Transit Authority (GATRA). She also serves as Vice Chair of the Board of Directors for the Southeast Economic Development Corporation (SEED Corp). The Town is active within the Three Rivers Interlocal Council (TRIC), a sub-region under the Metropolitan Area Planning Council umbrella. Additionally, the Visit FPW (Foxborough-Plainville-Wrentham) tourism initiative continues to build steam through the deployment of brand assets across physical media and digital advertising.

To facilitate efficient access to permit applications and materials, the Department used a Community Compact grant from the Division of Local Services to digitize and automate its permitting processes for the Conservation Commission, the Planning Board, and the Zoning Board of Appeals. The Town contracted with PermitEyes to build out these application portals, and work was completed in November 2024. Online permitting is now live across the Department!

A major focus of the Department in 2024 was compliance with the MBTA Communities zoning requirement under Section 3A of the Zoning Act. One proposed district was voted down at the Annual Town Meeting on May 13, 2024. After this vote, staff led a series of public engagement sessions over several months to define new possible districts. One of these districts passed a Special Town Meeting vote on November 18 and has been submitted to the Office of the Attorney General and the Executive Office of Housing and Livable Communities for review and final approval.

Residents also approved items at the November 18 Special Town Meeting regarding Accessory Dwelling Units (ADUs) and a zoning change near Foxborough Common. The ADU language was drafted to comply with a new requirement from the Affordable Homes Act, signed into law on August 6, 2024. The zoning change will extend the Foxborough Common Overlay District and General Business Zone to two parcels, 69 and 75 Central Street. This will allow for greater flexibility in the future use of the Senior Center building once operations transition to the new facility.



Groundbreaking
Ceremony at Walnut
Knoll

The Town is preparing to host seven FIFA World Cup games in 2026, and work began in earnest in 2024 to coordinate transportation flow, signage, and tourism activities. The Department of Land Use and Economic Development has participated actively in Transportation Working Group meetings and has leveraged its partnership in the Visit FPW collaboration to optimize economic gain to the region's small businesses from these events.

In 2024 a regional sewerage study launched under the Department of Public Works' management. This multi-town study will explore ways to expand access to sewer along the Route 1 corridor to allow for future economic growth. Catherine Feerick will continue to serve as a partner to this effort in 2025.

The Town launched an update to its 2015 Master Plan in 2024, funded in part by a Community Planning Grant from the Executive Office of Housing and Economic Development. Weston & Sampson were selected to lead project efforts, which will continue throughout 2025.

The Department of Land Use and Economic Development continued to support the Planning Board, which approved 19 projects over the course of 16 meetings held. More information can be found under the Planning Board section.

Finally, 2024 witnessed a number of significant development projects. Demolition began on abandoned industrial buildings at the former site of The Foxboro Company (now Schneider Electric) on Neponset Avenue. This work is expected to continue through Spring 2025. Planning Board also approved the construction of a new 150,000 square foot training facility at Gillette Stadium and a Chick Fil-A on Route 1 at Patriot Place. Finally, the Walnut Knoll senior housing development broke ground on June 24, with construction proceeding rapidly throughout 2024. Phase 1 of this project will start leasing in 2025, providing 141 new units of senior housing.



PLANNING BOARD



MISSION

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

Kevin Weinfeld
Chair

Ronald Bresse
Vice Chair

Tracey Vasile
Clerk

Gary Whitehouse
Member

Jeffery Peterson
Member

Thomas Murphy
Alternate

The Planning Board is an elected municipal board that reviews proposed development projects and related requests in the Town of Foxborough. This five-member body also provides direction and commentary to the Department of Land Use and Economic Development on Town-wide projects and initiatives.

In 2024, the Planning Board approved a total of 19 projects and requests, ranging from minor revisions of property lines to large-scale development projects. A full list of projects is provided below.

The Planning Board would like to thank DPW Director Chris Gallagher, former DPW Deputy Director Lance DelPriore, Public Works Engineer Lorie Dorce, Foxborough Cable Access, and many other partners to their mission.

SITE PLAN APPROVALS

- 25 Pumping Station Road: PFAS Facility
- 70 Elm Street: DPW Garage Expansion
- 8 Spring Brook Road: Installation of canopy solar array

ANR PROJECTS

(DIVISION OF LAND/RECONFIGURATION OF PROPERTY LINES)

- 310 Cocasset Street
- 147 Chestnut Street
- 30 Granite Street
- 67 Washington Street

SUBDIVISIONS

(5 DEFINITIVE, 1 PRELIMINARY)

- 357 South Street (3 lots)
- 438 South Street (2 lots)
- Ridge Road (4 lots)
- 204 East Street (12 lots)
- 206 East Street (6 lots)
- 60-62 North Street (6 lots, preliminary)

ACCESSORY APARTMENTS

- 12 Thurston Street
- 72 Green Street

STADIUM AND PATRIOT PLACE SITE PLAN MODIFICATIONS

- Pedestrian Bridge: This project will allow a safer crossing for pedestrians using the northern surface lots to access Gillette Stadium for special events
- Patriots Training Facility: A 150,000 square foot, state-of-the-art training facility will sit adjacent to the practice fields behind Gillette Stadium
- Chick Fil-A: A restaurant with drive-thru service will be located directly on Route 1, in front of the Trader Joe's building

SPECIAL PERMITS

- 177 Chestnut Street: an 8 unit townhome development

HISTORIC DISTRICT COMMISSION

MISSION

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



Kristian Edgar
Chair

William Lord
Vice Chair

Tom Kraus
Clerk

Maria Schuster
Member

Michael Hand
Member

David Devine
Alternate

Beth Ferencik
Alternate

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

During this year, the Commission added a new member, Beth Ferencik. Beth brings valuable expertise to the Commission through her professional background in design architecture, and her firsthand experience as a former Baker Street property owner. This year, the Commission issued several certificates of appropriateness. We approved the installation of solar panels at the homes of 34 - 36 Baker Street and 7 Baker Street. Applications for window replacements were approved at the homes of 17 Baker Street and 23 Baker Street. Alliance Health at Doolittle submitted an application for a new sign, which the commission also approved. The Historic District also welcomed two new homeowners at 32 Baker Street and 26 Baker Street.

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



29 Baker Street
Exterior Renovations Completed Summer 2024

BUILDING



MISSION

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

Scott Shippey
Building Commissioner

Lisa Barry
Dept. Administrator

Lisa Rouillard
Permit Coordinator

Shawn P. Wills
Electrical Inspector

Gilbert Bonoan
Local Building Inspector

Michael T. Eisenhauer
Plumbing &
Gas Inspector

Paul W. Steeves
Assistant Plumbing
& Gas Inspector

William A. Cooke, Jr.
Assistant Electrical
Inspector

During 2024, the Inspections Department reviewed and issued 2,653 permits to perform work regulated by the Town and Commonwealth. As in the past, many of these permits were for residential construction, but commercial construction constitutes a fair amount of the department's workload as well.

In addition to inspections resulting from permit activity, the Inspections staff performed 189 inspections for places of assembly within the Town to ensure the buildings were properly maintained and safe for occupancy by the public. These places of assembly included public and private schools, churches, day care facilities, restaurants, hotels and, of course, Gillette Stadium and Patriot Place.

At the end of 2024, Lisa Barry transitioned from the Building Department to Human Services, taking on the role of Department Administrator. While her expertise, skills, and friendly presence will be missed at Town Hall, we're thrilled to see her continue serving Foxborough in this new capacity. Wishing her all the best in her new role just down the street!

To the Town of Foxborough and all the Town's Governing departments, I thank you all for your participation and support for the Building Department.

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

2024 BUILDING PERMITS

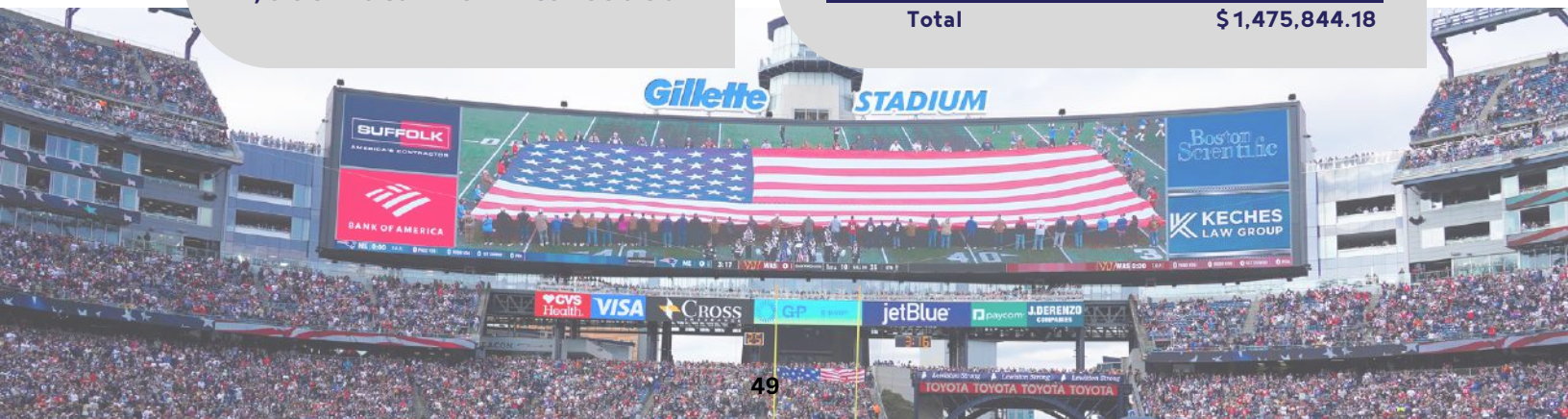
W/ESTIMATED CONSTRUCTION COSTS

Residential	\$ 25,079,487.60
Commercial	\$ 82,472,148.80
Total	\$ 107,551,636.40

2,653 Total Permits Issued

2024 PERMIT FEES COLLECTED

815 Building Permits	\$ 1,153,515.71
894 Electrical Permits	\$ 217,030.46
372 Plumbing Permits	\$ 48,710.00
342 Gas Permits	\$ 35,949.01
146 Certificates of Inspection	\$ 14,003.00
26 Weights and Measures	\$ 6,636.00
Total	\$1,475,844.18



ZONING BOARD OF APPEALS



MISSION

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

Barnett Ovrut
Chair

Eric Hogberg
Associate Member

Kurt J. Yeghian
Vice Chair

Blair Crane
Associate Member

Lorraine Brue
Clerk

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

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

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

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

Ten applications were submitted to and considered by the Board in 2024. This was a significant reduction from the twenty-two applications that were received in 2023. The Board additionally considered and decided one matter in January that had been filed during the previous year – reversing on appeal a determination of the Town's Building Commissioner/Zoning Officer. Fees totaling \$2,425 were paid to the Town for the applications that were filed in 2024.

Eight of the applications that were filed in 2024 concerned residential properties, with the Board granting special permits in seven of those matters. Such permits were approved to authorize the demolition of an existing two-family dwelling and the subsequent construction of a larger such structure; the alteration and extension of an existing multifamily dwelling; the construction of an addition to a single-family dwelling that will cause its habitable floor area to be more than 25% greater than the habitable floor area of the prior structure; the construction of an addition to a home that will further encroach upon its existing nonconforming rear yard setback; the respective construction of two detached garages having a footprint in excess of 625 square feet; and the demolition of an existing single-family dwelling and the subsequent construction of a significantly larger residential structure.

An application requesting a variance in connection with the proposed extension of single-family dwelling in order to accommodate the construction of an accessory dwelling unit was withdrawn by the applicant as the Board stated during the hearing that the matter did not satisfy the pertinent requirements for such relief (though reconfiguration of the proposal will permit the homeowner to proceed with the desired project in compliance with the Zoning Bylaw's applicable dimensional requirements).

Of the two applications that Board considered concerning non-residential properties, one resulted in the approval of multiple variances that were requested in connection with the intended subdivision of a commercial property on Route One. The second concerned the approval of several special permits, a variance and a finding in connection with the reconstruction and extension of the Town's Department of Public Works facility on Elm Street. That work commenced during 2024, and will be ongoing in 2025.

The appeal to the Board of a February 2023 determination and enforcement order of the Town's Building Commissioner/Zoning Officer that property situated on East Belcher Road was being used in violation of the Zoning Bylaw as a junkyard was, as occurred throughout 2023, the subject of hearings and site walks during the first three months of 2024. Though the Board sought during the lengthy proceedings of such matter to provide the owner of the premises with the opportunity to in good faith remedy the existing situation to the Board's satisfaction, the inability of that party to achieve such result caused the Board in March 2024 to issue a decision upholding the initial enforcement order. An appeal to the Norfolk Superior Court of the Board's decision subsequently was taken by the property's owner shortly thereafter. Negotiations to settle the matter commenced late in 2024. Though remaining "open" at the close of the year, the Board is hopeful that the matter will be resolved to its satisfaction early in 2025.

Resolution was achieved in 2024 with respect to the appeal that was taken in 2023 concerning the Comprehensive Permit that had been granted by the Board for the construction of 36 homeownership residential units on a 6.42-acre parcel of land located at 119 Morse Street. The Board, in connection with settlement of the matter, approved several minor, insubstantial modifications of the permit. The Comprehensive Permit as modified will allow for the development of 26 two-bedroom units and 10 three-bedroom units. Thirty-four residential units will be situated in nine newly constructed buildings, with two such units to be provided in the to-be renovated building that currently exists on the site. A minimum of 25% of the units will be "affordable" – i.e., they will be available to individuals and families earning not more than 80% of the Area Median Income. It is anticipated that development of this project will commence early in 2025.

Construction in connection with a Comprehensive Permit granted in 2023 for the development of 200 rental residential units on a 15.57-acre parcel situated at 55 Walnut Street commenced during and proceeded throughout 2024. This project's residential units ultimately will be provided in three separate buildings, and will be available to individuals who are disabled or who are 55 years of age and above. All of the units will be "affordable." Foxborough residents will have first preference for the rental of up to 70% of the initially-leased units. The development is occurring on land that is owned by the Foxborough Housing Authority, with its construction and ultimate management and operation provided on behalf of that entity by a joint venture involving Affordable Housing and Services Collaborative, Inc., Peabody Properties, Inc. and the Onyx Group.

In addition to the applications and other matters with which the Board was engaged in 2024, this year was important in connection with the Board's composition. The Board lost a longtime and valuable member with the decision by Kim Mellen to forego reappointment at the conclusion of her term of office at the end of May. The Board and the Town benefited immeasurably from Kim's many years of service, as her insights and understanding of zoning issues provided guidance and leadership.

Kim's position as a member of the Board was taken by Kurt Yeghian. A longstanding associate member of the Board, Kurt was selected by his colleagues to serve as the Board's Vice Chairman for the 2024-2025 term. The Board was fortunate to welcome Blair Crane to the Board when he was appointed as an associate member in August. It is anticipated that the Board – and the applicants coming before it – will benefit from Blair's professional experience as the Director of the Town of Norfolk's Department of Public Works.

The Board had the continued opportunity in 2024 to interact and work with Scott C. Shippey, Foxborough's Building Commissioner/Zoning Officer, both with respect to the various matters that came before it and zoning issues in general. The assistance, advice and support provided by Scott was and is greatly appreciated. The invaluable administrative assistance that Diana Gray provided to the Board in 2024 also was and is greatly appreciated. The Board has benefited from Diana's services on its behalf, and considers her an important and integral participant in its work.

The Board's members and associate members are appreciative of the opportunity and privilege to serve the Town of Foxborough in this capacity. We look forward to representing the Town with respect to the various zoning and sign challenges that will be presented throughout 2025.



PERMANENT MUNICIPAL & SCHOOL BUILDING COMMITTEE

MISSION

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



- William F. Yukna

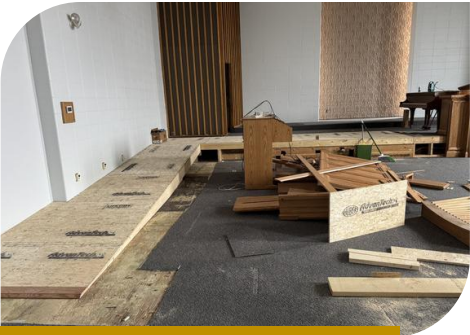
Chair
- Carl Fuller

Asst. Facilities Director
- John F. Hardy
- William Kass
- Michael O'Leary
- Steven D. Sloan
- Donnie Treannie III
- Gary Whitehouse
- Jeffrey Whitehouse

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

During FY24, the Burrell Project has had final paperwork submitted to the MSBA for their review and sign off. Upon completion of the audit the town will receive its final reimbursement from the state.

During FY24, the Committee has continued working with the DPW Director and the project engineers on the DPW facility expansion design, site layout, and funding. The project began with site clearing, removal of the old fuel station and the beginning of construction on this five bay additional and renovation of the existing garage and staff spaces. The Facilities Dept has completed the replacement of the roof, new garage doors, and HVAC system in the existing building. They will complete the exterior upgrades in the spring/summer of FY25.



Renovations inside New Community Center (76 Main St.)



Removal of old fuel tanks at DPW Garage (70 Elm St.)

During FY24 the Committee has also been working with the Police Department to determine the expansion needs of the locker rooms area, securing funding for the expansion of the locker rooms. The project will be an FY25 project along with the renovations of the newly acquired 76 Main Street property / Community Center.

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

CONSERVATION



MISSION

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

Nadiya Chalak
Conservation Agent

Diana Gray
Land Use Administrator

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

Ms. Chalak provides technical expertise and advice to the Conservation Commission and carries out their policies and decisions, but also manages town conservation lands and provides environmental education and outreach for the public. She utilizes the Conservation Facebook and new Instagram Page as one of the ways to do so. A Foxborough Conservation linktree was also created this past year to provide further education materials surrounding Conservation. The linktree also conveniently provides direct links to our socials as well: <https://linktr.ee/foxconservation>

The Conservation Department sincerely appreciates Jane Sears Pierce's 14 years of dedicated service as Foxborough's Conservation Agent and wishes her a wonderful retirement. We also extend our gratitude to Interim Agent John Thomas, who stepped into the role in October 2023, and to Ms. Gray for her outstanding work in managing the department's daily operations. Additionally, we are already impressed by the valuable contributions Ms. Chalak has brought since joining in early December 2024.

Resources

The Department's staff maintains the Commission's website, which provides a wide variety of environmental resources, topics, and other information about wetland protection laws, the Foxborough Bylaw and Regulations, native plants, animals, and vernal pools, as well as nature-based solutions to protect and help sustain the water quality of Foxborough's ponds, streams, vernal pools, and wetlands. For more information, please visit the Conservation Department's website, which is linked to the Town's website under the "Departments" dropdown menu. More resources will be added this coming year, so stay tuned!

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

- Lane Learning Center's Senior Volunteers, who kept the building up and running during summer, 2024: Leah Snow, Cindy Ganter, Elmer Morse, Don Kinney, Anne Burke, Gaby Cohen, Alda Kalberer, Rick Plasmati, Joe Lally, and Elaine Patrick.
- NRRC members, for monitoring the Neponset Reservoir and reporting any issues they encounter.
- Kay Andberg, Jim Goyea, and Barry Young for helping to manage the "Neponset View" trail, which begins at Chestnut Street, runs along the Reservoir's shoreline, and ends at the Lane property.
- Our many land stewards, who monitor town conservation areas and notify us if they discover any problems.



CONSERVATION COMMISSION



MISSION

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

Robert Boette
Chair

James Marsh
Vice Chair

Rebecca Kelly
Clerk

David Opatka
NRRC Liaison

Taunya Orlando
Member

Peter Atanasoff
Member

Rich Golemme
Member

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

The Conservation Commission, a seven-member board of volunteers, is appointed by the Select Board. Current Commissioners include (name and year appointed) Chair Robert Boette (1986), Vice Chair Jim Marsh (2009), Clerk Rebecca Kelly (2021), Clerk David Opatka (2016), Rich Golemme (2016), Taunya Orlando (2023), and Peter Atanasoff (2019).

The Commission holds their meetings both in person at the Town Hall and virtually via Zoom. These meetings are broadcast on the Foxborough Cable Access (FCA) and are available to watch on their YouTube channel. The Commission held 17 meetings, reviewed 9 Requests for Determination (RDA), 19 Notices of Intent (NOI), 2 Abbreviated Notices of Resource Area Delineation, issued 21 Orders of Conditions (OoC), 1 OoC Extension, 13 Certificates of Compliance (CoC), 2 Partial CoCs, 2 Orders of Resource Area Delineations, 9 Determinations (DET), 1 Cease and Desist (Work) Order, and 1 Enforcement and Restoration Order.

Conservation Land News

Three Foxborough High School juniors, Bianca Cass, Cam Lightbody, and Emma Souaiden (pictured below) replaced a town-owned conservation sign on Lakeview Road that had fallen into disrepair. These signs mark various conservation trailheads throughout Foxborough and are critical to those that hike and walk in the woods. With materials funded by the conservation budget, the students used computer software and a CNC routing machine to carve the new signs. The project, which took a week to complete, provided valuable hands-on woodworking experience. The students expressed excitement and pride in their work and looked forward to future community projects.

This is a great example of how people in our community can support Conservation, and it truly shows that every little bit counts. Thank you to the Foxborough High School, their woodshop teacher, Bill Ivatts, for leading this project, and these juniors for their hard work and dedication!





EDUCATION



VINCENT M. IGO
ELEMENTARY SCHOOL

- 57 SCHOOL COMMITTEE
- 58 FOXBOROUGH HIGH SCHOOL
- 64 FHS 2024 GRADUATES
- 68 AHERN MIDDLE SCHOOL
- 70 ELEMENTARY SCHOOLS
- 71 SPECIAL EDUCATION
- 72 FACILITIES
- 73 TECHNOLOGY SERVICES

SCHOOL COMMITTEE



MISSION

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

Sarah Lidonni
Chair

Michelle Thackston
Vice Chair

Rob Canfield

Brent Ruter

Nathan Urman

Vision

The guiding principles of the Foxborough Public Schools are developed in collaboration with the Foxborough School Committee and the leadership of the Foxborough School System. The development of this mission and adherence to the established protocols for school committee leadership are foundational values for the Foxborough Public Schools. The history of the schools is grounded in educational excellence, equity, opportunity, and rigor with relevance.

The Foxboro School Committee has focused on main goals and functions surrounding the following:

Communication/Community Relations: Engage in two-way communication within the District among staff, parents, and the community, as well as outreach to legislators to advocate for our needs.

Student Success: Through a series of initiatives including the Student Opportunity Act Plan, we have provided equitable opportunities for all students to reach higher levels of achievement. To help support the transition to Grade 5 in middle school, we have updated the report cards to a standards-based format. Finally, we helped support the successful finalization of the New England Association of Schools and Colleges (NEASC) review which was a six-year long process.

Policy Development: The School Committee has reviewed, approved, and aligned policies to support student success in conjunction with the Massachusetts Association of School Committees (MASC). More specifically, the policy subcommittee has been undertaking a full policy overhaul making certain that all policies are relevant, up to date, and in line with all MA and federal laws and regulations.

Superintendent's Performance: The School Committee has supported the Superintendent in the implementation of multiple curriculum reviews, school improvement plans, as well as the district's sunseting Plan for Success for systemic improvement and the ongoing development of a high functioning leadership team while supporting the development of the new plan for success.

Budget Oversight: In conjunction with the onboarding of a new business manager, the school committee has worked to support a level funded budget to support academic success within the district. We would like to thank the outgoing business manager, Bill Yukna, for his part in this and for all his dedicated years of service.

We have worked toward these goals throughout the 2024 calendar year and will continue to strive to keep Foxboro Schools a safe place for students, families and staff to learn, grow and thrive.

The Foxborough School Committee would like to extend its heartfelt thanks to the school department administration, led by Dr. Amy Berdos, as well as to the entire Foxborough Public School staff, for their steadfast commitment to the continued excellence of our schools. Our schools are a cornerstone of what makes Foxborough such a special place to call home.

FOXBOROUGH HIGH SCHOOL



James Donovan
Principal

Jennifer Homes
Assistant Principal

Joseph Scozzaro
Assistant Principal

CORE VALUES, BELIEFS, AND LEARNING EXPECTATIONS

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

The Foxborough High School student will learn to:

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

CHARACTERISTICS OF A FOXBOROUGH WARRIOR

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

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

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

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

NEASC Accreditation

In October of 2024, Foxborough High School (FHS) had its decennial accreditation visit from the New England Association of Schools and Colleges (NEASC). In the fall of 2022, NEASC conducted its collaborative conference visit as part of the accreditation process. Over the last two years, the faculty of FHS has been working on four priority areas identified as part of the accreditation process: developing and implementing the vision of the graduate, developing a common template for and publishing our curriculum in all classes, examining our schedule to ensure we can support student needs, and strengthening our multi-tiered systems of support for all students. Currently, FHS is on track to achieve these goals by the end of the 2027 school year.

Art Department

The Visual Arts Department of Foxborough Public Schools fosters critical thinking, creativity, and visual literacy in a supportive and collaborative studio environment. Our curriculum focuses on the whole child, encouraging independence, exploration, and a lifelong love of learning. We emphasize the creative process, promoting experimentation, risk-taking, and innovative solutions. By showcasing diverse artists and art forms, we ensure all students see themselves represented, feel valued, and are inspired to share their voices.

In 2024, we continued our two-year plan (2022-2024) by emphasizing representation in the curriculum and providing targeted support for our EL students. We also prioritized the Studio Habits of Mind (SHOM) across K-12, helping students develop transferable skills such as problem-solving, critical thinking, and collaboration. Through the SHOM, students connect their artmaking to personal growth, cultural understanding, and practical, real-world applications.

Art Department Highlights

- On May 18, 2024, art teachers Steve Doherty, Sheri Poleseno, and Shawn Trice led the National Art Honor Society and Senior Project artists from FHS in hosting the eighth annual Foxborough Street Painting Festival. In partnership with Patriot Place and Foxboro Dental Associates, this community-based art event brought together over 40 artists from Foxborough and 12 neighboring towns.
- In May 2024, all FHS AP art students scored 3 or higher on their AP Art Portfolio exams, exceeding both state and global averages once again.
- In January 2024, FHS artists created portraits for students in Syria through The Memory Project. Later in the year, a second group of FHS artists completed an additional 13 portraits, which are now on their way to students in India.
- In spring 2024, Senior Inc and Graphic Design 2 students collaborated with FHS administrators and the FHS Steering Committee to develop a brand design for FHS's Vision of a Graduate. The student-created designs, recognized by the NEASC Visiting Committee, are now displayed throughout the FHS halls and in every FHS classroom.
- In May 2024, the K-8 Student Art Shows, led by art teachers Clara Schuster, Michaela LaCroix, Krissy Buckley, and Steve Doherty, were a great success, showcasing the creativity and talent of students across all grade levels. The events celebrated student artwork and were well-attended by families and the community.
- In September 2024, we welcomed Michelle Landry as our new 5th-6th grade art teacher at the Ahern. We are excited to have her join our team and look forward to the creativity and passion she will bring to our students.
- In October 2024, advisors Shawn Trice and Sheri Poleseno were excited to welcome 52 members to the National Art Honor Society Chapter here at FHS! These amazing 10th-12th grade students not only excel in their visual art classes but are also dedicating over 20 hours to volunteering in art-based community service during the 2024-2025 school year.



2024 Foxborough Street Painting Festival

Business Department

During the 2023-2024 school year the Business Department updated many of their online business simulation licenses. These simulations provide students with valuable real-world experience of various business and personal finance practices and procedures. Currently the Business Department offers courses in Personal Finance, Accounting, Entrepreneurship, Marketing, and Business Law. Enrollment numbers in business courses continue to be strong, with nearly every class full to capacity and multiple sections of several courses being offered.

English Department

Throughout 2024, the FHS English Department focused on helping our students build the critical thinking and analytical skills they need to succeed. We continued to prioritize project-based and experiential learning instructional strategies to help our students build content knowledge and practice life skills. We also increased the opportunities for students to build their metacognitive skills by reflecting on their learning.

Our sophomores took the MCAS assessment in March. In late spring, 58 AP English Language, 15 AP Literature, 19 AP Seminar, and 4 AP Research students completed their AP exams.

In June, we celebrated the graduation of our fifth AP Capstone cohort, including four recipients of the AP Capstone Diploma. The AP Capstone program, made up of the AP Seminar and AP Research courses, prepares students for college and careers by teaching them how to investigate real-world issues, analyze sources, develop well-supported arguments, collaborate with a team, and present their ideas effectively. We're excited to see more students join the program in the future.

Mathematics Department

Over the past year, the Foxborough High School Math Department continued its goal of providing high-quality instruction to the students of Foxborough. FHS has continued to experience a significant proportion of students taking Advanced Placement (AP) courses. Within this group, many students have also opted to take multiple AP math courses in order to really take advantage of all of our offerings.

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

FHS students also found continued success on the 2024 Grade 10 Mathematics MCAS exam. Our students also performed above the state average in all content domains on the exam. On the 2024 exam, the proportion of our students achieving a rating of exceeding expectations or meeting expectations was 17% above the state average. Additionally, the proportion of our students who did not meet expectations was less than a third of the state average.

Science Department

In 2024 FHS students continued to score admirably on the Biology MCAS, outperforming the state in all the measured standards. In correspondence with the June 2023 Curriculum Review, the science department completed its first year of implementation of Project Lead the Way (PLTW) engineering courses and the first year American Modeling Teachers Association (AMTA) physics curriculum. Additionally, teachers were trained on new PLTW courses and the AMTA chemistry curriculum and began teaching these courses in the fall. Two science teachers, along with our assistant principal, special education department head, and digital learning coach, were accepted to participate in DESE's High Quality Instructional Materials STE Leadership Academy and spent three days in August learning best practices for implementation of the OpenSciEd Biology curriculum. Funding for PLTW and OpenSciEd was provided through grants from the One8 foundation and DESE.

Social Studies Department

The 2023-2024 school year has been constructive and mission driven. Core courses for World History, US History I and II continue to provide high-quality, challenging learning experiences that focus on content, skill development, and improving civic dispositions. Many students continue to Our AP offerings, such as Psychology, European and US History, and United States Government provide many students in grades 10-12 the opportunity to take college level College Board courses. All tenth and eleventh grade students have begun work on their Civics Learning Project, where they are immersing themselves in the workings of their town government and building a mock Town Report based on their research findings. In the 2024-2025 school year all sophomore students will be engaged in the Civics Learning Project throughout the year.

Our extracurricular offerings have been active and productive. Debate Team, Model UN, and Model Senate have students participating and competing. Each spring student representatives are selected to attend the Massachusetts State House for Student Government Day.

During a week in July 2024 our National History Day advisor, Janey Goodwin, was selected as the Massachusetts representative to attend the inaugural Young People's Continental Congress in Philadelphia along with rising junior, Saveena Tib. This pilot program brought teacher and student pairs from the original thirteen colonies to "explore our nation's founding and learn how the ideals of the founding era continue to be debated, discussed, and refined over the last 250 years." Throughout the week, attendees participated in workshops, museum tours, and conferences about the creation of America's founding documents.

School to Career

During the 2023-2024 school year, we were able to resume field trips to the HBCU College Fair, New England Institute of Technology, Mass Bay Community College, Framingham State University. The Junior and Senior students also had the opportunity to participate in Career Day, where they chose to listen to 3 speakers in their desired careers of interest. The senior students were also able to attend a successful Credit For Life Fair hosted at FHS. Approximately twenty-five senior students successfully participated in Senior Project to gain hands-on work experience for the last 6 weeks of their school year. This program helps students get an understanding of what their chosen fields could entail if they choose to pursue them once they graduate.

The World Language Department

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

The World Language Department adopted the Massachusetts State Seal of Biliteracy in the fall of 2019. The Seal of Biliteracy recognizes a student's high level of achievement in proficiency in English as well as one or more additional languages. Eight members of the Class of 2024 earned the Seal of Biliteracy upon graduation, and one senior earned the Seal of Biliteracy with Distinction. Students are encouraged to test their proficiency levels in languages learned through academic study or in their heritage language. Graduating with the Seal of Biliteracy indicates to colleges and future employers that the individual possesses the language skills and cultural awareness to thrive in a multicultural, multilingual, and global society.

In the fall of 2024, Foxborough families hosted international students as part of the French and Spanish Exchange Programs. In September, fourteen students from our sister school in Valencia, Spain visited our community. In October, the first exchange with the Nicolas Barre Institute from the Normandy region of France took place by our hosting seventeen French students.

Both hosting experiences were hugely successful and Foxborough students will travel to visit their exchange partners during February and April vacations of 2025. Our next exchanges will run in the 2026-2027 school year, and students have the opportunity to travel to Costa Rica in February of 2026.

DECA*

Our chapter was able to earn 3 spots in leadership academies to be held at the international conference in Anaheim, CA through our chapter activities, which included community awareness events. Students had a great experience in California, being able to network with other students from around the globe. Next year, our chapter hopes to see an increase in membership again as we strive to return to the number of participants that we saw involved in the chapter in past years.

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

Music Department

Our music department is proud to provide high-quality music opportunities to the students of Foxborough. Many professional musical artists and performers interacted with our school and students this year. The Concert Band, Wind Ensemble, Symphonic Winds, Jazz Ensemble, Jazz Lab Band, Concert Choir, Baritone Choir, Chamber Choir, Treble Choir, Vocal Jazz Ensemble, Lab Jazz Choir, String Orchestra, Chamber Orchestra, and Symphony Orchestra provide opportunities for performance throughout the year. We are proud of the work our students and faculty commit each year to musical excellence.

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

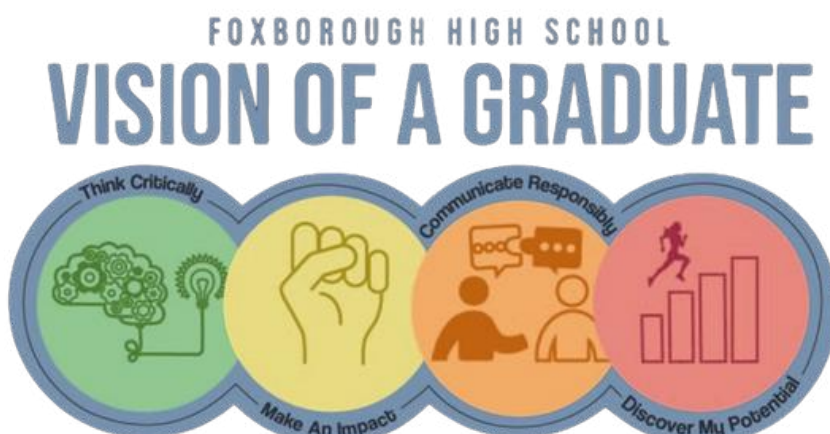
We are thrilled to offer a variety of exciting and unique music experiences to students in grades K-12. The music department is staffed with the highest quality educators, committed to teaching and caring for our students in the Foxborough Public Schools. We are so proud of their effort and commitment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

Music Department Highlights

- **Nine students were selected for the All-State Music festival.**
- **40 students in grades 7-12 were accepted into the Southeast District Festivals.**
- **FHS Marching Band’s special halftime show this year was “Steely Dan,” performed at home football games, the Thanksgiving football game, and at the superbowl.**
- **The Concert Band, Concert Choir, Chamber Orchestra, and Symphony Orchestra received gold medals at the annual MICCA Festival in April.**
- **FHS Music Department traveled to Williamsburg, VA for a performance tour.**
- **The Burrell and Igo Schools held concerts for students in grades 1-4.**
- **Master Classes and guest artists were sponsored by the Foxboro Music Association (F.M.A.) and provided to students in both middle and high school.**
- **This Fall, the Voices and Strings Concert featured “Illuminare” by Elaine Hagenberg, a collaboration between the FHS Concert Choir, String Orchestra, Sharon High School Choirs, and professional tenor soloist Fausto Miro.**
- **The FHS Concert Band, Choir, and Orchestra combined to perform the annual winter concert in December.**
- **We closed out the 2024 year with the “Caroling on the Common” by our Brass Choir in partnership with the Foxboro Jaycees!”**

Vision of the Graduate

Foxborough High School, in partnership with the community of Foxborough developed a Vision of a Graduate built around four core capabilities: to think critically, make an impact, communicate responsibly, and discover their potential. We believe Foxborough High School’s comprehensive curriculum and extra-curricular activities provide students with opportunities to work collaboratively to solve problems while encouraging them to mature as independent learners



Graduation

Foxborough High School graduated 190 students from the class of 2024 in its 149th graduation ceremony held on June 2, 2024. Class Officers: Nathan A. Urman, President; Sara Brennan, Vice-President; Kaitlyn O. Kuenzel, Secretary; Lydia B. Stone, Treasurer; Ryan J. Flaherty, Class Valedictorian; Bennett T. Franciosi, Class Salutatorian; Mackenzie L. Burton, President of National Honor Society; and Nathan A. Urman, President of Student Council.

Nathan A. Urman, Class President, and Ryan J. Flaherty, Valedictorian, gave senior speeches. Pastor Willaim Dudley (Class of 76'), Union Church of South Foxboro, delivered the Invocation to the class. The Superintendent of Schools, Amy. A. Berdos gave a message to the graduates.

Student Academic Awards

Eighty-four percent (84%) of the class of 2024 planned to further their education. Seventy-six percent (76%) planned to attend four-year colleges, and eight percent (8%) planned to attend two-year colleges or specialized programs. Ten percent (10%) entered the workforce or enlisted in the military.

In 2024, a combination of town and outside scholarships totaling \$208,780.00 was awarded to the graduating class. The Foxborough High School graduating class of 2024 received many accolades, including fifty-eight (58) students receiving the John and Abigail Adams Scholarship. These students scored in the Advanced category in either the Mathematics or the English Language Arts section of the grade 10 MCAS test, scored in the Proficient or Advanced category on the second subject (Mathematics or English Language Arts); and had a combined MCAS score on these assessments that ranks in the top 25% in the school district.

Fifty-two (52%) of the students at FHS scores indicate they are exceeding expectations or meeting expectations in English Language Arts, sixty-five percent (65%) in Mathematics, and sixty-eight percent (68%) in Science & Technology on the MCAS test.

During the 2024 school year, four hundred ninety-four (494) Advanced Placement tests were administered in nineteen (19) subject areas. Scores can range from a low of one (1) to a high of five (5). Three hundred seventy-one (371 or 75%) of the scores were three (3) or better, earning college credit eligibility.

During the 2024 school year, the average scores for FHS students were 560 in mathematics (state average 550) and 565 in SAT Evidence-Based Reading and Writing (state average 559) on the SATs.



FOXBOROUGH HIGH SCHOOL CLASS OF 2024

Adam Addeche	Nathan A. Cote ✨♦*	Nora Mary Geoghegan
John Edmund Ahearn, Jr. ✨✨	Ryan Donald Cotter *	Kelsey Lynn Gibbons ✍
Jaylynn Elyse Allen	Alani Creer	Madeline Rose Goldman
Jennifer L. Alvarez	Justin Cruz	Isabella Marie Goldstein
Nathalia Luz Amaro	Carter Penn Daly 🖐	Jack Edward Groves
Jake Michael Anello	Grainne M. Daly *	Pradyu S. Gubbala ✨♦
Sophia A. Auclair ✨✍	Faleehah Banu Imran Dam ✨✨	Liam A. Hannon
Marie-Jeanne Mwende Bagunda	Francesse Myda Darius	Ethan M. Hawrylcw *✨
Brian Sheperd Bailey, Jr.	Chloe Marie Davies ✍♦	Connor David Hayes *♦
Rachel L. Bailey	Aisling R. Davis ✍*	Owen L. Hayes
Savannah Baker	Abigail J. Dodge-DeForest	Shane M. Henri
Lilly Anna Ballou	Sara Nicole Dekker ✨	Nathan M. Hillery
Caroline R. Bass ✨▴*	Molly Elizabeth Devine	John Hollis *♦
Valerie Kelsey Beigel ✨♦*	Thomas James Devlin *	Marcus Anthony Horsley
Bianca de Souza Bez	Katelynn J. Dineen *✨	Niki Ilia ✨
John William Boligan	Alexander Ramone Doherty	Gannon Anthony Jackson
Madelyn Elizabeth Bowles *🖐	Kaitlyn Marie Donovan	Joseph M. Janas
Kirsten Abigale Bradburn	Ian Luis Thomas Dorich *♦★	Hilary L. Joseph
Sean Brazell	Jackson J. Driscoll	Alex Kaeser
Kaelin Marie Brennan ✍	Fiona C. Dunn ▴	Akhil Justin Kandula
Sarah Brennan	Gianna A. Dunne ✍	Kiley Rose Karman ✍
Cora J. Bridgham ✍★	Edward Feldman 🖐	Jennifer Suzanne Keaveney
Luke J. Broderick	Kathryn R. Ferguson	Matthew Cronin Keaveney
Mackenzie Lynn Burton *	Ryan J. Flaherty ▴*♦★	Harrison Keen
James William Calabrese	Matthew D. Flynn	Dylan Kelley
Abner F. Camacho	Erin Patricia Foley *🖐	Sullivan E. Kenneally
Ella Rose Campbell *✨	Ian David Foley *🖐	Riley Lynden Kiracofe
Peyton C. Carroll ✍🖐	Ryan Christopher Fossella ✨	George Kouthouridis, Jr.
Isabelle J. Chamberlin *🖐	Liam R. Fox	Zachary Adam Kreger
Kayleigh Elisabeth Ann Charlesworth	Bennett T. Franciosi ▴*♦✨	Kaitlyn Olivia Kuenzel *♦★
Visruth Chavalam ✍*	Celia Jane Franco ✍	Emma Lavery
Camryn Jayde Collins *	Mark Francois, Jr.	Micah H. Legette
Mary L. Collins *♦	Casey Franks	Ayoni Tamar Leshore
Molly Elizabeth Conger ★	Cory Franks	Athena Y. Li *
Kaelin Rose Connors	Eric D. Garcia	Jerry Lin
Ciaràn James Conz	Kathryn Ann Gaulin	James Patrick Lockwood
Rebecca Marie Costa ✍*	Lexi Gener ▴♦	Kaleer L. Lynshue-Francis

FOXBOROUGH HIGH SCHOOL CLASS OF 2024

Bradley R. Madden
 Neriliz Rose Maider
 Antonious Ayad Makram
 Dylin A. Manley
 Jamilex J. Manso
 Trevor Michael Marder
 Amelia L. Martin
 Brandon D. Mazenkas-O'Grady
 Livio P. McAuliffe
 Owen Matthew McHugo
 Rory Kathleen McKay ♦★
 Connor J. McNamara
 Jonah E. Mercer
 Lincoln John Moore ✱
 Jesse A. Morin
 Toni A. Mosley
 Fawzan Muhammed
 Lucy Frances Mulkern ✱♦
 Abigail A. Muniz ✍
 Starr Marie Murphy
 Omar M. Mustafa ✱
 Luigi J. Muttart
 Kaiya Marie O'Brien-Valles
 Edosa Omuemu
 Kyle Orena
 Chloe Elizabeth Ostis 🖐
 Melissa M. Phillips ✍
 Daniela Elizabeth Platt
 Kameron Poku
 Hunter L. Pollock
 Daniel M. Pottey
 Tyler C. Prescott
 Macy F. Quinn ✱♦✍
 Curtis A. Raymond
 Cora Venice Renaud
 Lindsey Grace Resnick
 Angelina Rifai ✍✱♦
 Aiyana N. Rivera

Madison Rocha
 Malia Ondina-Marie Rodriguez ✍
 Keirra J. Satchell
 Caitlin Margaret Savage ✱
 Sebastian Mason Scardocci
 Cameron J. Sears
 Caitlyn Sergei
 Devon Parker Shore
 Gregory Simone ✱✱♦
 Brayden J. Simoneau
 Ian Sloan
 Autumn Morgan Smith ✱✍
 EllaNora-Jean Florence Smith ✱
 Marissa Alexandria Soble
 Alexis Sougaris ▴✱♦★
 Leah E. St.Germain
 Lydia Brielle Stone ✍✱
 Emily Stow ✍♦
 William J. Strachan
 Anthony L. Sulham
 Amanda Jane Sullivan
 Derek S. Sullivan
 Jack J. Sullivan
 Xavier Carlton Swinton
 Emma Grace Taft ✍🖐
 Sophie Rose Theos ✍
 Cailum M. Thornton

Fiona Elizabeth Truss
 Allison Marie Tuohey
 Brandon N. Twomey
 Nathan Alexander Urman ✱
 Lance J. Vandenboom
 Jacob R. Wagner
 Aidan George Warren
 Logan A. Wells
 Krystal Winget
 Katrina Anne Woods
 Thomas Theodore Wyrzykowski
 Marco J. Yerardi
 Grace J. Young ✍



AMERICAN SIGN LANGUAGE
NATIONAL HONOR SOCIETY



AP CAPSTONE



ART NATIONAL HONOR
SOCIETY



FRENCH NATIONAL HONOR
SOCIETY



NATIONAL HONOR SOCIETY



SEAL OF BILITERACY



SCIENCE NATIONAL
HONOR SOCIETY



SPANISH NATIONAL
HONOR SOCIETY



Athletic Program

Foxborough High School continued to build on its proud winning tradition and development of well-rounded student-athletes. Interest in Athletics during 2024 continued to increase. During the 2023-2024 school year, the 2024 winter season involved 278 student-athletes, which was followed by the spring season that garnered 277. The fall season (2023-2024 school year) had 371 signups. The Athletics Department provides experiences that help students gain confidence, build self-esteem and discipline. Sportsmanship, leadership, pride, respect and maturity are characteristics developed through interscholastic competition. The athletic program prides itself on serving as an extension of the classroom and reflects the philosophy of Foxborough High School.

The year of 2024 witnessed a number of accomplishments in the athletic arena. Foxborough High School's Cheer program won the All-State championship in the co-ed division during both the Winter 2024 season and Fall 2024 seasons, and competed at the Nationals. The girls' basketball team (24-2) won another All-State championship in March of 2024, their second consecutive and fourth state title in seven years. In the spring, the softball team won their first Hockomock League championship. The girls lacrosse program won its 12th consecutive League championship, and won another sectional title by advancing to the state semifinal. In the fall, Zac Georgantas led the golf team to the League championship. Individually, Zac took first place at the Hockomock, Divisional, and All-State championships. Football advanced to their second consecutive Division 5 Super Bowl at Gillette. Foxboro was represented in most sports by placing numerous athletes on the all-star lists published by the League and both local and regional news outlets. Foxborough High School once again offers Gymnastics in the winter season, which saw over a dozen signups and had two athletes advance to the state competition. The Unified sports program, featuring basketball, bocce, and track continue to be popular programs. Foxborough again had nearly 20 student-athletes move on to compete in a sport at either the collegiate or post-secondary level.

During 2024, Foxboro High School was once again named to the MIAA's Sportsmanship Honor Roll for 2023. Our XC/track, football, cheer, soccer, and basketball teams continue to be involved in the community; assisting annually with making holiday food baskets, distributing those to local families in need, participating in Clean Up Foxboro Day, offering free camps for youth players, and volunteering at local food banks. We were represented well at the MIAA by our student-ambassadors - Ava Hill ('25), Ryan Foley ('26), and Chloe McGarry ('27) who participated in regular meetings throughout the year. These represent only a handful of examples of the active role our teams take in helping their school and community.

The Hockomock League held its annual Scholar-Athlete banquet, where Ryan Flaherty and Valerie Beigel represented Foxboro.

Our student-athletes also have multiple opportunities to attend leadership and sportsmanship-themed events hosted by the MIAA throughout the year as we work with our student-athletes to instill the character values that are important to successful athletic teams and to success in life. The Athletic Department held their second annual Foxborough High School Athletics Hall of Fame induction, where honorees included Alison Culley, Dave Comeau, Brian Gallagher, John Manning, Kevin Martin, Natalie McComb, John Stather, and the 1977 state champion boys' soccer team.

The Warriors look to continue our success in the classroom, in the community, and on the playing fields in 2025.



A TOWN OF CHAMPIONS



All-State Championship
Girls Basketball [24-2 Season]



League Championship
Boys Golf



League Championship
Girls Lacrosse



Hockomock League Championship
Softball



Division 5 Super Bowl Championship
Football

AHERN MIDDLE SCHOOL



MISSION

At the Ahern Middle School, we strive to create an environment that fosters the academic, social, and emotional needs of every student, in every classroom, every day. Serving 770 students in grades 5 through 8, we continue to prioritize relationships; a positive, collaborative learning environment; accountability to high expectations; real world connections; data-driven practices; and family partnerships.

Kerryn Frazier
Principal

Jon DeMarco, Ed.D.
Assistant Principal

Adam Gravit
Assistant Principal

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

This school year, we have installed new interactive displays in all math and some science classrooms with the goal of installing interactive displays in all classrooms over time. Students and staff receive support from the Digital Learning Coach with effectively integrating these boards into instruction. Students have hands-on learning opportunities in 3D printing through their Art and STEM classes with our three 3D printers.

Teachers and staff work collaboratively to create an inclusive and nurturing learning environment that acknowledges, respects and accommodates each learner's background, learning style and diverse needs. This year, the Ahern Instructional Leadership Team, a team of teachers representing each grade level, content, and specialty area, has continued to lead our staff in developing and strengthening our co-teaching model at the middle school. Having a general educator and special educator in approximately half of our math and English Language Arts classes has ensured valuable differentiation of instruction to meet the needs of all students in our school. We have worked to align teachers' schedules so that general educators and special educators teaching the same academic content have common planning time. Small group instruction and student-centered, collaborative group work are highly visible in all classrooms in grades 5-8. Our staff is committed to working with each child to meet her/his individual needs.

The Ahern faculty has also worked to strengthen strategies and interventions to support students' executive functioning skills development. This has included implementing a school-wide color-coding and organization system; daily agenda for recording assignments; and a consistent format for classroom agenda, homework posting, Do Now, and learning goals. We have implemented a Warrior Block each day in 7th and 8th grades during which there is a dedicated period of sustained silent reading, followed by academic and executive functioning support for all students. Our Ahern Instructional Leadership team is working to develop a curriculum document to share strategies and supports that may be implemented at school and at home to help students develop these essential real-world skills.

With the goal of further supporting the transition from elementary to middle school, we have begun to implement standards-based report cards in grade 5. Our teachers, curriculum directors, and administrators have collaborated to identify the essential standards for each content area in the Massachusetts State Frameworks, and to provide student-friendly language to support students in describing their strengths and areas of growth in their learning. We have developed rubrics for each content area to ensure standards-based grading practices in all grade 5 classrooms. Our hope is that the standards-based report card provides students and families with valuable, meaningful, and specific feedback about students' learning. We look forward to expanding the standards-based report card to 6th grade in the next school year.

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

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

We are proud to continue to be designated as a Unified Champion School by Special Olympics, for our commitment to fostering a socially inclusive school climate that emphasizes acceptance, respect, and human dignity for all students. We have expanded our Unified Sports program to include bocce, basketball, and cornhole. We have a Unified Club that meets throughout the winter, between sports seasons, to continue to foster friendships and inclusivity. We have also included a Unified Wellness class into the school day to expand the inclusive opportunities available to all students, to ensure a daily wellness class that is accessible to students with the highest levels of need, and to continue to foster friendships among students with and without disabilities.

Our Learn, Laugh, Lead Club, a new club this school year, is made up of 8th grade students who meet weekly with 5th grade students to provide tutoring in academic work and support with executive functioning skills. After students have finished their academic work, the 8th grade students lead the 5th graders in community building-based games.

Eighty students in grades 7 and 8 were inducted into our new Ahern Middle School Chapter of the National Junior Honor Society. Students earning a cumulative average of 90% or higher were invited to apply for membership. The Ahern Faculty Council then evaluated applications and selected students who have demonstrated scholarship, character, leadership, service, and citizenship throughout their middle school years. The members of the NJHS collaborate on group service projects in the community, peer tutoring, and organizing social events for students throughout the school year.

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

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

We recognize that preadolescence/adolescence is perhaps the most rapidly changing time in a person's life and are sensitive to the social and emotional development of our students. We continue to build upon our focus on social emotional learning as we integrate our Second Step program, build strong classroom communities, and implement Responsive Classroom. Our 8th grade WEB Leaders (Where Everybody Belongs) welcomed our 5th grade students with a lively orientation to middle school at the start of the year and continued to meet with small groups of 5th graders throughout the school year to support them in their transition to middle school. They have also incorporated smaller, quarterly orientation sessions for students in grades 6-8 who are new to Foxborough.

Our school and district mental health teams meet weekly and work in partnership with community organizations to identify and support the social emotional needs of our students. Our faculty and staff are committed to meeting the needs of every student, in every classroom, every day, and strive for continued partnerships with our students’ families and the Foxborough community to provide our students with the best opportunities for academic, social, and emotional growth and success.

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

★ ★ ★

ELEMENTARY SCHOOLS



PRIMARY EDUCATION

Foxborough is home to three neighborhood elementary schools: the Mabelle M. Burrell, the Vincent M. Igo, and the Charles G. Taylor Schools. These schools serve children in grades kindergarten through four, with the Burrell School also offering a town-wide integrated preschool program to support our youngest learners. Each school provides a safe, clean, and engaging learning environment, equipped with the latest technology and instructional tools.

BURRELL ELEMENTARY
Robert Worth
Principal

IGO ELEMENTARY
Danielle Morrissey
Principal

TAYLOR ELEMENTARY
Michael Stanton
Principal



Our dedicated and experienced elementary staff are committed to supporting all children. They work collaboratively to create an inclusive and nurturing learning environment that respects and accommodates each learner’s background, learning style, and diverse needs. Teachers use a variety of instructional strategies to differentiate instruction and meet the wide range of students’ learning needs.



All curricular programs are aligned with the Massachusetts Curriculum Frameworks and reflect high standards for academic performance. In addition to core subjects like reading, language arts, mathematics, social studies, and science, students regularly attend classes in wellness, music, art, and Spanish. Each school has a team of specialists, including school counselors, literacy specialists, a math specialist, educational assistants, special educators, and related service providers such as speech/language, occupational, and physical therapists. These professionals collaborate with classroom teachers to provide the necessary special services for children to their individualized success.

Our teachers and staff continue to expand their professional knowledge and understanding of inclusivity to better support our diverse student and family populations.



We are grateful for the tremendous support from our families, who partner with us through generous donations and volunteering.

We are incredibly proud of our schools’ accomplishments this past year and deeply appreciate the support from the town of Foxborough and its residents. We look forward to continuing to provide our students with safe, joyful, and engaging learning experiences every school day.

SPECIAL EDUCATION

POSE AND OVERVIEW OF FUNCTIONS

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



SPECIAL EDUCATION

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

The Foxborough Public School District is committed to providing high-quality special education services for all eligible students aged 3 to 22. These services are tailored to meet the individual needs of each student, ensuring they can thrive both academically and socially. Eligibility is determined through a team process that includes parents, general and special education teachers, and other relevant professionals, following the criteria set by federal law (IDEA 2004) and Massachusetts state regulations.

For every eligible student, an Individualized Education Program (IEP) is developed. This plan outlines individual methodologies of instruction, types of services, and placement, designed by the child's Team to meet their unique needs—whether academic, physical, communication-related, or social-emotional.

In Foxborough, we offer a wide range of services. These range from support provided within a general education classroom to specialized programs within our district, and in some cases, programs outside the district. Our district embraces an inclusive philosophy, where students with disabilities learn alongside their non-disabled peers whenever possible, in the least restrictive environment.

We also comply with state and federal mandates to ensure every eligible child receives a Free and Appropriate Public Education (FAPE). Our goal is to empower students to access the general curriculum, grow academically and socially, and gain the skills needed for greater independence, both in school and in life.

As we look ahead to the 2024-2025 school year, we are committed to continuing the expansion of our programs and services, ensuring that every student receives the support they need. We remain flexible and responsive to the evolving needs of our students, working together to build a stronger, more inclusive community for all learners.



FACILITIES



MISSION

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

Tony Moussalli
Facilities Director

Carl Fuller
Assistant Facilities Director

Mike Gerraughty

Juan Nova

Jeff Whitehouse

Mike Ferraro

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

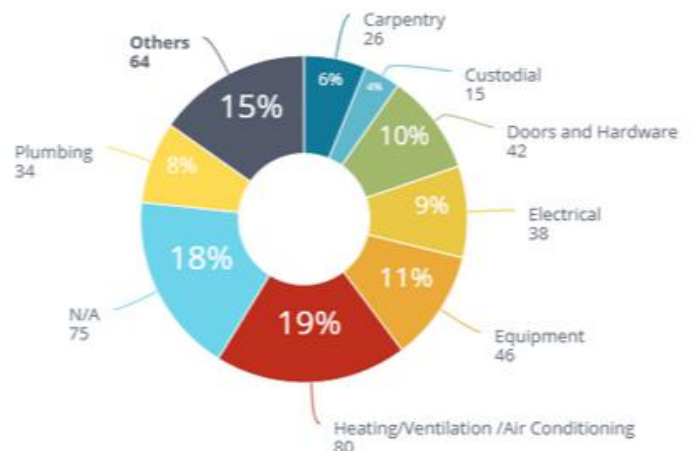
2024 Facilities Highlights:

- New Community Center at 76 Main Street
 - Reconfigured the existing stage and added a wheelchair ramp.
 - Installed Rubber Flooring throughout the Upper Level
 - Painted the Upper level
 - Installed all new LED Lighting on the Upper Level
- Schools
 - Installed 30 – 85” Smart touch boards throughout the district
 - Resurfaced High School tennis courts
 - New Rubber flooring in classrooms at Igo and High School
 - Created a new athletic trainer’s space at the High School
 - Painting several areas throughout the district
- Preventative maintenance on all town buildings including cleaning, filter changes, and roof inspections



Newly reconfigured stage at the new Community Center at 76 Main St.

WORK ORDERS BY PROBLEM TYPE



TECHNOLOGY SERVICES

MISSION

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



Aaron Hyre
Director

Kianna Ostrander
Administrative Assistant

Dionisio Goncalves
Network Manager

Maiuca Monteiro
Support Specialist

Nabin Giri
Support Specialist

Chris Charpentier
Support Specialist

Sam Maloney
Support Specialist

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

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

Technical Services

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

Additionally, Technology Services administers and supports Town and School Network Infrastructure, shared Data Centers, data and application hosting, municipal financial systems, online permitting, website hosting, email, GIS, school student information systems, digital learning programs, and the Department of Elementary and Secondary Education reporting requirements.

TECHNOLOGY SERVICES ACCOMPLISHMENTS

- **Municipal Cyber Security Grant**
- **Town M365 and Azure Cloud Implementation**
- **Town and School Azure Multifactor Authentication**
- **Town Computer Refresh and Windows 11 OS Deployment**

ORPHEVM

MARILYN ROOMAN
PERFORMING ARTS CENTER
— 1874-1903 —



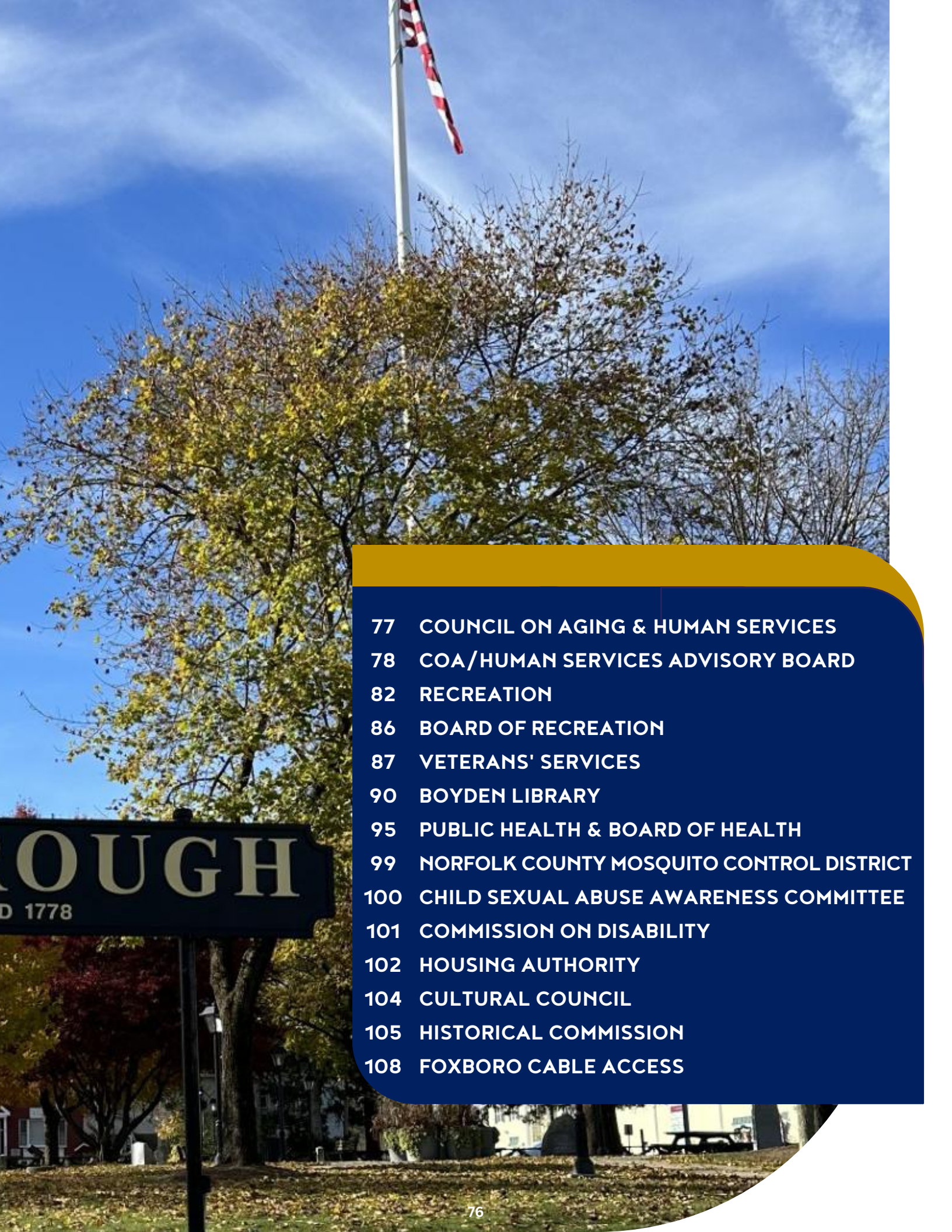
PARTNERS IN
PATRIOTISM



COMMUNITY SERVICES

FOXBORO

INCORPORATED 1



LOUGH
D 1778

77	COUNCIL ON AGING & HUMAN SERVICES
78	COA/HUMAN SERVICES ADVISORY BOARD
82	RECREATION
86	BOARD OF RECREATION
87	VETERANS' SERVICES
90	BOYDEN LIBRARY
95	PUBLIC HEALTH & BOARD OF HEALTH
99	NORFOLK COUNTY MOSQUITO CONTROL DISTRICT
100	CHILD SEXUAL ABUSE AWARENESS COMMITTEE
101	COMMISSION ON DISABILITY
102	HOUSING AUTHORITY
104	CULTURAL COUNCIL
105	HISTORICAL COMMISSION
108	FOXBORO CABLE ACCESS

COUNCIL ON AGING & HUMAN SERVICES



MISSION

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

VISION

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

Marc Craig

Human Services Director

Kristen Pellerin

Dept. Administrator
(through May 2024)

Tracy Rozak

Office Coordinator

Karen Bongo

Transportation Coordinator

Chris Shewry

Program Coordinator

Pam McGuire

Community Social Worker

Kate Fenneyery

Community Case Worker

Garry MacDonald

COA Driver

Mike Pitts

COA Driver

Michael Kominsky

Custodian

History

Originally there were two separate departments, Foxborough Council on Aging and Foxborough Human Services. In 2000, the departments were combined to consolidate services and reduce costs. In 2022, the department was further reorganized to incorporate Council on Aging & Human Services, Veterans' Services, and Recreation under one umbrella: Human Services. This reorganization has proved to be tremendously successful and the coordinated efforts between divisions have yielded positive results for Foxborough's residents.

Programs & Events

The Foxborough Senior Center is a vital link for older adults in the community. We promote healthy aging with programs that focus on good physical and mental health, emotional support and socialization. Research shows that seniors who are actively engaged in their community have less depression and are generally in better health.

Wednesday evening programs continued to prove to be very successful, regularly attracting between 75-125 seniors for individual activities. With the addition of Veteran Services at the Senior Center, Tuesday afternoon programs quickly exceeded expectations by continuing to offer more opportunities for residents of all ages. Throughout 2024, the creative expression of seniors has been increasingly evident, as participation in various artistic programs has flourished. Engagement in activities such as Knitting, Painting, Craft Group, and Tracy's Treasurers — facilitated by Office Coordinator, Tracy Rozak. These programs provide vital avenues for seniors to explore and articulate their creativity across diverse artistic mediums, underscoring the enduring role of the arts in fostering cognitive engagement, social connection, and personal fulfillment in later life.

Despite the expansion of the Senior Center's operating hours and the addition of new staff, the facility continued to be meticulously maintained thanks to the dedication and expertise of Mike Kominsky. His unwavering commitment to cleanliness and upkeep ensured a welcoming environment for all. At the end of the year, Mike transitioned to a new role as a full-time driver driving the VanGo, where he continues to serve the community with the same dedication and professionalism.



Throughout the year, travel opportunities remained a cornerstone of engagement at the Foxborough Senior Center, offering seniors enriching experiences both within New England and abroad. These excursions not only provided opportunities for leisure and exploration but also fostered social connections and lifelong learning. Among the highlights were trips to New Hampshire, 1000 Islands, Essex Steam Train & Riverboat, Ireland, Cape Cod, and Newport, each carefully curated to provide cultural, historical, and scenic enrichment.



The success of these programs can be directly attributed to the exceptional coordination of Chris Shewry, whose unwavering enthusiasm and dedication ensure seamless travel experiences. Her warm and inviting spirit often serves as an initial point of connection for many seniors, introducing them to the broader offerings of the Senior Center. Beyond the immediate joy of travel, these experiences frequently inspire participants to further engage in the Center's regularly scheduled programs, fostering a sustained sense of curiosity, community, and active participation in lifelong enrichment opportunities.

The highlight of the year's programming was undoubtedly the 4th Annual Foxborough Senior Olympics, which continued to grow in both participation and enthusiasm. This 11-day event showcased a diverse array of activities designed to engage seniors of all abilities, fostering camaraderie, friendly competition, and an enduring spirit of wellness. From strategic games like Scrabble to more physically engaging events such as the one-mile walk, darts, and cornhole, participants had numerous opportunities to challenge themselves while enjoying the company of their peers.

A particularly memorable moment was once again hosting a day at Gillette Stadium, where over 125 seniors gathered for an exciting celebration of athleticism, teamwork, and community. This year, the event reached an exciting new milestone as we were joined by participants from the Randolph and Walpole Senior Centers, further expanding the sense of regional unity and friendly competition.



We extend our deepest gratitude to the Kraft Group for their continued generosity and commitment to enhancing the lives of Foxborough's seniors. Their steadfast support in providing unique and meaningful experiences has been instrumental in the success of the Senior Olympics and the broader mission of the Human Services Department. As this event continues to evolve, we look forward to fostering even greater participation and enthusiasm in the years to come.



Human Services & Transportation

Throughout the year, Pam McGuire and Kate Fenneyery demonstrated unwavering dedication in addressing the growing demand for human services. Caseloads have continued to rise significantly as more residents, many of whom had never needed help before, turned to the Human Services Department for support. For many individuals, navigating these support systems were unfamiliar with the complexities of application processes, requiring both guidance and advocacy to successfully obtain assistance. In response, Pam and Kate have exhibited exceptional professionalism, compassion, and resourcefulness in ensuring that individuals receive the assistance they need. Their ability to not only manage the increasing caseload but also to provide personalized support highlights their deep commitment to the well-being of Foxborough's residents. Through their efforts, the Senior Center has remained a trusted hub of stability and guidance, empowering community members to navigate difficult circumstances with dignity and confidence. Their work continues to serve as a cornerstone of the department's mission to foster resilience, accessibility, and inclusivity in the provision of essential services.

Our transportation system, managed by Karen Bongo, continues to provide crucial services to the community, and we are grateful for her dedication and support. Mike Pitts and Garry MacDonald have also been essential, with Garry retiring in November, Mike transitioned to the part-time driver position. We wish Garry well in his next endeavor. In addition to Mike's role as a driver, his assurances that seniors have fresh donuts every day has not gone unnoticed by the countless individuals who enjoy a nice breakfast treat at the Senior Center.



In the Spring, we were fortunate to purchase a new 14-passenger accessible van with support from the Friends of Foxborough Seniors. Additionally, we acquired a 2024 Chevy Trax through a grant, further enhancing our ability to serve the community. We deeply appreciate the contributions of our transportation team and the ongoing support from the Friends of Foxborough Seniors and our grant providers.

Foxborough Community Center

In January 2024, the Jesus Christ of Latter-day Saints Church at 76 Main Street was listed for sale, prompting immediate action by Town Manager, Paige Duncan, supported by the Permanent Building Subcommittee, Select Board, and valuable backing from the Council on Aging/Human Services Advisory Board, Recreation Board, and Veteran Service Advisory Committee. After successful negotiations, an article at the Spring Town Meeting secured the purchase, with the transfer of ownership taking place in August. Renovations began in the Fall, with significant updates such as asbestos tile removal, new flooring, and painting completed by the end of the year. The final phase of the renovation project will continue into 2025, positioning the Foxborough Community Center as an essential hub for services to residents of all ages.



Appreciation

2024 marked a period of sustained growth in both attendance and program offerings at the Foxborough Senior Center. This year of progress underscored the Department's continued commitment to serving the needs of our community, enhancing its role as an essential resource for residents. Through unwavering dedication to those we serve, we further solidified the Senior Center's standing as a cornerstone of support and engagement within the town.

In 2024, Kristen Pellerin transitioned from her role as Department Administrator to Recreation Director, a move that highlights her exemplary leadership and deep commitment to the community. In December, Lisa Barry was appointed as the new Department Administrator, bringing valuable expertise from her previous role with the Town's Building Department. We are excited for Lisa's contributions to the department and look forward to the fresh perspective she brings. Additionally, we are incredibly grateful to Lauren Shurtleff for stepping up as Acting Department Administrator from June to November. Her dedication ensured that operations ran smoothly, and her leadership was instrumental in maintaining continuity during this transition period.



As we prepare for the upcoming operations in the new Foxborough Community Center, our anticipation is matched by an unwavering commitment to expanding the opportunities available to the residents of Foxborough. This new chapter in our development serves as both an exciting milestone and a powerful catalyst for our continued efforts to enhance community engagement and well-being. The prospect of offering additional services, programs, and resources in this state-of-the-art facility fuels our passion to go above and beyond in serving the diverse needs of our community.

Every step of this transition strengthens our resolve to not only meet but exceed the expectations of Foxborough's residents. The new Community Center will provide an expanded platform for fostering connection, learning, and growth, enabling us to create an even more vibrant and inclusive environment. As we embark on this next phase, our collective dedication to the community remains at the heart of everything we do, driving us to continually innovate and enrich the lives of those we serve.

The remarkable success of the Council on Aging and the Human Services Department throughout 2024 is a direct result of the collaborative efforts and ongoing support from community members who both visited and contributed to the Senior Center. This collective commitment has enabled us to expand our offerings, foster meaningful connections, and ensure that the residents of Foxborough continue to receive the highest level of service and care. The accomplishments of the past year reflect not only the hard work of our staff but also the strong partnerships that are essential to the continued success of our mission.

These supporters include, (but are not limited to) COA/HS Advisory Board Member: Elaine Repoff (Chair), Jeanne Bonneau (Vice Chair), Barbara Kelley (Secretary), Milli Greene, Marsha Lewicke, Jack Martin, Janet O'Neil, Elizabeth Riley, Christina Sigrist and former members Nancy Bach & Jeanne Foster. Additionally, the Friends of the Foxboro Seniors: C, Paul Dumas (President), Pat Murphy (Vice President), Connie McLaughlin (Treasurer), Linda McCoy (Secretary), Kathleen Bisazza, Patricia Kelley, Vera Maccone, Rita Martin, and Joan Stafford.





COUNCIL ON AGING/HUMAN SERVICES ADVISORY BOARD

MISSION

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

Elaine Repoff
Chair

Jeanna Bonneau
Vice Chair

Nancy Bach
Clerk

Chrissy Sigrist

Barbara Kelley

Milli Greene

Jack Martin

Marsha Lewicke

Janet O'Neil

Betty Reilly

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



RECREATION



MISSION

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

Renee Tocci
Division Director
(through May 2024)

Kristen Pellerin
Division Director
(starting October 2024)

Who We Are

Recreation is led by a full-time Director, that grows to a dedicated team of 35 staff members during the summer season. The salaries and benefits for our seasonal staff are fully funded through our Revolving Account, which is supported by program fees. Our success is made possible by the incredible support of the Foxborough community. A huge thank you to the DPW, Police, and Fire Departments, as well as Foxborough Public Schools, local youth sports organizations, local businesses, nonprofit groups, and community organizations. Recreation is truly a team effort, and we're grateful for everyone who plays a role in making it all happen.

Programs

We offer a variety of classes and programs year-round, including cooking, science, chess, theater, golf and various other sports classes plus vacation programs and summer programs.

Summer Programs

- Little Rec-Kers Toddler & Preschool Program (ages 2-5 years old)
- 8-week Booth Summer Program (Grades K-6)
- 8-week Middle School Adventure Summer Program (Grades 7-9)

Community Events

- Ties & Tiaras
- Touch a Truck
- Farmers Market
- Un-Common Pumpkin Patch
- Light Uptown
- Fishing Derby
- Mother & Son Dodgeball
- Halloween Parade

2024 PROGRAM STATS



11,003
Members



176
Unique Activities



212
Facility
Reservations



410
Booth Campers



4,347 Program Registrations

< 10 YRS:	11-20 YRS:	21-60 YRS:	60+ YRS:
2,268	637	435	68

PAYSON ROAD RECREATION COMPLEX

- Baseball
- Lacrosse Fields
- Playground
- Pickleball

COCASSET RIVER RECREATION AREA (Mill Street)

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

BOOTH RECREATION COMPLEX

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

Accomplishments

Throughout the year, the Recreation Department facilitated several town-wide events, including Ties and Tiaras, Touch-a-Truck, Mother-Son Dodgeball, and the annual Fishing Derby. These events brought families together and provided opportunities for residents of all ages to engage in fun, community-driven activities. The Fishing Derby continued to be a beloved tradition, drawing a great turnout and enthusiastic participation from young anglers. These events highlighted the Recreation Department's commitment to fostering community engagement and creating memorable experiences for Foxborough residents.



In June 2024, the Booth Recreation Complex welcomed the addition of a beautiful open-air pavilion dedicated to the former Recreation Director, Debbie Giardino. Constructed by Vermont Timber Company, the pavilion reflects both quality craftsmanship and the community's deep appreciation for Debbie's contributions to local recreation. The dedication ceremony in June brought together residents, town officials, and members of the Recreation Department to honor Debbie's legacy and celebrate this new space, which will serve as a hub for gatherings, summer programming, and events for years to come.



The pavilion's construction was made possible through the Recreation Revolving Fund, with funds generated by the highly successful Booth Summer Program in 2022 and 2023. As summer transitioned to fall, the project was completed with the installation of a sturdy roof, ensuring the pavilion can accommodate events in various weather conditions. This community investment stands as a testament to the enduring impact of recreation in Foxborough and the dedication of those who support its growth and sustainability. The pavilion is both a functional addition to the Booth Recreation Complex and a heartfelt tribute to a beloved leader in the town's history.

In September, the Booth Recreation Complex saw the long-anticipated addition of a new center ramp at the skate park, marking a significant enhancement to this popular community facility. Constructed by American Ramp Company, the ramp was expertly crafted using Skatelite, a high-performance material designed for durability and smooth performance. This centerpiece addition provides skaters of all levels with a challenging and exciting feature to enjoy, further revitalizing the skate park as a hub for active recreation.

The ramp's construction and installation were funded through a collaborative effort, utilizing federal grants, the Recreation Revolving Fund, and private donations from the community. While the project faced delays due to the complexities of Massachusetts procurement laws, the Recreation Board's commitment to seeing it through ensured its successful completion.



This project highlights the value of partnerships and perseverance in creating high-quality amenities for residents, and the new center ramp stands as a testament to the community's investment in fostering recreation and outdoor activities.



In addition to the skate park upgrades, the basketball hoops at Payson and Booth Recreation Complexes underwent much-needed renovations in 2024. At Payson, the backboards, rims, and nets were fully replaced in collaboration with Foxborough Youth Basketball to ensure that the courts were safe and inviting for players of all ages. These updates have revitalized the courts, making them a more enjoyable space for both casual pick-up games and organized programs. This project was made possible through a collaborative effort, and special thanks go to Johnny Gaetani for his dedication and hard work throughout the process. His expertise and commitment to quality played a pivotal role in transforming the courts into a vibrant centerpiece of the complex.

The Light Uptown event in 2024 was bigger and better than ever, with an expanded road closure around the Common allowing for a safer and more immersive experience for attendees. The event saw a record-breaking crowd, with families gathering to enjoy holiday festivities and the much-anticipated lighting ceremony. This year also featured an exciting collaboration with the Burrell, Igo, and Taylor (B.I.T.) PTO, as the coveted Grand Luminary honor was awarded through their silent auction. This partnership not only supported local schools but also fostered a stronger connection between the Recreation Department and the community. We look forward to seeing this event grow each year!

The Halloween Parade also grew significantly in both attendance and participation. With an even larger crowd than previous years, the event showcased increased collaboration with businesses around the Common and throughout the town. Families enjoyed trick-or-treating at local establishments while the parade provided a fun and festive atmosphere for children of all ages. Similarly, the Uncommon Pumpkin Patch was a resounding success, with residents of all ages designing and displaying their own uniquely carved pumpkins on the Common. Several town departments even joined in on the fun, contributing their own creative entries, which added a special touch to this beloved seasonal event.



Summer programming at Booth saw strong registration numbers throughout the season, with many weeks reaching capacity. The Booth Summer Program (K-5) provided a dynamic mix of activities, utilizing Booth, the town pool at Mill Street, and offsite field trips, ensuring a well-rounded and engaging experience for participants. Meanwhile, the Middle School Adventure Program (MSA) lived up to its name, selling out nearly every week as participants embarked on offsite adventure field trips designed to challenge and excite them. MSA provided middle schoolers with opportunities to explore new environments, build friendships, and develop confidence through unique and thrilling experiences. These programs continued to provide enriching experiences for local youth, reinforcing the value of recreational opportunities within the community.

The Recreation Department also saw great success with its Pee Wee Soccer program, which was led by members of the Foxborough High School Varsity Soccer team. Their enthusiasm and dedication in working with the 3-5-year-old participants created an engaging and positive learning environment. The program not only introduced young children to the fundamentals of soccer but also fostered meaningful connections between high school athletes and the next generation of players. This mentorship and community involvement made Pee Wee Soccer a resounding success and a highlight of the year’s youth programming.

The Women’s Kickball League had a standout season, providing a fun and competitive outlet for women to connect and stay active. This year, the league had the incredible opportunity to host its championship games at Gillette Stadium, thanks to the generosity of Partners in Patriotism and the Kraft Organization. This once-in-a-lifetime experience was a highlight for all participants, showcasing the league’s growing popularity and the power of community partnerships.

This year marked a period of transitional leadership for the Recreation Department, as Kristen Pellerin officially stepped into the role of Recreation Director in October after previously serving as Acting Director since June. Throughout this transition, the department remained committed to delivering high-quality programs and events while ensuring continuity in the services that residents have come to expect. The dedication of staff, volunteers, and community partners played a vital role in maintaining the department’s momentum and success.



We would like to wish Renee Tocci well as she transitioned out of the Recreation Director position in May 2024. Her programming expertise over the last few years saw the creation of many engaging programs enjoyed by many Foxborough residents.

2024 was a year of progress and community connection. Established programs continued to thrive, and new initiatives brought fresh opportunities for residents to engage in recreation. Collaborations with local organizations and businesses further strengthened the department’s ability to enhance facilities and expand offerings. The year’s successes reflect the strong foundation of Recreation in our town and the collective effort to create meaningful and enjoyable experiences for all. All of these success can be directly attributed to the support and dedication from the Board of Recreation and it’s members Heather Harding (Chair), Jenna Strickland (Vice Chair), Kevin Powers (Clerk), Jim Greene, Diana Griffin, Melissa Maling, Doug Suess, Robert Canfield (School Committee Liaison), Richard Golemne (Conservation Commission Liaison), Guy Caracciolo (Associate Member), and Maureen Dunfey (Associate Member)

BOARD OF RECREATION



MISSION

Our purpose is to work closely with the Recreation Director and Human Services Director in carrying out our mission; to enrich the lives of the residents of Foxboro by providing safe, welcoming parks and recreation facilities and affordable, diverse recreation, and cultural opportunities for people of all ages to play, learn, and build community. We are responsible for: all fiscal matters as they relate to the revolving accounts for the self-funded department including budgeting, spending, rate setting, and overall fiscal responsibility and stability; inspecting all Recreation properties to ensure proper maintenance and upkeep; and establishing policies relating to fields, rental properties and programs.

Rich Golemme Conservation Commission Liaison	Heather Harding Chair	Jenna Strickland Vice Chair	Kevin Powers Clerk	Robert Canfield School Committee Liaison	Deb Giardino Select Board Liaison
	Doug Suess Member	Guy Caracciolo Associate	Diana Griffin Member	Melissa Maling Member	Jim Green Member
					Maureen Dunphey Senior Center Liaison / Associate

The Board of Recreation consists of 9 voting members, appointed by the Select Board for 3-year terms. We also have 2 Associate members who are non-voting unless needed for a quorum. Generally, we meet monthly and all meetings are open to the public. All board members, are CORI certified and have attended the Darkness to Light or equivalent training.

We oversee and are responsible for Recreation properties (Booth, Mill St. and Payson) and Recreation programming. Recreation is funded by the programs we run. We conduct routine inspections and address any concerns in a timely manner.

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

In June of 2024, we welcomed Kristen Pellerin as our Acting Recreation Director and after an exhaustive interview process, she became our official Recreation Director in October. Kristen brings years of both Recreation and Human Services experience which made for a smooth seamless transition. She has already elevated Recreation to the next level and has many more great things in the works.

Marc Craig is the Human Services Director and a mentor to us all. With the new Community Center opening in 2025, in addition to all his other duties, he has been very busy but has still found the time to be involved in all things Recreation.

Accomplishments & Goals

2024 was a busy year for Recreation. Two new Board Members joined the team, as did Debbie Giardino, our retired Director, as the Select Board liaison. The Mill Street property rehabilitation was completed as well and the Booth Complex. The Skatepark got a major facelift and the Deb Giardino Pavilion was completed. Payson Road basketball courts were redone, thanks to the help of Foxboro Basketball and Partners in Patriotism! Light Uptown was the best yet and our true “Hallmark Moment”. SeeClickFix was instituted by the Town as a way for citizens, volunteers and employees to streamline and track reporting of maintenance issues and has had a positive impact especially for our department.

Our goals for 2025 are to hire a part time coordinator, offer even more programs and continue to invest in our properties. We have plans for a Big Green Monster, a Paddles Up program to allow access to the Neponset Reservoir as well as some improvements to the Payson Road Complex.

Recreation has a bright future ahead!



VETERANS' SERVICES



MISSION

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

Michelle Hamilton
Director and VSO

Lauren Burrill
Administrative Assistant

The Foxborough Veterans department is charged with providing support to the Veterans and their families. Our goal is to provide necessary resources to the veteran community. Those resources include but are not limited to: "Chapter 115 Veterans Relief Program," VA Disability Compensation, Massachusetts Veterans Annuity, Welcome Home Bonuses, VA Health benefits, Educational and VA loan benefits, just to name a few. The Chapter 115 program helps Veteran families in financial need, this is a program that is unique to the state of Massachusetts, the town veteran's department administers the program, and the state repays the town 75% of the monies paid to recipients. This program can be a savior to families that are struggling financially, the town distributed over \$130,000 in benefits from the state for Chapter 115 benefits.

This year, we proudly welcomed Michelle Hamilton as the Town of Foxborough's new Director of Veteran Services. Stepping into the role in May, Michelle brings a deep commitment to supporting our veterans and aims to enhance the department's presence, ensuring it becomes a more active and engaged part of the community. Her vision includes expanding outreach efforts, strengthening partnerships, and creating new opportunities for veterans to connect and receive the resources they deserve. We also extend our heartfelt gratitude to Lauren Shurtleff for her dedicated leadership and service as Acting Director of Veteran Services for five months, ensuring continued support for our veterans during the transition.

The Veteran Services Department holds two deeply meaningful ceremonies each year: Veterans Day and Memorial Day. Memorial Day Ceremony was an opportunity for the town to rededicate the POW/MIA Chair generously donated by the New England Patriots for permanent display in the Town of Foxborough. This year's Memorial Day Keynote Speaker, SGT Doug Sylvestre, delivered a poignant and heartfelt speech, reflecting on his service and experiences as a combat Army veteran. His words resonated deeply with everyone in attendance, leaving a lasting impact. He spoke with sincerity and humility, honoring the sacrifices of those who served alongside him. The ceremony served as a powerful reminder of the courage and dedication of our nation's veterans.



Veteran Services Director Michelle Hamilton at Memorial Day



Town Manager Paige Duncan, Veteran Services Director Michelle Hamilton, Vietnam Veteran Mary Goff, Veteran Services Administrator Lauren Shurtleff, and Select Board Chair Steph McGowan at Veterans' Day Celebration

Veterans Day once again brought the community together in a heartfelt tribute to those who served. This year, we had the honor of recognizing one of the town's last surviving World War II veterans, Mr. Frank Barresi, 98, and his wife of 71 years, Margaret. Mr. Barresi served in the United States Navy and was awarded the Victory Medal and the American Theater Medal for his service. Our keynote speaker was Mary Goff, a Vietnam War veteran and nurse from the 249th General Hospital in Japan, which cared for many grievously wounded soldiers from the conflict. Her remarks were both enlightening and deeply moving, resonating with everyone in attendance. We were also privileged to welcome Massachusetts U.S. Representative Jake Auchincloss as a guest speaker, further enriching this meaningful day of remembrance and gratitude.

This year, the veteran's department transitioned to a vibrant department engaging the veteran community, while still maintaining the highest standards on claims and financial assistance. Through strong community engagement, we have successfully launched several impactful programs. One of our first initiatives was the Veterans Book Club, created in collaboration with the staff at Boyden Library. As part of this effort, we had the privilege of hosting New York Times bestselling author Andrew Biggio, who shared insights from his book *The Rifle*, providing a meaningful and inspiring experience for attendees. The books for the event were donated by Rolling Thunder Ma Ch 2. Looking ahead, our next book club will read *The Rifle Two: Back to the Battlefield* which has been donated by American Legion Post 93. We had our first Game Night where veterans and their families played "Battleship." This competition pitted branches of services against each other. Attendees all had a tremendous time, and we all look forward to more games to come. Veteran Services' Administrative Assistant Lauren Shurtleff introduced the veterans to Yoga through the "Warrior Yoga Program." The veterans and their families have enjoyed the program so much and continually ask for its return. Through the support of the VFW Post #2626 and The American Legion #93, the Veteran's Department was able to deliver Christmas stocking and grocery gift cards to the town's veterans in need. Once again, this year we supported the Friends of Foxborough Veterans as they delivered full Thanksgiving Dinners to over 140 Veteran families. It is these relationships that enhance our services to the veterans here in town and help us to help them.



Edward Butler, Foxborough American Legion Post 93 Commander at Memorial Day



WWII Veteran Caster Salemi with *The Rifle* author and US Marine, Andrew Biggio

One of our most exciting and fulfilling projects was the Veterans Banner Project. We were able to place 28 banners commemorating the service of the town's veterans, banners are around the Uptown Foxborough, including the Foxborough Common, Central Street, and Town Hall. Through public support this has become an annual project that will feature many of the town residents. We are excited to announce that the 2025 Banner Project will be fully funded by a grant from Partners in Patriotism and will focus on some of the veterans who have made a difference after their military service in the Foxborough community.



Celebrating Korean Veterans Day at Gillette
(Photo by PIP)



Foxborough's DPW and Veteran Services teamed up to install the new Veteran Banners around the Common



Author and US Marine, Andrew Biggio, talks with veterans at his book event



Vietnam Veteran and Nurse, Mary Goff, speaks at Veterans Day



Frank & Margaret Barresi with the Patriot's cheerleaders at Veterans Day



Foxborough Fire helps hang the Veterans Banners



VETERANS' SERVICES ADVISORY COMMITTEE (VSAC)



MISSION

We in the Foxborough Veterans' Department are committed to helping all the towns Veterans, their Families, and our military families. We strive to providing excellent service in all matters as they relate to the towns service members. We dedicate ourselves to build a healthy veteran community that fosters relationships and camaraderie.

Bea Maloof
Chair

Douglas Sylvestre
Vice Chair

Naomi Boucher
Secretary

Gary Whitehouse

Adam Byrnes

William Dudley

Patricia Shea

Mark Boucher

Joseph R. Sander

Cyril "Paul" Dumas

Michael Kerr

Richard Letson

Colin Sweeney

John Francis Connolly

Purpose & Goals

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

Awareness: Help veterans understand and know their benefits.

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

BOYDEN LIBRARY



MISSION

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

Libby O'Neill
Library Director

Kathy Bell-Harney
Adult Services Librarian

Emma Brelsford
Youth Services Librarian

Jennifir Huston
Teen Librarian

Timothy Golden
Reference Librarian

Suzanne Roberts
Tech. Services Librarian

Renee Spinner
Dept. Administrator

In 2024, there were several notable personnel changes at the Boyden Library. Katelyn Raposo, previously a member of the Youth Services department, left the Library to pursue a new job opportunity. Following this departure, Erin Dunford, a part-time library assistant in the same department, was promoted to the full-time position. In her expanded role, Erin has made a significant impact by organizing new, exciting programs including a writing group, a Pokémon club, and various crafting workshops. In June, Holly Pelletier joined the Youth Services team as a part-time staff member and has quickly become an integral part of the department. She has introduced art workshops designed for school-aged children, further enriching the Library's programming.

Additionally, Jennifir Huston, the Teen Librarian, transitioned from part-time to full-time. With her increased presence at the Boyden Library, she has fostered stronger connections with local teens and created greater consistence in teen services. In 2024, she expanded the teen volunteer program and enhanced her programming options to better serve the needs and interests of young adults in the Foxborough community.

The Boyden Library met all the state certification requirements of the Massachusetts Board of Library Commissioners, qualifying for a State Aid to Public Libraries FY 2024 Award of \$45,716.

We extend our sincere appreciation to the various Town Departments for their support and assistance over the years. Special recognition is owed to Tony Moussalli, Facilities Manager, and the entire Facilities team for their hard work and amazing efforts. Additionally, the Library is deeply thankful for the unwavering dedication of the Friends of Boyden Library, whose generosity make it possible to sustain and enhance our programming and services. Their support plays a vital role in allowing the library to offer such a wide array of enriching programs.

SUMMER READING CHALLENGE

385 PARTICIPANTS

216,521 TOTAL MINUTES READ

AGES 0-5

86 children registered and read for a total of **2,909** minutes

AGES 6-12

255 children registered and read for a total of **189,907**

AGES 13-18

44 teens registered and read for a total of **23,705** minutes

PROGRAMMING

Adult programs: 188 programs, 1,994 attendees

Teen programming: 78 programs, 672 attendees

Children's programming: 383 programs, 8,619 attendees

New Initiatives

The Boyden Library introduced several new initiatives in 2024 including:

Implementing two new electronic resources for patrons:

- Ompractice: providing library cardholders with unlimited, free access to over 100 live, camera-on classes in yoga, tai chi, fitness, and mindfulness. These classes are designed to help you reduce stress, enhance flexibility, build strength, and support healthy aging — all at times that fit your schedule.
- Library Chef: your go-to platform for fun cooking experience for adults, kids, and teens! With your library card, you can dive into live, online cooking classes, exciting recipes, and more.

Partnering with the Public Safety department to host “Office Hours with a Social Worker” with intern Stephanie Neipris at the Boyden Library on Tuesday afternoons and Thursday mornings.

Introducing Book Club Kits for patrons to check out! Each kit is thoughtfully designed to enhance your next book club meeting and includes: five copies of the selected title, discussion questions, author insights, and recommendations for similar reads. The current collection features the following titles:

- *The Demon of Unrest: A Saga of Hubris, Heartbreak, and Heroism at the Dawn of the Civil War* by Erik Larson
- *First Lie Wins* by Ashley Elston
- *The Frozen River* by Ariel Lawhon
- *Nora Goes Off Script* by Annabel Monaghan
- *Real Americans* by Rachel Khong

Hosting another successful Community Reads series with author Brendan Slocumb and other associated programs centered around the themes in his book, *The Violin Conspiracy*. These programs featured a variety of engaging events, including a string quartet concert, a murder mystery theater event, book discussion groups, and a virtual talk by Erin Cano from the Music Institute of Chicago, exploring the fascinating world of valuable string instruments.

Collaborating with MassDOT, Patriot Place, and the Boston Public Library, to launch Browse, Borrow, Board at the Foxborough Commuter Rail allowing patrons to browse an online catalog of eBooks and audiobooks, check them out, and enjoy them while commuting

Enhancing adult programming with: coloring programs for adults, Zentangle, Common Talk (about books!) on the Town Common, a mothers’ support group, numerous author talks and art workshops, yoga with the YMCA, a sourdough demo, a Black History presentation with local resident Cochise Pearson, a Celtic Chocolate program, a visit from the Beer Can Museum, a speed friend matching event, a comedy show with Alan Ames, a fantastic fall soup workshop, and a speaker on Red Sox history.

The Friends sponsored the following adult programs in 2024: craft nights with Traci, many popular art workshops, BollyX sessions, a Nancy Drew presentation, a program on organization, a jewelry making class, talks on Bonnie and Clyde and Abigail Adams, a candle making workshop, author talks, a collectibles appraisal event with Rick Keller, a tarot card reading, an escape room event, and several concerts as part of our Sunday Concert Series.



Adult Craft Night with Traci,
sponsored by the Friends

Youth Services

The Youth Services Department continues to provide exceptional programming for children and families in the community. In addition to story times, crafts, outreach visits, and the annual Summer Reading program, Youth Services introduced new programming in 2024. Some of these programs included: child led programs such as Build & Topple Domino Club and Ballet with Beckett, a Super Coders Club, a Tom Brady Induction Ceremony party & a TB12 workout class, a Little Chef's Cooking Academy cooking class, Lindsay & Her Puppet Pals puppet show, Toddling Athletes Tournament – Olympics themed games for babies, and a Who Do You Love – Community Art Event on Padlet.

The 2024 Summer Reading program, “Read, Renew, Repeat,” was a huge success and included programs like Flying High Frisbee Dogs, Records & Burpee Zoo show featuring an alpaca, a monkey, a snake and more animals, Story Explorers – offsite trail walks at various local locations accompanied by story time and simple nature crafts, Ed the Wizard magic show, Science Heroes event, the Ecotarium: Missing Earth & Space workshop, the Teddy Bear Picnic, Didgeeridoo Down Under – an Australian musical performance, and so much more. We wrapped up our Summer Reading Program by celebrating with families on the Town Common with a foam party and messy art stations.

72 teens participated in programs for Summer Reading. Some of these included cupcake wars, slime with Syd and Grace, an upcycled feather wall hanging workshop with Pop Up Art School, a mosaic with Miss Mehta, an escape room event, and a STEM workshop with Buildwave.

The Department also received donations from different local organizations and businesses to use as drawing prizes for the kids. Summer Reading is sponsored by the Friends of Boyden Library, the Massachusetts Library System, the Massachusetts Board of Library Commissioners, and the Boston Bruins.

Outreach & Community Collaborations

Library outreach remains a vital component in connecting with new patrons and showcasing the many resources and programs the Boyden Library has to offer. In 2024, staff actively engaged with the community by participating in events such as Founders Day, Farmer's Markets, story times – as well as a special Solar Eclipse Storytime & Viewing Party – at Patriot Place, and Light Uptown.

The Youth Services and Teen Librarians continue to form strong partnerships with local schools by participating in school visits and full school assemblies to promote the Summer Reading program and educate students on all library programs and resources. Collaborating with various Town Departments has further strengthened the Library's ties to the community, fostering meaningful connections and expanding access to valuable services. A few of these initiatives include:

- Working with the Health department to offer the community Narcan training, as well as a Blood Pressure Clinic
- Continuing to organize the monthly Senior Center Book Group with a thriving group of members
- Partnering with Veterans Services to offer a very popular talk with US Marine veteran, Andrew Biggio, author of *The Rifle*



2024 Community Reads



End of Summer Foam Party



**Common Talk
(about books!)**

Bring a blanket or chair to the Town Common
and discuss your favorite books!

June 26,
July 10, 24,
August 7, 21
at 11 a.m.

This program will meet in the Fuller
Conference room if there is inclement
weather.

DROP IN TECH HELP
THE FOLLOWING THURSDAYS
FROM 10AM - 11AM
MARCH 7, 21
APRIL 4, 18
MAY 2, 16

DO YOU NEED ONE-ON-ONE HELP WITH A DEVICE YOU
RECENTLY BOUGHT OR ACQUIRED, OR MAYBE YOU JUST
HAVE A BASIC TECHNOLOGY QUESTION? THEN STOP
INTO THE LIBRARY FOR ASSISTANCE!



FRIENDS OF BOYDEN LIBRARY FOUNDATION

Janice Rosado
President

Betsy Buckland
Vice President

Katherine Howard
Treasurer

Sue Collins
Secretary

Lesleyann Foster
Jen Linskey

Betsy Lorusso

Maureen Ryan-Wise

Margi Rossetti

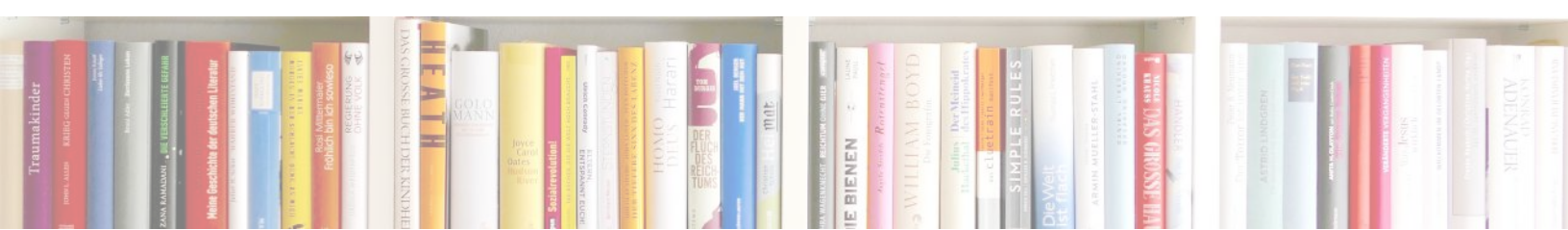
Colleen McManus

Bernadette Thie

Charles DiPompo

Each year, the Friends of Boyden Library play a vital role in enriching our community by generously funding a wide range of programs and activities for all ages. In 2024, their support provided essential programming supplies for the Youth Services and Teen Departments, supported most of the Summer Reading programs, funded the Book Page magazine subscription, sponsored the promotional materials and a Murder Mystery Theater event for the Community Reads program, and purchased passes for the popular museum pass program. Continuing their holiday tradition, the Friends organized a “Giving Tree” and children’s book drive, benefiting the Discretionary Fund and local schools. Their dedication was also evident through active volunteer efforts at community events such as the annual Teddy Bear Picnic and Founders Day. Additionally, the Friends hosted two successful multi-day book sales in April and November while continuing to raise funds through their ongoing book shop and membership drive.

A heartfelt thank you to all our dedicated volunteers whose invaluable efforts helped to make these initiatives possible. Your generosity and commitment to the Boyden Library are truly appreciated.



BOYDEN LIBRARY TRUSTEES

Kevin Penders
Chair

Jennifer Ooi
Vice Chair

Sara Halton
Clerk

Christine Igo Freeman

Paul Ivanovskis

Joyce Parlapiano

The Trustees express their gratitude to the many individuals and organizations whose generosity in 2024 significantly enriched the Library’s resources, enhancing our programs and services. Additionally, the Trustees would like to extend a special acknowledgement to the community members who donated a diverse array of materials, including books, DVDs, Blu-Rays, audiobooks, and more. We deeply appreciate your support.

The Trustees sincerely thank Lakeview Pavilion, Foxboro Cable Access, and the Friends of Boyden Library for their continued generosity in funding the museum pass program. Their support enables patrons to reserve passes and enjoy discounted admission to a variety of local museums, enriching our community’s access to arts, culture, and education.

We would also like to thank the Kraft Foundation for donating a New England Patriots autographed photo by Rhamondre Stevenson and the Boston Bruins for donating an autographed puck by David Pastrňák, and the following businesses that donated passes or gift cards to help make our Summer Reading program such a huge success:

- Ally’s Cookies
- Central Rock Gym
- Children’s Museum Easton
- Friends of Boyden Library
- Ice Cream Beach Club
- Massachusetts Library System
- Monster Mini Golf
- One Up Games
- Showcase Cinemas Patriot Place
- Swan Boats of Boston
- Treetop Adventures
- Xtreme Craze

HEALTH DEPARTMENT



MISSION

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

Matthew Brennan R.S.
Director

Diane Passafaro
Dept. Administrator

Kevin Duquette, R.S.
Sanitarian

Megan Moselsky
Food Inspector

Clifford Pierre
Housing Inspector

The Foxborough Health Department is composed of three full-time and one part-time staff member funded through the Town's municipal budget. In addition, the Department has been awarded the Public Health Excellence Grant (PHEG) through the Department of Public Health. The PHEG has created a public health shared services model throughout the Towns of Easton, Foxborough, Mansfield, Norton, Plainville, and Sharon which we call the Bristol Norfolk Public Health Partners (BNPHP). The BNPHP's have hired three additional staff members through the Town of Foxborough and their Director of Public Health.

The Foxborough Board of Health is a three-member elected Board. In 2024, Betsy Allo was the Chair of the Board, Sophia Manos was the Vice Chair, and Robin Chapell had the role of the Clerk. Local Boards of Health are required by State and local laws and regulations to perform many critical duties related to the protection of public health. The work of the Board is to steer the local Health Department's response to a wide range of public health control and prevention activities including disease surveillance; the promotion of sanitary conditions in housing, recreational facilities, and food establishments; the elimination of nuisances; the protection of the environment; and numerous others. This year the Board of Health acted on the following agenda items:

3 Regulation Review and Amendments

1 Body Art Regulations - Variance Request

5 Food Code - Enforcement Hearings

1 Food Code - Variance Request

1 Foxborough Green Burial Discussion

6 Opioid Settlement Fund Discussions

2 Septic System Local Upgrade or Variance Request

1 Septic System - Enforcement Appeal

3 Tobacco Enforcement and Appeals

3 University of Connecticut Technical Assistance for Brownfields and Summit Castings (131 Morse St.)

1 Warrant Article Discussion



Public Health
Prevent. Promote. Protect.

2024 PERMITS

- 22 Animal and Fowl Permits
 - 1 Body Art Permit
- 3 Cottage Food Permits
 - 1 Family-Style Campground Permit
- 107 Fats, Oil, and Grease Permits
- 209 Food Establishment Permits
 - 13 Food Establishment Plan Review Permits
- 10 Hotel or Motel Permits
- 48 Mobile Food Permits
 - 1 Pasteurization of Milk Permits
- 6 Recreational Camp for Children Permits
- 38 Septage Hauler Permits
- 42 Septage Installer Permits
- 26 Swimming Pool Permits
 - 3 Tanning Permits
- 42 Temporary Food Event Permits
- 104 Title 5 Inspection Submittal Permits
 - 13 Tobacco Permits
- 28 Trash Hauler Permits
- 8 Well Permits

2024 INSPECTIONS

- 1 Body Art Establishment
- 126 Complaint
- 2 Demolition
- 1 Family-Style Campground
- 421 Food
- 119 Hotel/Motel and Housing
- 28 Mobile Food
- 52 Pool
- 9 Recreational Camp for Children
- 143 Septage Hauler
- 17 Temporary Food
- 259 Title 5
- 12 Tobacco

Opioid Settlement Funds

The Health Department collaborated with representatives from Police, Fire, and School Department to produce a plan to spend Opioid Abatement Funds. This plan includes monthly Narcan training and distribution events throughout the community, a Foxborough-based addiction support group, distributing “overdose kits” to local businesses, in school programming, a part-time community social worker, and wrap around services to residents struggling with addiction. These services will begin to be available to residents in 2025.



Health Director Matt Brennan and Community Health Nurse Dayana Parisien engaging in community outreach and education on opioid addiction awareness.

Centers for Disease Control (CDC) Visit and Local Public Health Infrastructure

Officials from the Centers of Disease Control (CDC) visited Foxborough Town Hall to hear about the successes of regional public health shared services models within Massachusetts, including our region’s Bristol Norfolk Public Health Partners. Members of the CDC, Massachusetts Department of Public Health, and local boards of health throughout Massachusetts presented on the changes that have occurred within Massachusetts’ public health infrastructure due to these shared services grants.

Hauler Day

Foxborough's Health Department joined forces with health departments across the region to host a Septic Hauler Inspection Event! Staff from Attleboro, Avon, Easton, Foxborough, Mansfield, Middleborough, Norfolk, North Attleboro, Norton, Plainville, Sharon, Stoughton, Taunton, Walpole, and Wrentham teamed up to inspect over 90 septic trucks. This yearly event is proof that the combined efforts of these municipalities can be beneficial to area businesses and helps ensure these businesses have proper safety and sanitation standards.



Lifeworks

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

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

Lifeworks has provided the following services to Foxborough residents this calendar year.

LIFEWORKS PROGRAM	\$ PER PERSON	# OF PEOPLE	TOTAL
Daily Habilitation	\$ 37,370	9	\$ 336,330
Family Support	\$ 2,940	47	\$ 138,180
Adult Family Care	\$ 21,236	6	\$ 127,416
Autism Support Center	\$ 980	34	\$ 33,320
Harbor Counseling	\$ 6,530	6	\$ 39,180
Social-Recreation	\$ 472	22	\$ 10,384
Residential Individual Support	\$ 24,854	2	\$ 49,708
Residential Program	\$ 216,670	8	\$ 1,733,360
Employment Training	\$ 33,927	17	\$ 576,759
TOTAL COST OF SERVICES			\$ 3,044,637

Public Health Excellence Grant

The Office of Local and Regional Health provides the Town of Foxborough with grant funds to promote and support the development of an inter-municipal shared service agreement that contributes to the improvement in local public health capacity within the region. By pooling regional resources, functions, and expertise within the communities, the region can improve compliance with their statutory and regulatory mandates and expand the public health protections and services they offer to area residents. As a result of the grant, Bristol Norfolk Public Health Partners (BNPHP) was formed through an alliance between the Towns of Foxborough, Easton, Mansfield, Plainville, and Sharon. BNPHP personnel performed inspectional on behalf of these participating communities in 2024.

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

The Health Department applied for and received a technical assistance grant from the UCONN TAB Program this year. As a result, a website regarding the 131 Morse Street Summit Casting's property was created and is currently still in development. The website is intended to inform residents about the historic sources of environmental contamination and provide in-depth current information on the site. More about this topic can be seen in the April 22, 2024, UCONN TAB presentation to the Board of Health, which can be watched via Foxboro Cable Access. (www.fcatv.org)

In addition, the Health Department applied for and received an EPA Site Assessment Grant to perform environmental sampling to assess the environmental pollutants at the Summit Castings property. The Site Assessment will tentatively begin in March of 2025 and will be done by an EPA hired contractor.

DID YOU KNOW THE HEALTH DEPARTMENT PROVIDES THE TOWN WITH THESE BENEFITS?



NORFOLK COUNTY MOSQUITO CONTROL DISTRICT



MISSION

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

David Lawson
Director

Surveillance

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

Virus Isolations in the town:	9 samples submitted, no isolations in 2024
Requests for service:	298

Water Management

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

Culverts cleared	30 culverts
Drainage ditches checked/hand cleaned	8,350 feet
Intensive hand clean/brushing*	800 feet
Mechanical water management	0 feet
Tires collected	15

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

Larval Control

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

Spring aerial larvicide applications (April)	79.2 acres
Larval control - briquette & granular applications by hand	9.5 acres
Rain basin treatments – briquettes by hand (West Nile virus control)	1,838 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	7,820 acres
Barrier applications on municipal property	0 applications

CHILD SEXUAL ABUSE AWARENESS COMMITTEE



MISSION

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

Bob Correia
Chair

Marc Craig
Vice Chair

Doug Suess

Kay Andberg

Lynda Walsh

Chrisina LaRose

Bill Dudley

Dr. Amy Berdos

The town of Foxborough has a very talented, and active group of individuals working diligently to fulfill the mission to protect children. Our primary focus is to ensure that all town employees, all youth sports coaches are trained in the Darkness to Light Curriculum. Any group using town facilities more than three times a year have a trained member present. This is enormous undertaking as so many moving parts must be chased to meet our mandate. We also create awareness by sponsoring “free” by monthly trainings for anyone that would like to be awakened to the realities that our children are exposed to and learn how each one of us can help in limiting these dangers.

We have conducted trainings in churches, youth sports groups and intend to reinstate our outreach to childcare facilities. This year we cemented a relationship with the Foxborough Regional Charter School and moving forward, they will have trainings for their staff.

At the Fall 2024 Town Meeting, we submitted an article to have our committee expanded from seven members to nine. Thank you to all Town Meeting Members for sponsoring this important initiative. We look forward to adding our new members in 2025. Every of our committee members are charged with a defined duty and is expected to report on their doings over the past month. We have ten monthly meetings, each lasting an hour, so it is imperative that each member is truly invested in their area to do achieve our goals. This is where the town is truly lucky to have our current members.

We have survived with a yearly budget of \$2,500, while we typically spend between \$5,000 and \$6,000 a year. Luckily, our annual budget has been augmented by very generous donations. The cost of books for trainings has climbed from \$10 to \$16. We look forward to working with a new Human Resources Director in 2025 to further implement our mandatory training for all Town staff. We are still actively pursuing action on our bill in the State Legislature with it being refiled every year. This entails our committee to present a panel to the appropriate group the merits of our proposed changes. We have in the near future several members of the subcommittees slated to meet with us at our monthly with us at our monthly meeting. The late Jack Authalet said it takes five tries to get the attention needed to enact a piece of legislation.

We are at that time, so while it may seem like we are banging our heads against the wall, we remember that is our community’s children that need us to protect them.

We at CSAAC look forward to another fruitful year in the spreading the awareness with the talented and diligent members that Foxborough can be proud of.



COMMISSION ON DISABILITY

MISSION

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

Susan Collins Chair	Margaret Chaisson Vice Chair	Lori Capone Clerk	Bob Siteman Treasurer	Dave Foscaldo FPD Officer	Scott Shippey ADA Coordinator
James Houlihan Cyndy Curran Charlie Hobbs David DelPizzo					



2024 Accomplishments

Lori Capone posted an Accessible Parking sign at the entrance of the Veterans' Parking Lot. She also attached decals to the front windows of the two businesses on Central Street that have accessible entrances at the rear of their shops. Three benches and plaques were purchased and installed along Central Street near the Common so people with mobility issues could sit down and rest. They will be dedicated to the members of our FCOD who have passed on: Jim Mullin, Sheri Barrett, and Tony Williams. Scott Shippey had the DPW raise the Accessible Parking Signs to the appropriate height on the Common. The Commission worked with Bureau Veritas to write a Self-Evaluation and Transition Plan for Foxborough. We paid for the concrete pad at Booth Playground on which a Pavilion was constructed. The concrete makes accessibility possible for people in wheelchairs or strollers. An accessible picnic table was purchased for the Council on Aging patio. Fifty FCOD bags were provided for the convenience of Farmers Market shoppers. David DelPizzo and his wife reported that the placement of Sign Language Interpreters at a Gillette Stadium event was very poor. Scott Shippey brought this to the attention of John Flaherty at the Stadium. The use of carts to help transport people with disabilities was also addressed. The best placement for Sign Language Interpreters was also brought to the attention of the Marilyn Rodman Center. Two \$2,500 Scholarships were awarded for the first time by the FCOD. Dylan Kelly was chosen for the recipient of the Student with a Disability Scholarship. Jaime Devellis was awarded the Disability Studies Scholarship. Adaptive Exercise Equipment was purchased for the Adaptive Unified Physical Education Program at the Ahern School. The Above and Beyond Business Award was given to Papa Gino's on North Street. The Above and Beyond Individual Award was given to Fiona Truss. New Brochures were ordered. These brochures provide information about our Commission and other federal, state and local agencies that can help people with disabilities. David DelPizzo continues to work on our Facebook page for the Foxborough Commission on Disability. This platform helps make residents aware of how the Commission is serving our community. It also serves to facilitate communication with other Foxborough Boards/ Committees and between Commissions on Disability in other towns. A couple of the our members continue to liaison with the town's Linked Together program to share resource information across a broad spectrum of service agencies.

Goals

The Foxborough Commission on Disability wants to work with the Town to acquire Assistive Listening Devices for the Select Board meetings and other activities at Town Hall. We also want to ensure that such devices are available for Town Meetings to enable Hard of Hearing residents to fully participate. We need to ensure that members of the community are aware of the availability of the assistive listening devices, and the need to request the devices. The town provides American Sign Language Interpreters for one of our Commission members during our monthly meetings. We also need to investigate how the Town can provide Sign Language Interpreters, so that parents who are Deaf can attend their children's activities in town. The FCOD will award two scholarships in May of 2025.



HOUSING AUTHORITY



MISSION

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

BOARD OF COMMISSIONERS

Greg Spier
Chair

Kevin Powers
Vice Chair

Susan Perez
Treasurer

Nancy D'uva
Member

Heather Konieczka
Tenant Seat

HOUSING AUTHORITY STAFF:

Kevin Fusco
Executive Director

Carlyn Powers
Bookkeeper

Catherine del'Etoile
Bookkeeper

Elizabeth Allen
Tenant Selector

MAINTENANCE STAFF:

Eric Galanti

John Babbitt

Joseph Rathbun

James Amaral

Morgan Southworth

The Foxborough Housing Authority (FHA) would like to thank various departments of the Town of Foxborough for helping make this such a successful year including, but not limited to, the Council on Aging, the Disability Commission, the Department of Public Works, the Building Department, the Town Clerk, the Fire and Police Departments and special thanks to Town Manager Paige Duncan. We would also like to thank the public servants of EOHLC who work tirelessly to support this program and the Regional Capital Assistance Team (RCAT) without which many of our projects would never see the light of day.

Walnut Street development

As indicated in last year's Annual Report, the FHA had been working for nine years on developing 200 units of affordable senior housing apartments on 16 acres of land it owns. This property is located at the intersection of Commercial Street (Route 140) and Walnut Street and is now known as "Walnut Knoll." The property is being developed through a joint venture group headed up by Affordable Housing and Services Collaborative, Peabody Properties, Inc, and the Onyx Group known as WSJV Developer LLC. The apartments will be available to persons aged 55 and older, as well as to non-elderly disabled individuals. Foxborough residents will receive a local preference as the units become available in the first round of offerings. Building 1 of this exciting new development will be ready by August of 2025 and Building 2 will follow not long after in December of 2025. The developer will be conducting a lottery for the apartments as the construction gets closer to completion. More information can be found on the developer's web site at livewalnutknoll.com through which you can also signup for updates on the project.



HOUSING PORTFOLIO

- 104 Elderly/Non-Elderly handicap units**
- 20 SMOC - Section 8 Project**
- 2 Based Family units**
- 39 Group Homes (16 beds total)
2 & 3 Family bedroom sites**





From Left to Right: Tenant Selector Elizabeth Allen, Board Treasurer Sue Perez, Executive Director Kevin Fusco, Secretary of EOHLC Edward Augustus, Joey Rathbun, John Babbitt, James Amaral, Morgan Southworth, Board Chair Greg Spier, Foxborough Town Manager Paige Duncan, Board Member Nancy D'uva and Bookkeeper Carlyn Powers.

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

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

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

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

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



One of several roof replacements projects from 2024

CULTURAL COUNCIL



MISSION

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

Ken Carberry
Chair

Richard Benoit
Clerk

Paul F. Godin
Honorary Lifetime Member

Laurie Coe Joe Sanders Blaire Jenkins Lidy Chan Teddy Jouret Keith Polis Erica Spitz

The FCC (Foxborough Cultural Council) has nine voting members. These members are Ken Carberry, Keith Polis, Erica Spitz, Lidy Chan, Rick Benoit, Blaire Jenkins, Joe Sanders, and Teddy Jouret. The FCC meets monthly with the aim of maintaining our presence in the community and expanding awareness about the availability of cultural grants. In 2025, we plan to feature grant recipients on our Facebook page @FoxboroughCC and serve as a cultural resource for the community. We are continuing to work with community members and the Massachusetts Cultural Council on the exploratory phase of creating a state recognized Cultural District in Foxborough. We plan to continue our fundraising efforts with the goal of increasing the impact of our grants. Members may serve up to 2 three-year terms before taking a one-year break, allowing for many in our community to get involved. Any Foxborough resident who is passionate about arts, sciences, and culture and interested in lending their time and talent is welcome to contact us at foxborocc@gmail.com for information about joining.

In the winter of 2024, the FC recieved 33 grant applications for the FY2025 grant cycle. A total of 16 grants have been awarded in the combined amount of \$9,200

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

AMOUNT PROGRAM

\$ 1,077	MRPAC Rodman Awards
\$ 525	Sound Explorations, Inc's "Whales in Motion"
\$ 1,000	Un-Common Theatre's "Mean Girls"
\$ 500	Lewis and Shea's "Songs & Stories of the American Folk Revival"
\$ 700	Mabelle M. Burrell School's "Annie"
\$ 750	Mass Audubon's Conservation and Wildlife in your Neighborhood
\$ 450	Reading is Magic
\$ 500	The Foxboro Reporter Photo Exhibit
\$ 700	The Catnip Junkies Live at the Library
\$ 430	Interactive Concert for Young Children
\$ 500	Hockomock Film Festival
\$ 500	Hip Hop Chair Dance for Seniors
\$ 568	Textured Watercolor Painting & Collaging
\$ 300	Winter Wonderland - Hornithology Ensemble
\$ 500	Neponset Choral Society's FY23-24 Concert Season
\$ 200	Easton Chamber Music Festival



HISTORICAL COMMISSION



MISSION

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

Mark Ferencik
Chair

Kenneth Bryant
Clerk

Paul F. Godin
Honorary Lifetime Member

Jonathan Glover
Member

V. Taylor Ford, Jr.
Member

Kristin Hovey
Member

Deb Wendell
Member

Bill Sides
Member

Emelie J. Bonin
Associate

Thomas P. Sabin
Associate

Maureen T. Kraus
Associate

Liza Click
Associate

Bill Milhomme
Associate

Boyden Library

The Commission is strengthening its ties to the library, making some of its exhibits more accessible to the public. A Homer White retrospective was held in the Community Meeting Room in February, and over 30 original paintings were featured. The Commission has purchased a display case which is located upstairs near the mystery section, and it will be stocked shortly. Additionally, the library has microfilm of *The Foxboro Reporter* through the years. The Commission and the library have jointly been able to digitize all of them up to June 2005. This effort will continue this year. These can be accessed at: foxborough.historyarchives.online/home

Memorial Hall

More work was completed on the crown jewel of Foxborough's buildings, the venerable Memorial Hall. The front entrance was repointed, stopping a persistent leak. The interior plaster had been damaged and that was subsequently repaired, and the storm windows were painted for a spruce up in the fall. Some painting and woodwork clean up inside remains to be done.

Foxborough's Civil War Service

Local author A.C. "Tom" Ellis (Medway) has written books about area towns' participation in the Civil War. From 2022/2024 he turned his attention to Foxborough, producing a beautiful and extremely detailed manuscript, *Foxborough's Civil War Service a History and Roster*. The book tells the story of anyone who served that had a Foxborough connection, whether they enlisted from here or moved here later. It has much more information, including a chapter by the late Town Historian Jack Authalet, who assisted Mr. Ellis with his research. The book is available from Damianos Publishing (Framingham, MA).

Hamilton Awards

Commission Member Kristin Hovey was the proud winner of the 4th annual MRPAC Hamilton award, which is for someone who builds bridges from history to the present. For 23 years, Kristin has been a central member of the Foxborough Historical Commission. She enthusiastically performs in the Paine School portion of the third-grade school tours, where she portrays a typical schoolmarm in period costume.

Events

The Commission participated in 4 major events in 2024: Memorial Day, Founders Day, The Jaycees Car Show, and Light Uptown. Memorial Hall was open during and after the events, and many visitors took advantage of the programs. The Steamer Shed was open for Founders Day and the car show, while the Paine School was also made available for the car show.

Street Names

The Commission recommended to the Select Board that the next set of new streets will be named for veterans on the Town Squares, (those who gave their lives in WWI, WWII, Korea, and Vietnam). We will be starting with Vietnam veterans, as those are the most recent, and it is most likely that there will still be some family members in the area. This was a result of suggestions from Foxborough resident and veteran, Neil Kaiser.

Cemetery Preservation Project

Noted cemetery preservationist Jonathan Appell once again was able to use his expertise at two town owned cemeteries. Seventeen monuments were restored at the Pratt-Hodges burial ground, as well as sixteen at Payson-Morse. Once again Commission members spent many hours cleaning gravestones, this time at the Wading River Cemetery. Currently close to 400 monuments in the Centre, Boyden, Pratt-Hodges, Payson-Morse, Sherman, and Wading River cemeteries have been cleaned; the work includes some major repair work as the before and after gravestone restoration done at Pratt-Hodges burial ground demonstrates. In 2025, he will be subcontracting some technicians to work on rehabilitating approximately 30 markers in the Sherman and Wading River cemeteries.



School Tours

For many years, the Historical Commission has provided tours for the three elementary schools. Second grade students were the original participants, but revisions to the State of Massachusetts' local history curricula has changed that to be third graders. Tours include Memorial Hall, the Steamer Shed, Paine School, and Town Hall.

Old Trolley Line Walking Tour

Back in the early days of the last century, passengers could go between Foxboro and Mansfield, Walpole and Norwood, among other towns. There was also a spur to Lakeview Park which was a recreational destination. Last fall, Commission members Bill Milhomme and Bill Sides led a tour of the former track lines near the Lakeview Pavillion.



Post Cane

In 1909, the now defunct *Boston Post* newspaper distributed painstakingly designed walking canes to 700 New England towns. The canes, made of ebony — imported from Africa and crowned with 14-karat gold — were then presented in varying measures of ceremonial pomp, to the oldest living male of those municipalities.

Since then, for over a century, the canes have been handed down to the next oldest survivor in those towns, in what has become a venerable Yankee tradition. Women were added to the list of cane recipients starting in 1930.

The Historical Commission was very pleased to present a replica cane to Nell Yahrmarkt in 2024. The original artifact remains on display at Memorial Hall. The presentation was made on the occasion of her 101st birthday, in the presence of many family members, friends, Commission members, and Town Manager Paige Duncan.

Historic House Plaques

The Program will be celebrating its 25 year anniversary in 2025. It was conceived and implemented in 2000 by Associate Member Emelie Bonin. It helps folks demonstrate appreciation for their older homes by exhibiting a plaque of uniform quality, size, and appearance. The plaque displays the original owner's name, occupation and date of construction, thus giving passersby a glimpse into the history of the house and the neighborhood.

Ms. Bonin conducts deed research free of charge as a service to our community. She uses a variety of available resources to learn details of previous owners' lives, which are then passed on to the owner in a research packet. Significantly, this program imposes no restrictions or obligations whatsoever on the house or property.

In 2024, there were eight historic houses researched. Most of these plaques have been displayed by the homeowners. The construction dates ranged from 1846 to 1912, and occupations of original owners included farmers and a jeweler. Another plaque honored a yeoman, (one who farmed his own land). Family names of the original owners included Morse, Smith, Elwell and Comey; Alden, Belcher, Dixon and Tibbetts.

Visitorship

Memorial Hall was very busy in 2024, with 908 visitors logging in. Guests represented 20 Massachusetts towns, 9 states and two foreign countries (Canada and Japan). The most popular events were Memorial Day, Founders Day, the Jaycees Car Show, and Light Uptown.

Membership

The Commission is pleased to welcome back Jonathan Glover as a returning member. Jonathan was on the Commission for several years and headed up the 150th year anniversary celebration of Memorial Hall. Bill Milhomme was appointed as an associate member. He was at the State Archives in Boston as a reference Supervisor for many years. He has also done extensive research into Foxborough history and has blogs on various topics.

Preservation and Restoration awards

The Commonwealth of Massachusetts hosts the Massachusetts Historical Commission's Annual Preservation Awards Program during the month of May. The program encourages local historical commissions to recognize outstanding efforts to restore and preserve historic assets throughout the cities and towns of the Commonwealth. Preservationists, like our award winners, who work to protect our historic assets, have maintained the sense of time and place that forms the essence of our communities. For over 20 years now, Foxborough has focused on identifying houses, streetscapes and projects that have enjoyed noticeable efforts at preservation and at restoration. Our 2024 recognitions included:

PRESERVATION AWARD

Winner: 22 Prospect Street

Our definition of preservation is maintaining a building in its existing form and preventing any unsympathetic alterations or deterioration. Preservation allows the structure to reflect the many changes that may have taken place over the years, which then reveal its complete history.

This year's award for Preservation went to the owners of 22 Prospect Street, a Queen Anne cottage built in 1896. The recipients are Stephanie Ruest and Jeremy Jenkins. The house's exterior and atmosphere have been enhanced by the recent addition of a wrap-around porch. It is a welcome and noticeable upgrade to the neighborhood. Not only does it flatter the house, it ensures that the preservation of the house and its corner lot setting are guaranteed for many more years.



ADAPTIVE RE-USE AND RESTORATION AWARD

Winer: Station One by Shovel Town Brewery

The Historical Commission's definition of Adaptive Re-use and Restoration is a project that redirects a building, structure or site toward a new use other than its original. Douglas A. King Builders Inc. of North Easton was named the winner of the 2024 Foxborough Historical Commission Adaptive Re-use and Restoration Award. In the Commission's mind, demolition was out of the question and adaptive re-use and a mixed-use development were envisioned. When the town put the project out to bid, the Economic Development Committee and the Select Board had various criteria: vision consistency and strategy, qualifications, financial capability, and timing. Not resting on his laurels after successfully adapting and reusing the former Foxborough State Hospital buildings and many other projects, Douglas King Builders bid on the project. Based on his team's qualifications, both structural and financial, and his vision for the property, he was awarded the project. The brick structure, including the bell tower, was restored with historically sympathetic modifications made to promote a welcoming and popular bar, lunch and dinner venue which is contributing to the revival of our downtown. Mr. King breathed new energy into and extended the life of this iconic and historic structure.



FOXBORO CABLE ACCESS



MISSION

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

Michael Webber
Executive Director

Margaret Nash
Administrative Assistant

Lauren Bitar
Master Control Technician

BOARD OF DIRECTORS

Paul Beck
President

Lynda Walsh
Vice President

Margaret Chaisson
Clerk

Matt Shea
Treasurer

Ruth Mackie Anne Marie English Rick Plasmati Dan Williams Kevin Penders

Foxboro Cable Access (FCA) has occupied its prominent uptown location at 28 Central since 2010. In 2024, we unveiled a fresh face to the community—literally—with an upgraded façade, entrance, and new signage. We enjoy our prime position on the Central Street block and warmly welcome community members to stop in anytime to see our state-of-the-art facilities and discover how to become volunteers.



HD Channel Expansion

Building on our success from previous years, we've continued to enhance our HD offerings. Comcast HD 1072 was activated in 2022, followed by the launch of Verizon HD 2139 in May 2023.

The viewership on the local HD channels continues to grow as awareness grows. Local sports fans, in particular, benefit significantly from the enhanced picture quality.

Productions & Facilities

FCA maintains numerous high-definition production facilities around town, including:

- FCA Studio A
- FCA Mobile Unit
- Boyden Community Room
- Ahern Broadcasting Club
- High School Gymnasium
- FHS Media Center
- Marilyn Rodman Performing Arts Center



One of our last remaining non-HD facilities was our focus for 2024. The TV Center at FHS Auditorium, created in 2010, was initially built using donated and refurbished camera equipment along with lots of volunteer ingenuity. Over this past summer, seven racks full of equipment were completely disassembled and removed, clearing the entire control room for the first time in years and allowing the custodial staff to “work their magic.” With freshly buffed/waxed floors and fresh paint, the room was systematically re-populated with all brand new-state-of-the-art HD cameras, test and control stations, monitors and consoles.

There are now twelve HD cameras spread throughout the auditorium. Eight cameras are remotely controlled PTZ cameras, along with three traditional cameras. The control room was reduced down to a single rack of equipment and thanks to the talents of volunteer Scott Daniels, who designed and fabricated custom table toppers, the control room space is fresh, modern, and ergonomically setup to support community volunteers covering events in the auditorium. From musical performances to community meetings FCA will be well positioned to respond to the needs of the community for years to come.

Future Funding & Public Policy

We remain vigilant in monitoring legislative activities and raising awareness about the positive impact of PEG Access on communities nationwide and in our own local community. “Cord-cutting” has impacted our funding and is an ongoing concern. Here in Massachusetts, we followed the “Modernize Funding for Community Media Programming” bill as it worked its way through the statehouse. This proposal would have helped secure funding for FCA and PEG Stations across the state. Ultimately, no vote was taken but a new version of the bill is in the works for the next legislative session and we remain hopeful.

There are also numerous efforts at the federal level to keep our elected leaders aware of the work being done and the impact we have on our local communities.

Community Engagement

From supporting non-profits, town government, and various partnerships, the very nature of what we do involves community engagement every day. One high point was FCA’s participation in Foxborough’s Light Uptown event in November. Situated as we are in the middle of the Central Street block with Santa & the Snow Machine, we opened our studio doors and invited revelers to record a personal greeting with a variety of green screen backgrounds. We also enjoy hosting a booth on Founders Day, giving out treats during the Halloween Parade, and having our truck available for Touch-A-Truck events and promoting Cultural Council programs and offer our studio as board meeting space for other organizations such as the Historical Society and the Jaycees.

We appreciate being valued and respected within our local community, and also in the wider media landscape. FCA volunteers contribute countless hours to produce local programming and keep our organization vibrant and connected to the community. Their efforts are instrumental to our continued success. Each year at our Volunteer Appreciation Night, we honor them. Among many other recognitions for production excellence and creativity, Vin Riccio was named Volunteer-of-the-Year. He is an active member of sports and music crews and recently became producer of the Boyden Library Concert Series.

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

Overcoming challenges is a hallmark of success. Ongoing collaboration and partnerships continued through 2024 to produce LIVE and pre-recorded school events including: concerts, sporting events, Senior Nights, tournaments and meetings. One notable highlight of the year was the celebration of 100 episodes of What’s Up! , an ongoing series of interviews with community events and organizers produced by the Youth Production group.

FCA volunteer producers developed several new program concepts for studio production this year and familiar series continued with new hosts and guests on a variety of topics. We also encourage other local organizations to use our facilities to promote





their objectives, such as Cub Scouts promoting their Pancake Breakfast, capture new events of importance to the community like the Veterans Banner Project, POW-MIA event, or Warrior Hall of Fame, and help local churches with technical consulting and equipment as needed.

PROGRAMMING

FCA provides multiple viewing options for the community: Programming runs 24 hours daily on three SD channels, 2 HD channels; LIVE! streaming meetings and events on our FCA website (fcav.org) and YouTube; Community Bulletin Board notices and announcements with customized FCA Radio news and local commentary as background.

Despite ongoing cord-cutting trends, local content remains in high demand. Our PEG channels and online platforms continued to enjoy strong viewership and

community engagement. The FCA YouTube Channel reached over 8,500 subscribers and 300K views during the year. In total, community volunteers produced 546 locally produced programs in 2024. That includes 386 LIVE programs!

COMMUNITY RESOURCES

Foxboro Cable Access provides various opportunities for hands-on training in the use of all production equipment as well as expanded Educational Support, and participation in an active Community Media Center.

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



Throughout the year, FCA tries to foster interaction among the volunteers with special events at the studio: Annual Volunteer Appreciation Night, Fall Cookout and Holiday Social, as well as other events planned to invite the public. In a new direction this year, staff members developed The FCA Scavenger Hunt and launched it on Founders' Day, sending individuals on a quest around town for video and photographic images from a cleverly written list of objective compositions. Participants checked in with their progress through the summer.

We support and participate in events planned by town departments and civic organizations, such as Founders' Day, the Recreation Halloween Parade, or the Cultural Council programs. In April the Foxboro Jaycees presented FCA with a Community Partner Award this year, "With gratitude for generous support to The Foxborough Jaycees, helping to advance their good work for the Foxborough Community."

License Renewal:

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



AWARENESS

The FCA staff strives to maintain a professional and friendly atmosphere supporting the volunteers' efforts. We can never thank our volunteers enough for their never-ending support and contributions. They are the core of our organization, and we are very fortunate to have them. As always, we are thankful to our two municipally-contracted Cable Service Providers, Comcast and Verizon, for their support and service in this past year. Interested town residents are invited to contact us at 508-543-4757, visit our website at fcav.org or visit our wonderful Studio Complex at 28 Central Street in Uptown Foxborough.



The background of the page features a photograph of a stadium sign in the foreground, which includes the word "STADIUM" and a large letter "N" on a shield-shaped emblem with an American flag motif. To the left, a tall flagpole with the American flag is visible against a clear blue sky. In the background, there are bare trees and a paved area.

113 POLICE

128 FIRE

137 STADIUM ADVISORY COMMITTEE

139 PUBLIC WORKS

141 WATER & SEWER

POLICE



MISSION

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

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

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

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

Chief Michael A. Grace

Vision Statement

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

CORE VALUES

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

2024 Personnel Changes

New Hires

- Desiree Rivera graduated from the Plymouth Police Academy in January and was sworn in as a full-time officer.
- Jean Medard graduated from the Quinsigamond Community College Full-time Recruit Officer (ROC) Academy in March and was sworn in as a full-time officer.
- Michael Salerno transferred from the Holy Cross Police Department and was sworn in as a full-time officer in August.
- Jeffrey Beckwith was sworn in as reserve officer.
- Koren Kanadianian was sworn in as reserve officer.

Promotions

- Patrick Hoffman was promoted from Sergeant to Lieutenant
- Patrick Morrison was promoted from Detective to Sergeant

Community Response Social Worker

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

Retirements & Resignations

- Officer Francisco Azevedo retired in 2024. We thank Officer Azevedo for his 30 years of dedicated service to the town and wish him all the best in his future endeavors. Officer Azevedo will continue to serve the community as a reserve officer.
- Officer Steven Hole left the department and transferred to the Bellingham Police Department in November.
- Officer Desiree Rivera left the department in December.
- Alfred Trinh, Kelly Colvin, Paul Quadrozzi, James Santucci, and Allan Haskell resigned from the Reserve Police Force.

Although we continue to lose many years of experience from our Reserve force, we are also welcoming new members who have retired from their full-time careers but are not quite at a point to hang up their duty belts.



2024 Training Highlights

Training remains a top priority for the Foxborough Police Department as we continue to adapt to evolving challenges in modern policing. Professional development is the foundation of our effectiveness, ensuring that our officers are prepared to handle complex incidents, respond to crises, and engage with the community in the most effective and professional manner. Policing is a dynamic field, with new case law, legislative changes, and emerging threats necessitating ongoing training to maintain the highest standards of service.

Our training efforts begin at the Police Academy and continue throughout an officer's career. In addition to the mandated 40 hours of annual in-service training, all officers receive semi-annual firearms training, annual use-of-force training, and less-lethal tactics training. Thanks to grant funding, we were able to enhance our training offerings significantly this year, including a large-scale shield training initiative in collaboration with the Millis Police Department.

The Shield Training program, conducted by Matador Tactical, brought Miami-Dade SWAT experts to Foxborough to train our officers in advanced ballistic shield tactics, active shooter response, tactical medical care, and scenario-based exercises. This three-day training, spread over multiple sessions, ensured that all officers could participate while maintaining shift integrity. The training was designed specifically for patrol officers, equipping them with critical life-saving techniques that enhance officer safety and response capabilities.

In addition to department-wide training initiatives, leadership development also remains a crucial focus. This year, a member of the command team attended the Crisis Leadership: Ready When It Matters Most program offered by the National Preparedness Leadership Initiative (NPLI) at Harvard University. This intensive program provided advanced training in meta-leadership strategies, crisis decision-making, and high-stakes leadership techniques. The training emphasized practical approaches to maintaining leadership presence, building strong collaborative networks, and effectively responding to emergencies and evolving challenges. The skills and knowledge gained through this program will enhance our department's ability to lead in times of crisis and strengthen our overall preparedness.

Additionally, our training calendar this year included a diverse array of specialized courses such as:

- Critical Incident Response
- Advanced Domestic Violence & Sexual Assault Investigation
- Crisis Intervention & Adolescent Mental Health
- Crash Reconstruction
- Command Leadership & Large Event Venue Management
- Media Relations & Social Media Investigations
- Major Use-of-Force Investigations
- Firearms Instructor Certification

We recognize that training is not just about meeting mandates but about exceeding expectations—ensuring that our officers are confident, capable, and well-prepared to serve the community. The department will continue to seek out high-quality training opportunities and leverage available grant funding to provide the best possible education and preparedness for our officers.

Accreditation

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

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

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

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

Awards/Recognition

Officer Scott Dion and Officer Ryan McGrath were Recognized for Excellence in Traffic Safety with the prestigious AAA Northeast 2024 Traffic Officers of the year award. This recognition highlights their dedication to traffic safety and their commitment to protecting the community. As motorcycle officers Officer Dion and Officer McGrath have played a vital role in traffic enforcement significantly reducing accidents and improving road safety.

In addition to their daily patrols Officer Dion and McGrath have demonstrated outstanding leadership in managing traffic during major community events, including parades, road races, funerals, Patriot games, and concerts. Their expertise ensures smooth traffic flow and enhances public safety during these events.

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

During an award ceremony in November, five department members were presented with awards highlighting their exceptional service:

- Sgt Val Collins was awarded the Lifesaving Medal
- Sgt Megan Allen was awarded the Meritorious Service Ribbon
- Officer William Monterroso was awarded the Meritorious Service Ribbon
- Officer Joseph Godino was awarded the Meritorious Service Ribbon
- Officer Melissa O'Connor was awarded the Meritorious Service Ribbon



Ofc. Dion and Ofc. McGrath receiving the AAA Northeast 2024 Traffic Officers of the year award



Sgt. Collins awarded the Lifesaving Medal by Chief Grace

Chief Michael A. Grace

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

Deputy Chief Richard Noonan

The Deputy Police Chief performs administrative, law enforcement, and supervisory work assisting the Police Chief with planning, organizing and directing the operations of the Police Department in accordance with Massachusetts General Laws and local bylaws; other related work, as required. The Deputy Chief is the liaison to Gillette Stadium and is responsible for major event planning, homeland security, and coordination with our federal, state, local, and private partners. Deputy Noonan also serves as the Accreditation Manager and is responsible for the upcoming 2025 Accreditation Assessment.

Administrative Support Staff

Lee McCarthy & Robert Bolger

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

Operations Division

Operations Division Commander Lieutenant John Chamberlin

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

Administrative Division

Lieutenant Patrick Hoffman

The Administrative Lieutenant plays a pivotal role in managing key functions within the Foxborough Police Department, ensuring efficient and effective operations. This position oversees the Detective Division, Court Prosecutor, Evidence and Property Room, Fleet Management, Equipment, Facilities, Training, and Technology/IT.

Additionally, the Administrative Lieutenant is responsible for critical programs and initiatives, including the Body-Worn Camera (BWC) program, regional dispatch liaison with SEMRECC, records management systems, NIBRS reporting, and conducting Internal Affairs investigations. These responsibilities are essential for maintaining operational integrity, compliance with industry standards, and the seamless integration of modern technology into law enforcement practices.

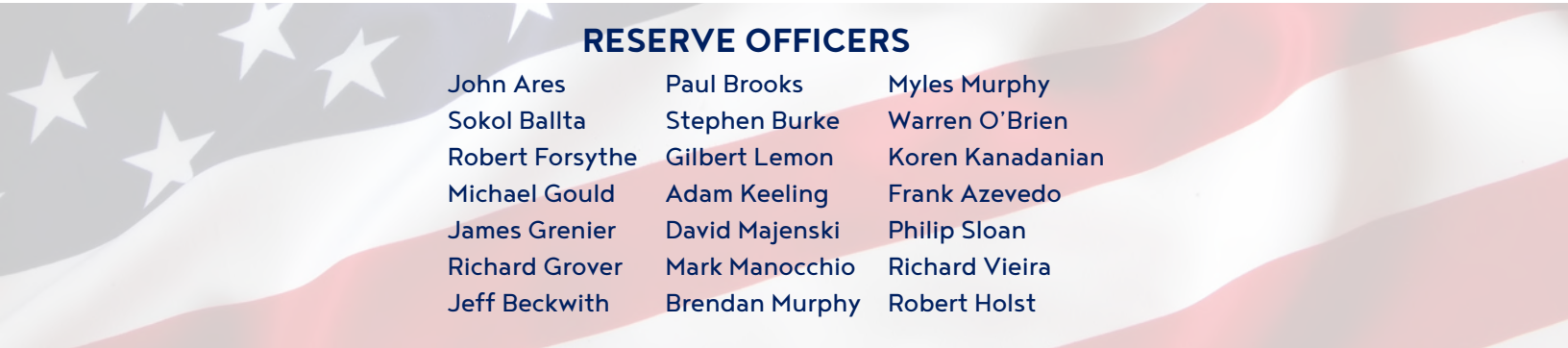
By overseeing these diverse areas, the Administrative Lieutenant plays an integral role in supporting both the daily operations and long-term strategic objectives of the Foxborough Police Department.

Reserve Police

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

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

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



RESERVE OFFICERS

John Ares	Paul Brooks	Myles Murphy
Sokol Ballta	Stephen Burke	Warren O'Brien
Robert Forsythe	Gilbert Lemon	Koren Kanadanian
Michael Gould	Adam Keeling	Frank Azevedo
James Grenier	David Majenski	Philip Sloan
Richard Grover	Mark Manocchio	Richard Vieira
Jeff Beckwith	Brendan Murphy	Robert Holst

Detective Division

Detective Patrick Morrison, Detective Mark Bohnenberger, & Detective Michael Alberts

The Detective Division is responsible for investigating all major criminal cases in collaboration with the Patrol Division and external law enforcement partners at the local, state, and federal levels.

In 2024, the division faced a significant transition following the promotion of Detective Morrison to Sergeant, leaving a critical vacancy. After careful consideration and recommendations from the Foxborough Police Sergeants, Officer Politsopoulos was selected to fill the role of Detective. Chief Grace approved the recommendation, and in August 2024, Detective Politsopoulos officially assumed his new position.

Within just four months, Detective Politsopoulos was assigned 21 cases. Notably, during this short period, he successfully identified and charged multiple suspects involved in an organized retail crime operation. Additionally, he identified and charged a suspect in a scheme to defraud a local business while also assisting federal partners in their concurrent investigation into the same individual.

The Detective Division remained actively engaged in 2024, handling a steady caseload of complex and serious offenses. Among the notable investigations this year were cases involving:

- Obscene Material Distributed to a Minor
 - Rape
- Motor Vehicle Theft
 - Unattended Deaths
- Drug Investigations
 - Larceny
- Breaking and Entering
 - Other serious felonies

Notable Cases

A notable investigation this year was led by Detective Bohnenberger and involved a 66-year-old male suspect who traveled to Foxborough with the intent of meeting what he believed to be a 13-year-old child. The individual was, in fact, communicating with a decoy. The suspect was intercepted outside the Boyden Library, and following a three-month investigation, he was arrested and charged with multiple felonies.

Another notable case, led by Detective Alberts, involved Foxborough EMS and Foxborough Patrol Division responding to a medical emergency at a local hotel. Due to the presence of suspected illegal substances, a criminal investigation was initiated. The investigation resulted in the execution of multiple search warrants for the hotel room and various electronic devices. Law enforcement recovered 319 grams of fentanyl, cocaine, prescription pills, drug paraphernalia, digital scales, and \$4,437 in cash. Further inquiry revealed evidence of long-term substance abuse and a lack of prenatal care, contributing to the risk factors surrounding the incident.

Based on the findings, an arrest warrant was issued for multiple drug-related offenses and child endangerment. The case was referred to the Norfolk County District Attorney's Office for prosecution. This investigation underscores the department's commitment to addressing narcotics-related crimes and ensuring the safety of vulnerable individuals in the community.

The Detective Division continues to play a crucial role in solving complex criminal cases, supporting patrol operations, and working in close collaboration with state and federal law enforcement agencies. Their dedication and expertise ensure that Foxborough remains a safe community, and their investigative work in 2024 reflects their unwavering commitment to justice and the community.

Juvenile Division

Sgt Megan Allen, Officer William Monterroso (SRO), Officer Joseph Godino (SRO), & Officer Melissa O'Connor (SRO)

The FPD Juvenile Division is first and foremost responsible for addressing crimes committed by and against children in the Town of Foxborough. The unit is made up of three Officers and a Sergeant, all of whom are certified School Resource Officers (SROs) with years of experience working with juveniles. Within the School Resource Officer program, there are several roles and responsibilities outside of just case management. The SROs are the primary liaisons between the police department and the two school districts in Town; the Foxborough Public Schools (FPS) and the Foxborough Regional Charter Schools (FRCS). The SROs monitor and are on site at the schools each day with two main objectives: first, to maintain peace and safety for all, and second to serve as a positive resource for students, faculty, and families. The SROs regularly engage in community policing throughout their days and by attending many of the community events and activities outlined above.

The School Resource Officers handled several important cases over the past year including those involving child abuse, sexual assaults, domestic violence, and assisted in managing several mental health crises involving juveniles. The Juvenile Division is able to do the great work they do thanks to strong partnerships they maintain with the schools as well as other agencies such as the Norfolk County District Attorney's Office, other local and state law enforcement partners, and community-based agencies such as the YMCA, New Hope, the Quincy Family Resource Center, and Riverside, to name a few.

In 2024, the Juvenile Division attended several important trainings including the National School Resource Officer Convention in Phoenix, Arizona. They also created and ran FPD's first ever Youth Police Academy over the summer. This highly successful two-week youth program enabled children ages 12-14 to experience what it's like to be a part of a police academy. They learned so much about the law enforcement profession while attending several fun field trips!



SRO Appreciation Day 2024

Community Impact Unit

Beginning in 2021, FPD has demonstrated their commitment to survivors and those affected by domestic and sexual violence through follow up engagement and community outreach conducted by the department's Domestic Violence Unit. FPD was awarded a grant through the Department of Public Health to support this work which will sadly end in 2025, though we hope to apply for more in the future. The domestic violence unit consists of specially trained officers, a sergeant, and the public safety clinician. The unit has now taken on the additional role of conducting follow ups related to substance abuse and overdoses and has transitioned into a Community Impact Unit, which works with individuals in the community who are experiencing anything from domestic violence to homelessness.

Over 2024, the unit conducted about 150 follow-ups with individuals affected by domestic or sexual violence and reached hundreds of others through educational and outreach efforts. The unit collaborated closely with several community based and partner organizations to connect survivors with resources. It is the goal of this unit to assist survivors and those affected by other quality of life issues with resources, safety planning, emergency services, and a complete review of their rights and options available to them.

2024 Community Events/Engagement:

- Coffee and Cocoa with a Cop Council on Aging
- Chill with Cop- June end of School-Cumberland Farms
- Story Time Boyden Library-Payson Playground
July/August
- Red Cross Blood Drive
- Motorcycle Awareness Orange Ribbon Campaign
- SROs collaborated with schools to read books during read across America week
- Hockomock YMCA-Gillette Stadium 5k
- High Five Friday-Foxborough Public Schools, Foxborough Regional Charter and Sage
- Hockomock YMCA preschool cruiser visit
- Bus Safety presentations at elementary schools (public and charter) by SRO's
- Social Media Safety presentations at middle schools (public and charter) by SRO's
- Hockomock YMCA "Fill a Cruiser Back Pack Drive"
- Protect and Serve Lunches at elementary and middle schools
- Presentations to both the boy scouts and girl scouts
- National Bus Safety week
- Several High Five Friday events (sometimes joined by Pat the Patriot)
- Discretionary Fund Toy Drive
- Bass Pro Santa escort
- Coffee with a Cop Dunkin Donuts & Starbucks
- Foxboro Moms Club Public Safety Tour
- Drug Take back event
- Officer Monterroso installed several car seats for residents
- Collaboration with Foxborough Recreation for Touch a Truck event
- Tour of station with METCO student program
- Special Olympics
- Trunk or treat (elementary schools, YMCA)
- Participated in FHS Credit for Life fair
- Assisted with Igo walk to the Orpheum day
- Foxborough Public Schools B.I.T Auction "ride to school"
- Escort Foxboro High State Champions Girls Basketball and Boys Football
- Foxborough Regional Charter School Block Party, SROs attended and served lunch
- SROs attended Charter School Unity Day parade
- Ruby Bridges Walk to school day, patrol and SROs assisted and "walked to school" with students
- FHS Career Day presentation
- Charter School career fair booth
- SROs attended FHS away football games and basketball games
- Veteran coat drive at Gillette
- Human Trafficking training presentation at the Council on Aging
- SRO/Domestic Violence Officer attended SEPAC Community Resource Fair in Mansfield with table set up/resources for Foxborough/Mansfield Families with children with special needs
- SROs presented along with State Police to the Family Empowerment Alliance about school safety and juvenile delinquency
- Assisted with FHS senior parade
- Founders Day and Memorial Day parade marches
- Participated in the FPS stadium dodgeball event
- Held first ever FPD Youth Police Academy for middle schoolers
- French and Spanish exchange student tour around station
- Participated in Bright Start Daycare Community Helper Day

Special Operations/Gillette Stadium Division

Lieutenant Adam Byrnes

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

Due to this uniqueness, and the ever-increasing demand for security planning and collaboration with our federal, state, and local partners, this past year the department added a division in the command structure specific to Gillette Stadium and Homeland Security operations. This need was identified internally and by outside analysis of our agency. This new division was also highlighted in our Strategic Plan.

In 2024, the department deployed officers to Gillette Stadium for forty-four (44) major events and provided a safe and secure environment in and around Gillette Stadium for 1.6 million fans and employees.

2024 not only had twenty-one (21) full stadium events, but we also began the security planning process for 2026 FIFA World Cup which is coming to Gillette Stadium in June of 2026. This is the first World Cup event in Foxborough since 1994 at the old Foxboro Stadium and will bring in world-wide attention. This event also brings in many unique security challenges. We are already working with all our security partners to ensure the safest possible environment for all fans, patrons, and employees throughout the entire event.

Drone/UAS

Lieutenant Adam Byrnes & Officer Tim Burt

The drone program has two officers that are FAA licensed drone pilots and three drones available for different applications. Drones were requested on 29 different calls for service in 2024, with over 34 hours of flight time (not including training). Both drone operators are part of the Metro-LEC drone unit that also services over 40 other cities and towns. Drones are ideal for assistance with missing persons and overall aerial view for officer safety and situational awareness.



Standard Roll Call for
All Gillette Events



FPD Officers with Kenny Chesney



COMMAND STAFF

DETECTIVES

Det. Alberts
Det. Bohnenberger
Det. Politsopoulos

SERGEANTS

Sgt. Allen
Sgt. Buckley
Sgt. Collins (SRO)
Sgt. Drayton
Sgt. Foscaldo
Sgt. Morrison

Michael A. Grace
Chief of Police

Richard Noonan
Deputy Chief

John Chamberlin
Lieutenant

Adam Byrnes
Lieutenant

Patrick Hoffman
Lieutenant

OFFICERS

Ofc. Burt
Ofc. Chamberlin Jr. (SWAT)
Ofc. Cossette
Ofc. Dimodica
Ofc. Dion (MOP, FTO)
Ofc. Fayles
Ofc. Flaherty
Ofc. Goldrick
Ofc. Lydon (FTO)
Ofc. Martin
Ofc. Mattson
Ofc. McGrath (MOP, FTO)
Ofc. Medard
Ofc. Nagle
Ofc. Lydon (FTO)
Ofc. O'Leary
Ofc. Parah (SWAT)
Ofc. Pollister & K-9 Max
Ofc. Salerno
Ofc. Saulnier
Ofc. Sloan
Ofc. Sousa
Ofc. Taylor

SCHOOL RESOURCE OFC.

SRO Collins
SRO Monterroso
SRO Godino
SRO O'Connor

ANIMAL CONTROL OFC.

ACO Bailey

ADMINISTRATIVE SUPPORT

Lee McCarthy
Department Administrator

Robert Bolger
Department Administrator

Officer Cannata
Administrative Officer

Officer Kilroy
Court Officer

Court Prosecutor

Officer Kerry Kilroy

The Foxborough Police Department's Court Officer, Kerry Kilroy, plays a vital role in ensuring the seamless prosecution of criminal cases within the Wrentham District Court and Dedham Juvenile Court. Throughout 2024, the Court Prosecutor managed the filing of approximately 425 criminal complaints, working diligently to uphold the integrity of the judicial process.

A key responsibility of this role is the preparation and submission of discovery materials, which are essential to the prosecution of cases. This includes compiling Body-Worn Camera (BWC) footage, 911 call recordings, supplemental reports, and any additional evidence requested by the court. Each case demands a meticulous approach to documentation and evidence management to ensure fair and effective prosecution.

Beyond case filings, the Court Officer serves as a critical liaison between the Foxborough Police Department, the District Attorney's Office, defense attorneys, and court personnel, ensuring smooth communication and procedural compliance. Her commitment to detail and professionalism directly contributes to the successful adjudication of cases and the administration of justice in Foxborough.



Evidence Officer

Officer James Cannata

The Foxborough Police Department's Evidence Room, overseen by Officer James Cannata, plays a critical role in the preservation, documentation, and management of evidence vital to ongoing investigations and legal proceedings. In 2024, the department processed approximately 742 pieces of property, reflecting the volume and complexity of cases handled by our officers.

The secure intake, storage, and release of evidence are essential to maintaining the integrity of criminal investigations. Over the past year, nearly 322 items were properly released, whether due to case resolutions, judicial decisions, or rightful returns to property owners. This dynamic process underscores the continuous movement of evidence as cases progress through the legal system.

Beyond storage and management, the Evidence Officer ensures strict adherence to chain-of-custody protocols, regulatory compliance, and best practices in evidence handling. This meticulous approach safeguards the credibility of investigations and strengthens prosecutorial efforts in court. Officer Cannata's dedication to maintaining the highest standards in evidence management directly supports the Foxborough Police Department's mission of justice and accountability.

Animal Control Officer

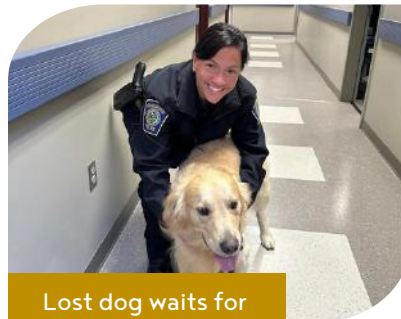
ACO Kaycee Bailey

Calls for Service 282

Intakes 18

Quarantines 15

All animals were healthy at the end of their quarantines



Lost dog waits for owners with FPD

Annual barn inspections were conducted of 25 facilities housing the following animals of which appeared free of contagious disease:

- Horses/Ponies/Minis 39
- Cattle 38
- Llamas/Alpacas 2
- Chickens 82
- Goats/Sheep 25
- Waterfowl 12
- Rabbits 1
- Pigeons 130



ACO Bailey assists in freeing a coyote from a plastic container

2024 was another exciting year for the animals here in Foxboro! We had a successful town Rabies Vaccination Clinic with an amazing turn out of both cats and dogs. We had a short visit with a bear and several bobcats in town! As our town's pet population is steadily growing and we look forward to another fun year in 2025.



Standard Roll Call for All Gillette Events

K9 Unit

Officer Pollister & K-9 Max

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

2024 MAX HIGHLIGHTS

JAN

- Assisted Hingham PD Detectives execute search warrant on residence for firearms. Conducted ballistics search of residence and located 2 pistols.
- Assisted Easton PD with 16-year-old who fled on foot after domestic A&B with brother. Track led to Elm St where the suspect was located.

FEB

- Conducted track at Ferensteins Farm for missing Q5 male. Party later found at Good Sam Hosp.
- Assisted Stoughton PD execute a search warrant on suspect house. Conducted Ballistics Search and located a loaded 30rd Glock magazine in a bedroom drawer.
- Located domestic suspect in the woods behind her residence on Foxhill without incident.

MAR

- Conducted Article Search for suspects' car keys after B&E and foot pursuit. No keys were located.
- Conducted Ballistics area search behind residence after domestic in Norfolk. Search unfounded.
- Conducted track in Bellingham for Q5 male who fled on foot after taking 28 OxyContin pills. Max located party 1 mile in the woods behind his residence without incident. Party was transported to the hospital.
- Conducted track in Walpole for high risk juvenile runaway at 2200hrs. Tracked party to Norfolk line where juvenile was located by Norfolk PD.

APR

- Assisted Norwood PD with a Ballistics Search of neighborhood where suspect fled on foot with possible firearm before hiding in a nearby residence. Conducted Ballistics Search of the neighborhood and residence. Search unfounded.
- Assisted Bridgewater PD conduct Ballistic Search at Bridgewater/Raynham High School after call stating there was a student with a gun. Conducted a search of school hallways, lockers and classrooms.

MAY

- Assisted Mansfield PD with missing 8 year old who fled on foot from apartment complex after disagreement with mother. Conducted track through local neighborhoods and along railroad tracks. Juvenile was located by a concerned citizen about ¾ mile from residence.
- Conducted Ballistics Search of residence (43 Alden) for possible firearm. K9 Max indicated on several shell casings located under a bed.
- Conducted Ballistics Search of suspects' vehicle from 43 Alden. Search was unfounded.
- Assisted Millis PD with search for missing elderly male. Conducted track behind the residence. Suspect was located by Search and Rescue in woods ½ mile from residence.

JUN

- Assisted Wrentham PD with tracking an individual that fled on foot after an MVA car vs wall by the Arbor in on route 1. Tracked suspect into woods off highway. Search was unfounded.

SEPT

- Assisted Taunton PD with Ballistics Search of a Property / 5th Wheel camper/residence for firearms after a domestic that occurred on the prior night. Suspect pointed pistol at victim's head. Search was unfounded.
- Assisted Norton PD with track after Armed Robbery at Speedway gas station where suspect held up cashier with knife. Tracked from gas station into woods and several neighborhoods. Suspect possibly fled in vehicle behind gas station.

2024 MAX HIGHLIGHTS

OCT

- Conducted Article Search after suspect fled on foot after vandalizing multiple vehicles with rocks. Suspect fled on foot into the woods and was located on Rt. 140. Suspect removed clothing in the woods while fleeing. K9 Max located suspect's hoodie during Article Search in woods.
- Assisted State Police in Mansfield with track after suspect fled on foot after MV pursuit on 95. K9 Max tracked suspect through woods/swamp to where the suspect eventually got into another vehicle.



2024 STATISTICS



**CALLS FOR
SERVICE**
29,316



CITATIONS
1,473



**MOTOR
VEHICLE
CRASHES**
557



**SUMMONS &
WARRANTS**
132



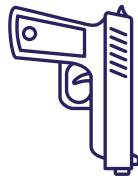
ARRESTS
293



**CRASH
REPORTS**
385



**VEHICLE
STOPS**
1,910



**FIREARM
LICENSES
ISSUED**
412



**BUILDING &
PROPERTY
CHECKS**
10,303



**DRUG OVERDOSES 3
MENTAL HEALTH CRISES 82
UNATTENDED DEATHS 19**



**DOMESTIC
VIOLENCE**
123

STATISTICS

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

ANIMAL CONTROL ACTIVITY



**CALLS FOR
SERVICE**
282



INTAKES
18



QUARANTINES
15

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

Annual barn inspections were conducted of 25 facilities housing the following animals of which appeared free of contagious disease:

- | | | | |
|-----------------------|----|---------------|-----|
| • Horses/Ponies/Minis | 39 | • Goats/Sheep | 25 |
| • Cattle | 38 | • Waterfowl | 12 |
| • Llamas/Alpacas | 2 | • Pigeons | 130 |
| • Chickens | 82 | • Rabbits | 1 |

2024 was another exciting year for the animals here in Foxboro! We had a successful town Rabies Vaccination Clinic with an amazing turn out of both cats and dogs. We had a short visit with a bear and several bobcats in town! As our town's pet population is steadily growing and we look forward to another fun year in 2025.



FIRE



MISSION

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

CORE VALUES

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

Dear Foxborough Community Members and Residents,

As we turn the page on 2024, we take this opportunity to reflect on a year filled with dedication, growth, and unwavering commitment to the safety and well-being of our community. This Annual Report highlights Foxborough Fire & Rescue's accomplishments, milestones, and ongoing efforts to serve and protect you, our valued residents.

Throughout 2024, your Foxborough Fire Department has faced challenges and celebrated achievements, all while demonstrating resilience, professionalism, and an enduring commitment to excellence. This report underscores the collaborative efforts of our highly skilled firefighters, dedicated staff, and the invaluable support of our community.

From emergency responses and fire prevention initiatives to innovative training programs and community outreach, our department continues to embrace a multifaceted approach to ensuring public safety. In 2024, we adapted to evolving needs, introduced new technologies, and strengthened partnerships to serve Foxborough's growing population better.

The following pages provide detailed highlights of the past year, including notable incidents, advancements in our capabilities, and initiatives designed to protect lives, property, and the environment. These achievements reflect not only our team's hard work but also our community's trust and collaboration.

As we look ahead to 2025, we remain steadfast in our mission to provide exemplary service while fostering a safe and resilient Foxborough. We deeply appreciate the privilege of serving you and are committed to continued growth, innovation, and partnership in the year to come.

Thank you for your ongoing trust and support. Together, we will continue to ensure the safety and security of our beloved community.

With gratitude and respect,

Chief Michael Kelleher





COMMAND STAFF

Michael Kelleher

Fire Chief

Thomas Kenvin, EMT-P, RN

Assistant Fire Chief

EMS Coordinator

David Laracy

Deputy Chief
Fire Prevention

Christina Larose, LICSW

Community Response
Social Worker

Eoin Bohnert

Motor Pool
Superintendent

Cory Shepardson

Lieutenant

Dawn Denizkurt

Department Administrator

Fr Steven Madden

Chaplain

GROUP 1

Captain

Colin Sweeney

Lieutenant

Matthew Treannie

Firefighter/EMT

Michael Goss

Firefighter/Medic

Greg Gill

William Cavaliere

Joseph Cuddihy

Keith Hamilton

Jared Fahey

Michael Goss

Joseph Derba

Call Firefighter/EMT

William McMullen

GROUP 2

Captain

Donald Treannie, Jr.

Lieutenant

Robert Lucas, Jr.

Firefighter/Medic

Christian Cardinal

Trevor Chute

Scott Rogers

Joseph Dantona

Jason Galanti

Brian Grenier

Chris McNamara

Scott Rogers

GROUP 3

Captain

Adam Higgins

Lieutenant

Parker Merritt

Firefighter/Medic

Paul Belham

Jonathan Betro

Austin Boyt

Jeffery Eszlari

Aidan Farrell

Zach Smith

GROUP 4

Captain

James Grenier

Lieutenant

Brian Foley

Firefighter/Medic

Bailey Correia

Sean Philbin

William Greaves

Ryan Malcomson

Alex Noonan

Harrison McComb

Jake Pantano



In 2024, Foxborough Fire & Rescue's Emergency Medical Services (EMS) and Public Health Division made remarkable strides in enhancing community care, professional development, and the integration of cutting-edge technologies. Through strategic collaborations and innovative approaches, the department demonstrated its unwavering commitment to the health and safety of Foxborough residents. In 2024, the department was awarded the American Heart Association's Mission Lifeline: EMS "Silver Award" for excellence in prehospital cardiovascular care.

EMS HIGHLIGHTS

The EMS team responded to over 2,846 emergency medical calls in 2024, reflecting an increase from the previous year and showcasing their expertise in diverse emergency scenarios. Key advancements include:

- **Enhanced Training with Operating Room Rotations:** Paramedics refined their skills in airway management, rapid sequence intubation, and ventilator support by working alongside anesthesiologists in hospital operating rooms.
- **Virtual Reality (VR) Training Tools:** Supported by the Department of Public Health, VR headsets were integrated into training programs, providing immersive emergency scenario simulations to enhance decision-making, teamwork, and procedural precision.
- **Emergency Medical Services for Children (EMSC) Program:** This program delivered specialized pediatric emergency care training using advanced simulation technologies, ensuring superior care for Foxborough's youngest residents.
- **AI-Assisted Point-of-Care Ultrasound (POCUS):** Foxborough remained a state leader in POCUS technology by deploying AI-enhanced devices for diagnosing cardiac, thoracic, and abdominal conditions with unparalleled accuracy.
- **Advanced IV Infusion Pumps and Ventilators:** These tools ensured precise medication delivery and consistent respiratory support for critically ill patients during transport.
- **Tactical EMS/Medical Training:** EMS personnel enhanced their readiness for high-threat environments and motor vehicle accident scenarios through specialized training in collaboration with regional partners and law enforcement.

PUBLIC HEALTH HIGHLIGHTS

The Public Nursing Division focused on disease surveillance, preventive care, mental health, and wellness initiatives, ensuring a holistic approach to community health:

- **Expansion of Mental Health Services:** The addition of Christina Larose, LICSW, as a community response social worker strengthened the team's ability to manage mental health crises collaboratively with police and paramedics.
- **Community Health Initiatives:** Programs targeting chronic disease prevention, substance use awareness, and vaccine education and administration empowered residents to improve their well-being. Outreach included health screenings, workshops, and wellness campaigns.
- **Education and Training:** Public workshops on life-saving techniques, such as hands-only CPR and naloxone administration, promoted community resilience and preparedness.

CONCLUSION

In 2024, Foxborough Fire & Rescue's EMS and Public Health teams epitomized a forward-thinking approach to emergency care and community health. By adopting innovative training tools, leveraging advanced technologies, and fostering community partnerships, the department enhanced its ability to respond to emergencies and improve residents' quality of life.

Looking forward to 2025, Foxborough Fire & Rescue remains committed to continual improvement, embracing new advancements, and strengthening partnerships to safeguard the community's well-being.

Thank you for your trust and support as we continue to serve the people of Foxborough.

FIRE PREVENTION

The Foxborough Fire Prevention Division is proud to share an update on our ongoing commitment to the safety and well-being of our residents. Over the past year, we have worked tirelessly with property owners to meet the State Fire Marshal's mandate that all apartment buildings be equipped with heat, smoke, and carbon monoxide detection systems. This mandate is a critical step in ensuring the safety of residents. It provides early warning systems that save lives and protect property in the event of a fire or other emergencies. The installation of these detection systems represents a significant investment in our community's safety infrastructure.

We are pleased to report that we have successfully completed installations in 58 apartment buildings, covering 460 apartment units. This achievement reflects our team's hard work and dedication, as well as the cooperation and support of local property owners. By meeting this critical safety requirement, these buildings provide a safer environment for their residents, with enhanced protection against potential fire-related incidents and carbon monoxide exposure. We would like to extend our gratitude to all who contributed to this effort, including property owners, residents, and our team members who worked diligently to make this initiative successful. Together, we are making Foxborough a safer place to live.

As we continue our mission to enhance fire safety throughout our community, we encourage all residents to remain proactive in regularly maintaining and testing their detection systems. Fire prevention is a shared responsibility, and with your support, we can continue to protect lives and property in our town.

Another project of interest is demolishing the former Foxboro Company facility, now known as Schneider Electric Company. The Fire Prevention Division is committed to ensuring that all demolition activities within our jurisdiction are conducted safely and in full compliance with applicable fire and building codes. To that end, we are pleased to inform you that we have been working closely with Schneider Electric to oversee the planned demolition of their factory/warehouse located at 38 Neponset Avenue.

Our collaboration has focused on ensuring adherence to the Massachusetts Fire and Building Codes and compliance with the requirements outlined in NFPA 241, Standard for Safeguarding Construction, Alteration, and Demolition Operations. Together with Schneider Electric, we have developed a comprehensive plan to prioritize fire safety and hazard mitigation throughout demolition. Key aspects of our collaborative efforts include:

- Fire Prevention Measures: Implementation of fire watches, hot work protocols, and fire extinguishing systems in compliance with NFPA 241 requirements.
- Site Inspections: Regular inspections to identify and address potential fire hazards promptly.
- Emergency Preparedness: Development of site-specific emergency response plans to ensure the safety of personnel and nearby properties.
- Code Compliance: Verification that all demolition operations are in strict accordance with the Massachusetts Fire and Building Codes and all other relevant regulations.

We appreciate Schneider Electric's cooperation and proactive approach in prioritizing safety during this project. Their commitment to meeting regulatory standards and ensuring the community's well-being is commendable.

Lastly, we would like to thank you, Foxborough's residents and business owners, for entrusting us with the responsibility of ensuring everyone's safety. It is truly an honor and a privilege to serve you all.



Public Education Initiatives (June–December 2024)

FF Joseph Dantona assumed the public education role and significant strides had been made to engage the community through targeted outreach and education.

- Senior Cookout (June): The annual senior cookout treated the town’s senior citizens to lunch and included a presentation on essential fire and EMS safety topics and helpful contact information.
- Fire Prevention Month (October):
 - Elementary Education: First and second graders at Taylor, Igo, and Burrell schools learned the importance of fire alarms, identifying two ways out of their homes, having a safe meeting place, and calling 911.
 - Pre-K Safety Skills: Children at Oakhill School, Our Redeemer Child Care Center, and Bright Start Child Care were introduced to fire safety basics, including two ways out of their homes, a safe meeting place, and observing a firefighter don structural gear to reduce fear.
- Annual Open House (October):
 - Community members practiced firefighter skills and participated in hands-on safety activities, including evacuating a “smoke-filled” SAFE trailer, establishing a meeting place, and calling 911.
 - A fire extinguisher prop demonstrated the PASS technique (Pull, Aim, Squeeze, Sweep).
 - Informational materials covered lithium-ion battery safety, fire prevention week tips, and fire safety workbooks.



FFD leading a junior Firefighting Academy at the Taylor School

Looking ahead to 2025, we aim to expand our reach to additional grade levels and further promote the fire safety message across the community.

TRAINING

In 2024, the Foxborough Fire & Rescue training division remained committed to providing firefighters with exceptional training to better serve the community. The Department upheld nationally recognized standards established by the National Fire Protection Association (NFPA), the Insurance Standards Office (ISO), and the Center for Public Safety Excellence (CPSE). Training efforts exceeded these minimum requirements, totaling over 20,000 hours. At the start of the year, the new records management system, First Due, replaced Red Alert, offering state-of-the-art cloud-based software for more efficient documentation and tracking of training sessions.

Several members participated in courses offered by the Massachusetts Firefighting Academy. Firefighter Betro completed the 10-week recruit training program in July and returned to active duty. Several members successfully completed and earned Pro Board certifications in Fire Instructor 1, Fire Instructor 2, Fire Officer 1, Fire Officer 2, and Fire Officer 3 courses. Additionally, the driver training program was revamped to include streamlined aerial and pump evolution scenarios.

The department also completed training on the new MSA G1 self-contained breathing apparatus (SCBA), funded through a joint federal grant with the Bellingham Fire Department. Training included a classroom session conducted by Firematic, the MSA vendor, followed by live fire training at the Fall River Fire Academy burn building. Over two days, department members practiced basic fire attack, search and rescue, and pump operations while honing their SCBA skills.

In 2025, the training division aims to maintain excellence, encourage members to pursue additional certifications, and seek outside training opportunities. Foxborough Fire & Rescue will continue to meet and exceed NFPA, ISO, and CPSE training standards to better serve the town of Foxborough.

MOTOR SQUAD



In 2024, the Motor Squad continued to build on previous successes. A record volume of service to partner towns, ongoing training and professional development for our members, and the consistent execution of our in-house predictive maintenance program kept the entire team highly engaged and productive.

This year marked the second full year of the Motor Squad, having a dedicated Superintendent overseeing all aspects of apparatus maintenance and repair for partner communities. The Superintendent's duties include managing parts and materials acquisition, invoicing, workflow, and personnel oversight within the Motor Squad. This role's establishment and ongoing success represent a significant advancement for the department and is a result of Chief Kelleher's leadership and progressive vision.

PARTNER-COMMUNITY SERVICE EXPANSION

Our partner-community service program continued its growth in 2024, with multiple outside agencies relying on the Motor Squad to maintain and repair their apparatus to our exacting standards. By the end of the year, the number of partner municipalities and agencies supported by Foxborough's Motor Squad had increased to 16, underscoring the trust placed in our team's expertise and commitment to excellence.

TRAINING AND DEVELOPMENT

Despite increasing external workloads, the Motor Squad remained steadfast in prioritizing training and professional development. Highlights from 2024 include:

- Superintendent Eoin Bohnert achieved the prestigious Level 3 Master Emergency Vehicle Technician (EVT) certification. This is the highest technician level in the U.S. Fire Service, held only by 10 individuals in Massachusetts.
- Firefighter Jason Galanti attended specialized fire pump training at the FCAM conference.
- Firefighters William Cavalieri, Harry McComb, and Lt. Parker Merritt earned their first Emergency Vehicle Technician (EVT) certifications.

OVERCOMING CHALLENGES

Throughout 2024, the Motor Squad faced significant challenges, including increased ambulance utilization due to record call volumes and the continued closure of Norwood Hospital. These demands tested the adaptability and resilience of the Department and the Motor Squad. Nevertheless, the team rose to meet every challenge with determination and resourcefulness.

LOOKING AHEAD

As the Motor Squad reflects on 2024, we remain proud of our accomplishments and committed to excellence. We eagerly anticipate the challenges that 2025 will bring and will continue to ensure that Foxborough's Fire Apparatus is always ready to answer the call.



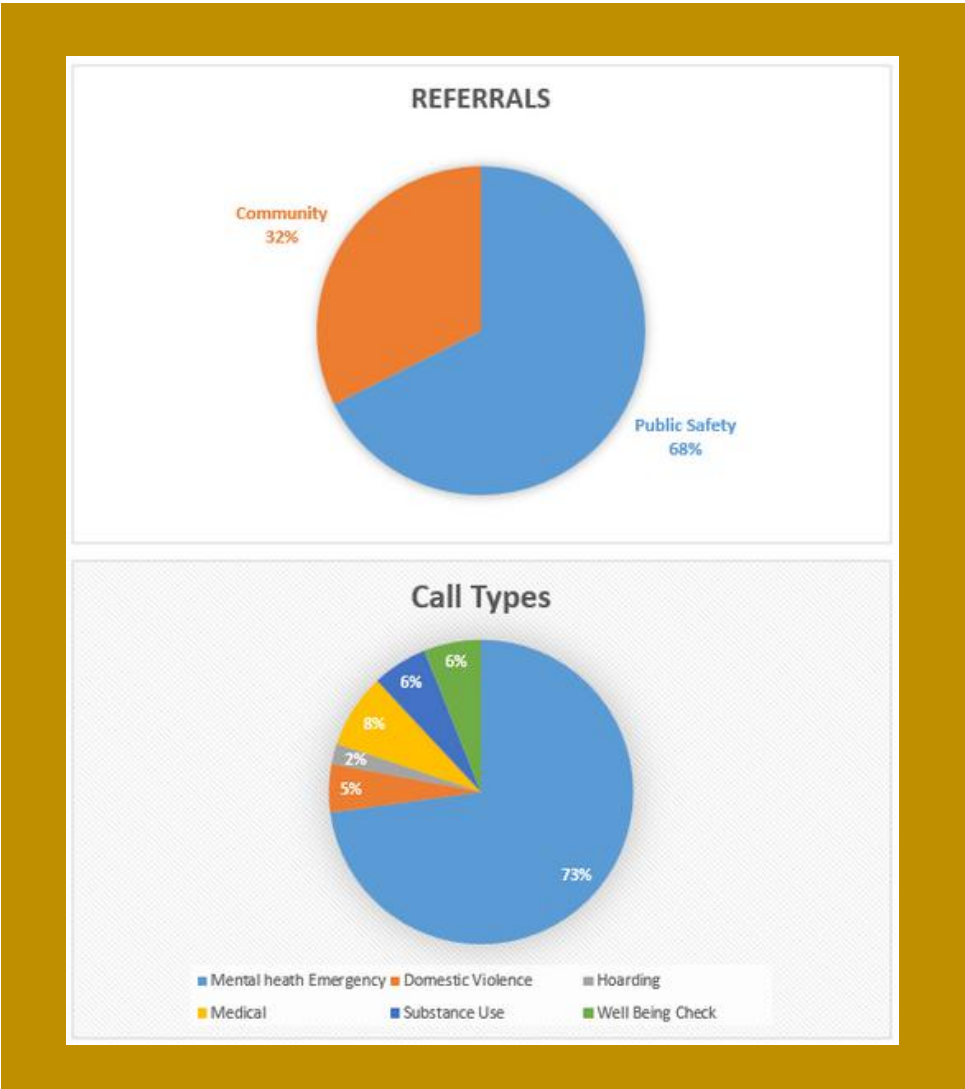
COMMUNITY RESPONSE SOCIAL WORKER

The Community Response Social Worker (CRSW) is based at the Public Safety Building within the Fire Department. Operating within a “co-response” model, Christina collaborates with Police and Fire personnel to assist on a wide range of calls. In May 2024, she completed a Graduate Certificate Program at William James College, earning a Crisis Response and Behavioral Health Certificate.

Christina plays a key role in determining the most appropriate resources and levels of care for individuals in crisis. She also provides resources and information to both Police and Fire departments to enhance the effectiveness of their responses. Additionally, she is an active member of the Police Department’s Domestic Violence team, assisting with follow-up calls and offering resources and support.

This year, Christina had over 1,200 interactions with individuals, family members, and community members or partners — a 50% increase from the previous year. Among these, Christina directly assisted more than 370 individuals, many of whom required multiple follow-ups to connect them with appropriate resources and services. Approximately 3% of evaluations resulted in hospitalization, demonstrating significant success in diverting individuals from unnecessary emergency room visits and connecting them with proper care.

To address the growing demand, the department added a master’s-level Social Work Intern in the fall of 2024. This addition has enabled Christina to respond more effectively to the increased volume of calls and provide enhanced services.



NEW HIRES

Fire Fighter Johnathan Betro
Fire Fighter Christian Cardinal
Fire Fighter Bailey Corriea
Fire Fighter Jared Fahey
Fire Fighter Michael Goss
Fire Fighter Ryan Malcomson



PROMOTIONS

Assistant Chief Thomas Kenvin
Captain Donald Treannie III
Captain Colin Sweeney
Lieutenant Brian Foley
Lieutenant Parker Merritt

RETIREMENTS



THOMAS BUCKLEY
Assistant Chief



SCOTT MACMASTER
Firefighter / Paramedic



DONALD TREANNIE JR.
Captain



FFD presenting Accreditation to the Select Board and Town Manager



Training



Founders Day 2024 Demonstration



Hydraulic training



Red Sox Opening Day Cook Out



Fighting brush fires in fall 2024

STADIUM ADVISORY COMMITTEE



MISSION

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

George Bell
Chair

Blair Crane
Vice Chair

John Hardy
Vice Chair

Joel Angelico

Timothy Eagan

James Evans Jr.

Ronald Hodgdon

Randy Briggs

Dennis Ohlson

Thomas Rossbach

Nathan Weber

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

The SAC is composed of the following members: Blair Crane, George Bell, Dennis Ohlson, James Evans, Joel Angelico, John Hardy, Randy Briggs, Nathan Weber, Ron Hodgdon, Tim Eagan.

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

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

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

During the SAC public hearing to review the detailed initial 2024 annual license application, the Committee and public safety officials continue to be impressed with the comprehensive nature of the license and its format, including much detail in the areas of: Policing, Fire Protection/EMS, Traffic Management, Parking, Noise Levels, Public Restrooms, Debris, End Times, Counterfeit Tickets, Integrated Operations Plan, Complaints Policy, and Event End Time Assessment Schedules. The SAC then provides the Select Board with a summary of the comments and recommendations.

As part of the 2024 review, based on the continuing extreme weather affecting the start times of certain events, Town and Stadium officials amended the current license regulations to include language that would allow the Fire Chief the flexibility to alter event end times, made under these circumstances.

SPORTS

New England Patriots

New England Revolution Soccer

Premier Lacrosse League Quarterfinals

NE Revolution Mazatlán Futbol Club

Tom Brady Hall of Fame Ceremony

MOTORSPORT

Monster Jam

Monster Energy Supercross

CONCERTS

Rolling Stones

Pink

Zach Bryan (2 shows)

Metallica (2 shows)

Kenny Chesney (3 shows)



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



NE Patriots tickets	\$ 915,740
NE Revolution tickets	\$ 666,289
Concert tickets	\$ 1,654,040
Other Stadium events tickets	\$ 438,264
Miscellaneous ticket revenue	\$ 81,973
Kraft Headquarters office use	\$ 53,298

\$ 3,809,604

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

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

The SAC looks forward to working with the Town & Stadium officials in 2025 in the review of license applications and observance of Stadium events.

PUBLIC WORKS



MISSION

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

Chris Gallagher
DPW Director

Lance DePriore
Assistant DPW Director

Jess Minton
Office Manager

Karen Cebrowski
Dept. Coordinator

Ryan Norton
GIS Analyst

Shawn Guillotte
Highway
Supervisor

Anthony Defazio
Highway Working
Supervisor

James Caffin
Tree & Parks
Supervisor

Linwood Colpritt
Tree & Parks
Working Supervisor

Adam Rouille
Equipment
Maintenance
Supervisor

Donald Zawatsky
Equipment
Maintenance
Working Supervisor

A MassWorks Grant was awarded in the amount of \$4,000,000 to reconstruct the Route 140 and Walnut St intersection. The intersection reconstruction includes traffic signals to improve safety of vehicular traffic, along with relocation of sidewalks and crosswalks in the area for improved safety of the pedestrians. The construction is scheduled to be completed in June 2025.

The department completed reconstruction of sidewalks on Mechanic St, Cocasset St, Market St, Rockhill St, and Centennial St. We also installed a new portion of sidewalk on Cocasset from Ledgeville to Chestnut St.

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

The Tree & Park Division maintains over 225 acres of green space, including athletic fields, school properties, and town properties. Over 50 hazardous and deceased trees were removed from the Town roadways.

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



The team has created Emergency Action Plans for all town owned dams. Phase II inspections have been completed for the Glue Factory Pond and Crackrock Pond Dams for breach and removal from DCR jurisdiction.

The DPW extends a heartfelt thank you to all residents who voted in favor of the debt exclusion to fund the DPW Garage Facility Expansion. Your support ensures our team can continue to serve the community safely and efficiently — today and for years to come. We're proud to work for a town that invests in its future!

We are pleased to welcome the following individuals to the Department of Public Works team for the 2024 calendar year. Renee Strachan (Department Coordinator), Lorie Dorce (Town Engineer), Brennan McGuire (Laborer for the Highway Division), and Noah Guillotte (Apprentice Mechanic). These new employees bring valuable skills and fresh perspectives to our department, and we look forward to the contributions they will make in our ongoing efforts to serve the community.

Please join us in welcoming them to the DPW family!



Veteran Banner Installation Team



The Grinch helps out DPW with Christmas Tree Pick Up



Installing new memorial benches on the common



Pouring concrete foundations for DPW Facility Expansion



New sidewalks on RockHill St.

WATER & SEWER DIVISION & COMMISSION



MISSION

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

WATER & SEWER COMMISSIONERS

Michael P. Stanton
Chair

Richard M. Pacella
Vice-Chair

Robert T. Garber
Clerk

Bob Worthley
Water Superintendent

Jessica Minton
Dept. Administrator

Rick Kadlik
Asst. Superintendent

Marisa Cloutier-Bristol
Dept. Coordinator

Tim Daniels
Asst. Superintendent

Cheryl Tacey
Water/Sewer
Systems Specialist

This has been an exciting year for the Water Division. After many years of diligent leak detection, we are extremely pleased to report that our Unaccounted for Water, which is water lost due to leaks, has dropped to the amazing level of 2%. These improvements save money and resources by not pumping and treating water that was formerly “lost.” Finding and repairing leaks have been a priority of the Water Division for many years.

PFAS, or what are more commonly referred to as “forever Chemicals”, have become a contaminate of concern. EPA has lowered the limit to 4 Parts Per Trillion. The regulation allows water systems several years to come into compliance.

With the lowering of this regulation, the Foxborough Water Division has secured a 14 million-dollar SRF loan for the construction of a PFAS removal plant. This first PFAS treatment plant will be located at Chestnut Street and is under construction with a scheduled completion date of February 2026.

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

The South Street Raw Water main construction has been completed. This pipeline will bring water from our Sprague Rd wells that contains iron and manganese to the Witch Pond Plant for treatment. The DEP Permitting and approval will be completed in 2025.

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



Sewer main installation on Walnut St.



Completing the South Street
Raw Water main construction

Water Restrictions

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

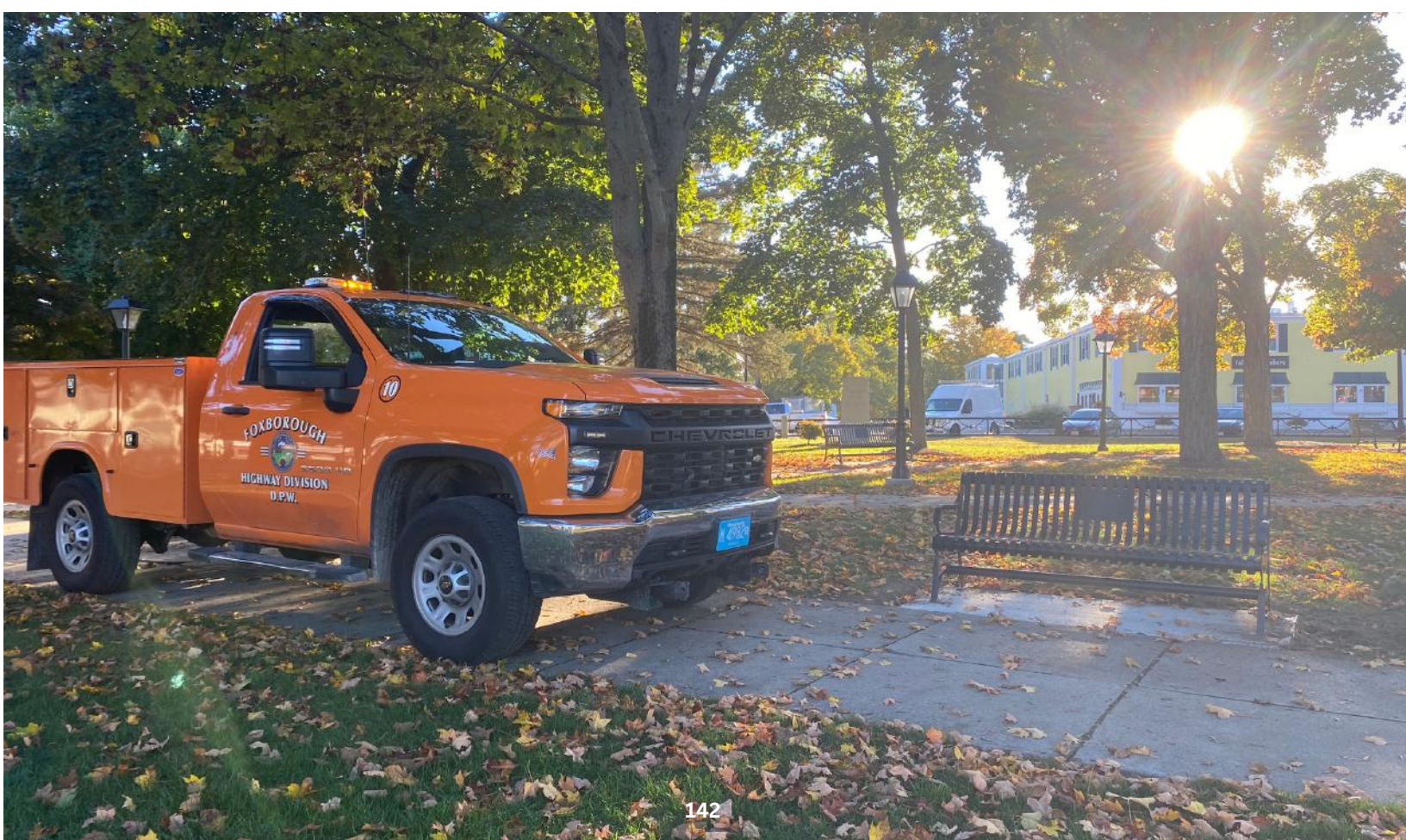
The Water Division has received new permit requirements from the Water Resources Commission for our wells at the Witch Pond treatment plant. The revised permit requires increased water conservation efforts for our largest users. The Town is partnering with the Neponset River Watershed Association for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

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

The Water Division has worked to extend the sewer system on Walnut St and North High St. A design has been completed for the extension up Main St. This construction should take place in 2025. We will also continue to upgrade the sewer system with technological advances, included adding SCADA to the lift stations and meter locations for remote access and records.

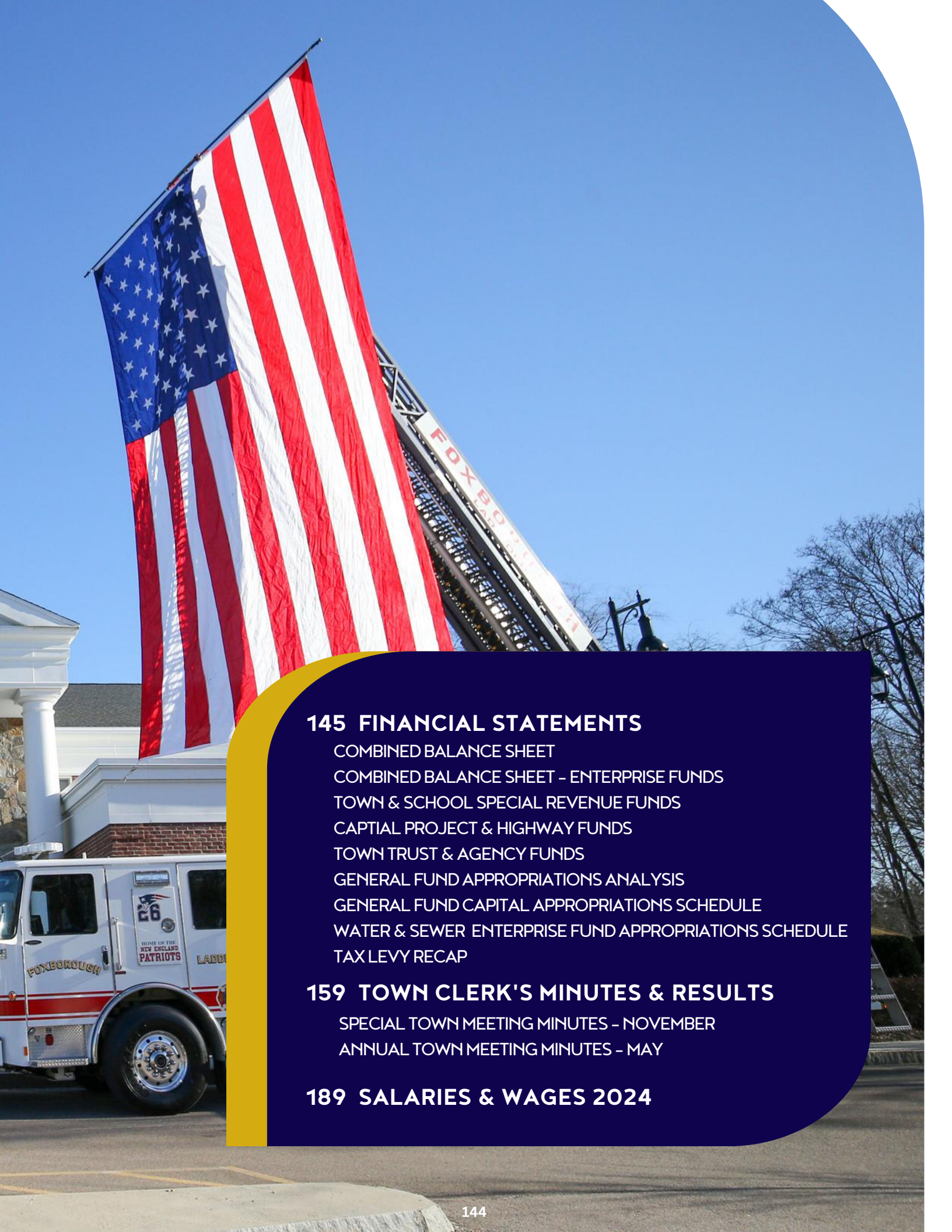
The Town has been working with a \$400,000 grant from the state to perform a feasibility study of municipal sewer options on Route 1.

For financial information for the Water and Sewer Division, please reference the Water/Sewer budget in the appendices.



APPENDICES





145 FINANCIAL STATEMENTS

COMBINED BALANCE SHEET

COMBINED BALANCE SHEET - ENTERPRISE FUNDS

TOWN & SCHOOL SPECIAL REVENUE FUNDS

CAPITAL PROJECT & HIGHWAY FUNDS

TOWN TRUST & AGENCY FUNDS

GENERAL FUND APPROPRIATIONS ANALYSIS

GENERAL FUND CAPITAL APPROPRIATIONS SCHEDULE

WATER & SEWER ENTERPRISE FUND APPROPRIATIONS SCHEDULE

TAX LEVY RECAP

159 TOWN CLERK'S MINUTES & RESULTS

SPECIAL TOWN MEETING MINUTES - NOVEMBER

ANNUAL TOWN MEETING MINUTES - MAY

189 SALARIES & WAGES 2024

COMBINED BALANCE SHEET All Fund Types and Account Groups as of June 30, 2024 (Unaudited)

Cash and cash equivalents	21,870,090.55	10,092,036.34	4,613,369.94	5,334,342.95		3,258,274.07			45,168,113.85
Investments						24,734,385.08			24,734,385.08
Receivables:									
Personal property taxes	79,152.38								79,152.38
Real estate taxes	404,202.51								404,202.51
Allowance for abatements and exemptions									0.00
Tax liens	1,494,958.82	231.57		26,074.98					1,521,265.37
Deferred taxes	17,564.99								17,564.99
Motor vehicle excise	626,079.60								626,079.60
Other excises									0.00
User fees				560,556.57					560,556.57
Utility liens added to taxes				49,746.92					49,746.92
Departmental	1,000.00	655,048.47				484,298.51			1,140,346.98
Special assessments		19,658.72		98,587.53					118,246.25
Due from other governments	71,934.09	1,826,488.77	407,992.96						2,306,415.82
Other receivables									0.00
Foreclosures/Possessions	432,471.11								432,471.11
Prepays									0.00
Due to/from other funds									0.00
Working deposit									0.00
Inventory									0.00
Fixed assets, net of accumulated depreciation									0.00
Amounts to be provided - payment of bonds				31,692,052.01			23,111,000.00		54,803,052.01
Amounts to be provided - long-term liability							185,000.00		185,000.00
Amounts to be provided - vacation/sick leave									0.00
Total Assets	24,997,454.05	12,593,463.87	5,021,362.90	37,761,360.96	0.00	28,476,957.66	23,296,000.00		132,146,599.44

LIABILITIES AND FUND EQUITY

Liabilities:									
Warrants payable	1,388,632.63	667,175.93	65,947.01	244,105.41		989,216.69			3,355,077.67
Accounts payable	251,044.41			568,960.29					820,004.70
Accrued payroll and withholdings	3,678,326.19	17,020.20		30,494.73					3,725,841.12
Withholdings	16,206.14								16,206.14
Accrued claims payable									0.00
Due to/from other funds									0.00
Due to other governments							185,000.00		185,000.00
Other liabilities									0.00
Provision for Abatements & Exemptions	892,347.29								892,347.29

	Governmental Fund Types			Proprietary Fund Types		Fiduciary Fund Types	Account Groups	Totals
	General	Special Revenue	Capital Projects	Enterprise	Internal Services	Trust and Agency	Long-term Debt	(Memorandum Only)
Deferred revenue:	(408,992.40)							(408,992.40)
Real and personal property taxes	1,494,958.82	231.57		23,080.52				1,518,270.91
Tax liens	17,564.99							17,564.99
Deferred taxes	432,471.11							432,471.11
Foreclosures/Possessions	626,079.60							626,079.60
Motor vehicle excise								0.00
Other excises								0.00
User fees				560,556.57				560,556.57
Utility liens added to taxes				52,741.38				52,741.38
Departmental	1,000.00	655,048.47				484,298.51		1,140,346.98
Special assessments		19,658.72		98,587.53				118,246.25
Due from other governments								0.00
Other receivables								0.00
Deposits receivable								0.00
Prepaid taxes/fees								0.00
Tailings								0.00
IBNR								0.00
Agency Funds								0.00
Notes payable								0.00
Bonds payable							23,111,000.00	54,803,052.01
Vacation and sick leave liability				31,692,052.01				0.00
Total Liabilities	8,389,638.78	1,359,134.89	65,947.01	33,270,578.44	0.00	1,473,515.20	23,296,000.00	67,854,814.32
Fund Equity:								
Reserved for encumbrances	2,968,086.31			952,805.67				3,920,891.98
Reserved for expenditures	4,344,446.00	2,269,718.00		313,346.00				6,927,510.00
Reserved for continuing appropriations								0.00
Reserved for petty cash								0.00
Reserved for appropriation deficit								0.00
Reserved for snow and ice deficit								0.00
Reserved for COVID-19 deficit								0.00
Reserved for debt service								0.00
Reserved for premiums								0.00
Reserved fund balance						268,103.43		268,103.43
Undesignated fund balance	9,295,282.96	8,964,610.98	4,955,415.89			26,735,339.03		49,950,648.86
Unreserved retained earnings				3,224,630.85				3,224,630.85
Investment in capital assets	16,607,815.27	11,234,328.98	4,955,415.89	4,490,782.52	0.00	27,003,442.46	0.00	64,291,785.12
Total Fund Equity								
	24,997,454.05	12,593,463.87	5,021,362.90	37,761,360.96	0.00	28,476,957.66	23,296,000.00	132,146,599.44
Total Liabilities and Fund Equity								
	24,997,454.05	12,593,463.87	5,021,362.90	37,761,360.96	0.00	28,476,957.66	23,296,000.00	132,146,599.44
PROOF BALANCE SHEET IS IN BALANCE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PROOF FUND BALANCE DETAIL AGREES TO THE BALANCE SHEET	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PROOF RECEIVABLES DETAIL AGREES TO THE BALANCE SHEET	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

COMBINED BALANCE SHEET - ENTERPRISE FUNDS AS OF JUNE 30, 2024
(Unaudited)

	Water Enterprise Fund	Sewer Enterprise Fund	Totals (Memorandum Only)
ASSETS			
Cash and cash equivalents	4,137,287.70	1,197,055.25	5,334,342.95
Investments			0.00
Receivables:			
User Fees	528,678.14	31,878.43	560,556.57
Special assessments		98,587.53	98,587.53
Utility liens added to taxes	46,063.39	3,683.53	49,746.92
Tax liens	21,046.14	5,028.84	26,074.98
Departmental			0.00
Other receivables			0.00
Due from other governments			0.00
Due to/from other funds			0.00
Prepays			0.00
Inventory			0.00
Fixed assets, net of accumulated depreciation			0.00
Amounts to be provided - payment of bonds	31,683,052.01	9,000.00	31,692,052.01
Total Assets	36,416,127.38	1,345,233.58	37,761,360.96
LIABILITIES AND FUND EQUITY			
Liabilities:			
Accounts payable	531,556.96	37,403.33	568,960.29
Warrants payable	223,959.79	20,145.62	244,105.41
Accrued payroll and withholdings	27,417.96	3,076.77	30,494.73
Other liabilities			0.00
Deferred revenue:			
User Charges	528,678.14	31,878.43	560,556.57
Special assessments		98,587.53	98,587.53
Utility liens added to taxes	46,063.39	6,677.99	52,741.38
Tax liens	21,046.14	2,034.38	23,080.52
Departmental			0.00
Other receivables			0.00
Due from other governments			0.00
Due to other governments			0.00
Due to/from other funds			0.00
Bonds payable	31,683,052.01	9,000.00	31,692,052.01
Vacation and sick leave liability			0.00
Total Liabilities	33,061,774.39	208,804.05	33,270,578.44
Fund Equity:			
Reserved for encumbrances	863,706.22	89,099.45	952,805.67
Reserved for expenditures	252,750.00	60,596.00	313,346.00
Reserved for continuing appropriations			0.00
Reserved for petty cash			0.00
Reserved for appropriation deficit			0.00
Reserved for debt service			0.00
Unreserved retained earnings	2,237,896.77	986,734.08	3,224,630.85
Investment in capital assets			0.00
Total Fund Equity	3,354,352.99	1,136,429.53	4,490,782.52
Total Liabilities and Fund Equity	36,416,127.3	1,345,233.58	37,761,360.96
PROOF	0.00	0.00	0.00

TOWN SPECIAL REVENUE FUNDS (2400, 2500, 2600, 2700, 2800, 2900)
Summary of Activity FY 2024

Department/ Description	Balance 7/1/2023	Receipts	Expenditures	Transfers/Adj	Accrued A/R	Balance 6/30/2024
2400 FEDERAL GRANTS						
24123127 FEMA Covid-19 Grant	44,314.51	(44,314.51)	632,454.17			(0.00)
24123128 ARPA Covid-19 Direct Grant	896,428.36	2,466,576.00	1,886,072.67			263,974.19
24123129 ARPA Covid-19 County Grant	(519,329.23)	55,000.00	55,000.00			61,174.10
24123133 ARPA FHA Walnut Earmark Grant	-					-
24123134 ARPA Booth Earmark	-					-
24123135 ARPA Skate Park Earmark	-					-
24123139 ARPA Walnut St Earmark	-					-
24123141 EPA Rt 1 Regional Sewer Grant	-					-
24123143 Walnut St Sewer EPA Grant	-	44,500.00		(15,043.75)		-
24210211 Justice Assistance Grant		9,181.88	44,500.00			-
24210219 Traffic Enforcement	3,792.61		8,971.31			4,003.18
24220213 AFG Grant	-					-
	425,206.25	2,530,943.37	2,626,998.15			329,151.47
2500 STATE GRANTS						
25123100 Community Compact - IT	43,352.16	1,053.00	43,352.16			-
25123101 Community Compact - Land Use	156,490.00	27,844.00	100,329.93			56,160.07
25162125 Extended Polling Hours	13,562.03	57,181.12	9,262.15			5,352.88
25175184 MGC Regional Marketing Grant	-	4,933.75	27,844.00			-
25175187 Non-Transportation Planning Grant	4,915.00	124,503.85	62,096.12			-
25175193 Community Planning Grant	-		4,933.75			-
25175194 Municipal ADA Improvement Grant	-		124,503.85			-
25210231 Underage Drinking	7,073.98	385.00				7,073.98
25210233 MGC 22 Public Safety Grant	-	120,000.00	15,119.75			(14,734.75)
25210234 DPH DV/SA Grant	99.84		88,053.29			32,046.55
25210237 MGC 23 Public Safety Grant	-		61,400.00			(61,400.00)
25220238 Safe Grant	9,829.44	20,040.19	9,817.93			11.51
25220245 Regional HazMat	18,459.62	18,832.88	4,160.38	(34,339.43)		-
25220258 Firefighter Safety Equipment Grant	-		18,832.88			-
25220266 AED Equipment Grant	-					-
25410416 West Street Dam	27,201.16	337,153.28	23,497.20			3,703.96
25410418 Complete Streets Grant	-	292,925.44	337,153.28			-
25410426 MassWorks Walnut St Grant	6,000.00		298,925.44			-
25410427 MassWorks 140/Walnut Suppl Grant	-	60,500.00				-
25410428 Glue Factory Pond West Dam Grant	-	80,000.00	1,500.00			59,000.00
25410429 Rt 1 Sewer Infrastructure Earmark			80,000.00			-
25410430 Veterans Parking Lot Rehab Earmark		18,240.00				-
25450431 Water Management Act Grant	-	1,283.16	18,240.00			-
25510326 Community Septic	361,477.09		30,000.00			332,760.25
25510335 Emergency Preparedness	1,120.99	3,208.33				1,120.99
25510336 Emergency Preparedness Com	5,276.76		2,453.78			6,031.31
25510337 MAHB Covid Grant	1,602.73	5,288.00				1,602.73
25510338 CHNA Grant	1,312.00	340,718.85	6,125.07			474.93
25510339 Public Health Excellence Grant	34,970.73	65,114.00	222,388.82			153,300.76
25541353 Formula Grant	78,689.40		78,911.16			64,892.24
25541369 Hessco Grant	376.60					376.60
25541379 Covid-19 Transportation Grant	129.00	9,627.51				129.00
25541382 MCOA SIG Grant	-	45,716.51	9,627.51			-
25610375 Library State Aid	80,229.14	9,200.00	29,477.93			96,467.72
25692421 Arts Lottery	11,912.90		4,900.00			16,212.90
	864,080.57	1,643,748.87	1,712,906.38			760,583.63
2600 RECEIPTS RESERVED FOR APPROPRIATION						
26220250 EMS Receipts Reserved	3,356,648.03	2,245,600.65	2,402,137.00			3,200,111.68
	3,356,648.03	2,245,600.65	2,402,137.00			3,200,111.68
2700 REVOLVING						
27210400 Police Vehicle Revolving	91,345.22	68,456.95	6,507.37			153,294.80
27220400 Fire Apparatus Revolving	57.71	28,071.26				28,128.97
27220401 Public Health Revolving	61,078.92	9,890.81	22,223.07			48,746.66
27410400 Highway Revolving	3,604.76					3,604.76
27541360 Senior Trips & Programs Revolving	69,260.34	299,268.16	336,832.85			31,695.65
27541372 COA Human Services Revolving	537.53					537.53
27541373 COA Community Events Revolving	-					-
27631400 Recreation Revolving	390,891.26	387,324.30	350,592.81			427,622.75
27632400 Rec/Mill St Revolving	48,834.01	27,400.00	16,591.28			59,642.73
	665,609.75	820,411.48	732,747.38			753,273.85

TOWN SPECIAL REVENUE FUNDS (2400, 2500, 2600, 2700, 2800, 2900)

Summary of Activity FY 2024

Department/ Description	Balance 7/1/2023	Receipts	Expenditures	Transfers/Adj	Accrued A/R	Balance 6/30/2024
2800 GIFTS / OTHER SPECIAL REVENUE FUNDS						
28122102 Town Common Schneider Gift	2,652.56		2,652.56			(0.00)
28122108 Charles Fox Monument Fund	16,767.22					16,767.22
28122165 Commission on Disability Gift Fund	200.00					200.00
28122166 Memorial Benches Gift Fund	-	18,000.00	18,000.00			-
28123109 Town Common Flagpole Project	3,297.05					3,297.05
28123111 Child Sexual Abuse Prevention	5,150.00		1,800.74			3,349.26
28151120 Cable Advisory Board	1,300.00					1,300.00
28171103 Wetland Protection	7,405.54	5,477.50	6,223.31			6,659.73
28171104 Hocking Memorial Fund	843.00					843.00
28171130 Hersey Farm	5,805.34					5,805.34
28171131 Taunton River Coalition	82.76					82.76
28171450 Conservation Gift Fund	1,676.32		67.68			1,608.64
28171469 Dave Risch Memorial Garden	20.00					20.00
28175190 Sharon Wason Pavilion Gift Fund	2,222.60					2,222.60
28175192 Wayfinding Signage Gift	4,516.42		1,110.00			3,406.42
28210215 Bulletproof Vests	10,809.16	10,674.29	16,272.68			5,210.77
28210216 Law Enforcement Drug Gift	1,835.15		163.00			1,672.15
28210450 Police Gift Fund	1,125.72		661.44			464.28
28210451 Police Academy Gift	-	6,354.84	95.86			6,258.98
28210480 K9 Gifts	1,450.00	200.00				1,650.00
28210481 Opioid Task Force Gift	10,000.00					10,000.00
28210482 Haiti Exchange Gifts	1,854.84		1,854.84			0.00
28220260 Underground Tank	9,834.96					9,834.96
28220450 Fire Gift Fund	3,697.48	300.00	988.00			3,009.48
28220485 Fire Prevention Training	1,100.00			(1,100.00)		-
28292450 Animal Control Gift Fund	3,500.58					3,500.58
28292457 Cat Adoption	65.00					65.00
28430310 Recycling Bin Fund	615.00					615.00
28541361 Friends of Foxborough Seniors	2,926.68	20,750.00	21,570.00			2,106.68
28541362 Serenading Seniors	96.52					96.52
28541363 Lock Box Safety Program	345.00	70.00	345.00			70.00
28541364 Transportation & Mental Health	44,820.56	99,200.00	92,694.91			51,325.65
28541366 COA Gift Fund	8,591.87	1,364.00	4,777.42			5,178.45
28541367 Rotary Gift	237.99					237.99
28543450 Veterans Gift Fund	6,625.82	974.55	2,416.49			5,183.88
28543460 Veterans Homeless Prevention	200.00					200.00
28543465 Iraq/Afghanistan War Memorial	6,285.20					6,285.20
28543476 Veteran's Transportation Gift	1,234.35					1,234.35
28543477 War Memorial Upkeep	19,434.00					19,434.00
28610138 Beyond Books Gift Fund	307,427.73	3,891.41	10,900.00			300,419.14
28610380 Materials Replacement	11,564.76	2,489.02	696.48			13,357.30
28610450 Library Gift Fund	11,455.39	3,008.83	10,448.97			4,015.25
28610471 Materials Gift Fund	3,070.31					3,070.31
28610472 Museum Passes Gift Fund	1,950.00	250.00	1,950.00			250.00
28610488 Richard McGrane Gift Fund	43,762.06		11,297.22			32,464.84
28610499 DJ Campbell Gift Fund	-	7,141.24	767.96			6,373.28
28631410 Recreation Capital/Disburse Fund	43,870.31	33,120.29	42,742.07			34,248.53
28631450 Recreation Gift Fund	11,104.93	11,676.83	21,822.85			958.91
28631461 Skate Park Rehab	-	27,705.90				27,705.90
28631462 Recreation Scholarships	7,545.00					7,545.00
28631467 Booth Field Movie Night	558.93		558.93			-
28631473 Booth Camp Gifts	3,737.91		1,337.50			2,400.41
28631474 Dodgeball Gifts	2.66		2.66			(0.00)
28631478 Touch A Truck Sponsors	5.20		5.20			(0.00)
28631479 Fishing Derby Gifts	325.05	200.00				525.05
28632450 Mill St. Gift Fund	818.19					818.19
28691450 Historical Comm Gift Fund	1,654.55	490.00	70.00			2,074.55
28691451 Historical Comm Cemetery Gifts	16,698.78	550.00	9,994.00			7,254.78
28691452 Common Bench Fund	45.91					45.91
28691453 Books & Memorabilia	4,210.19	350.00	253.36			4,306.83
28691454 Veterans Markers	258.21					258.21
28692450 Arts Council Gift Fund	14,587.56	254.03	1,607.95			13,233.64
28751340 Bond Premium High School	3,054.91		800.00			2,254.91
28751341 Bond Premium Oak St & Library	170,466.87		31,033.75			139,433.12
28751342 Bond Premium Town Hall	139,485.76		21,918.54			117,567.22
28751343 Bond Prem. Water Infrastructure	483,812.36		41,715.16			442,097.20
28945490 Insurance Claims Recovery	82,705.59	181,810.46	256,213.79	(1,862.51)		6,439.75
28945492 MIIA Wellness	-	24,118.14	24,118.14			-
	1,552,803.81	460,421.33	661,948.46	(2,962.51)		1,348,314.17

TOWN SPECIAL REVENUE FUNDS (2400, 2500, 2600, 2700, 2800, 2900)
SUMMARY OF ACTIVITY FY 2024

Department/ Description	Balance 7/1/2023	Receipts	Expenditures	Transfers/Adj	Accrued A/R	Balance 6/30/2024
2900 OTHER SPECIAL REVENUE FUNDS						21,898.86
29122165 Accessible Parking Fines	30,198.49	5,355.00	13,654.63			14,162.55
29122170 Economic Development	69,242.55		55,080.00			38,191.80
29210230 Law Enforcement Evidence	77,783.46	(36,781.66)	2,810.00			1,112.06
29220252 Solar Training	1,112.06					30,681.90
29410140 Transportation Infrastructure	21,464.30	9,217.60				244,839.83
29510142 Opioid Remediation Fund		132,400.44	2,000.00	114,439.39		-
29913685 Workers Comp		174,069.72	174,069.72			
	199,800.86	284,261.10	247,614.35	114,439.39		350,887.00
	7,064,149.27	7,985,386.80	8,384,351.72	77,137.45		6,742,321.80

SCHOOL SPECIAL REVENUE FUNDS (2450, 2550, 2750, 2850)
SUMMARY OF ACTIVITY FY 2024

Department/ Description	Balance 7/1/2023	Receipts	Expenditures	Transfers/Adj	Accrued A/R	Balance 6/30/2024
2450 FEDERAL GRANTS						
ESSER III (119)	(4,518.00)	224,366.00	219,848.00			-
Title II-A Teacher Quality (140)	1,849.98	59,858.22	56,273.58			5,434.62
Title III (180)	1,313.28	10,811.00	12,124.28			-
SPED 94-142 (240)	(77,417.64)	864,561.00	784,060.41			3,082.95
American Rescue Plan IDEA (252)	139.76		139.76			0.00
IDEA ARP (264)	11,765.13	(17.94)	11,745.19	(2.00)		(0.00)
SPED Early Childhood (262)	1,089.85	24,140.00	25,229.85			0.00
SPED Program Improvements (274)		11,854.80	11,854.80			-
Title I (305)	5,178.19	166,402.30	169,518.54	2.00		2,063.95
Title IV (309)		10,000.00	10,000.00			-
Chronic Absences (100)		7,625.22	7,625.22			-
	(60,599.45)	1,379,600.60	1,308,419.63			10,581.52
2550 STATE GRANTS						
ESL Certification Support (205)	-	400.00				400.00
School Health Services (290)	1,246.19	48,753.81	42,116.40			7,883.60
CHSH Workforce Investment (292)	6,866.40		6,866.40			(0.00)
BCHAP/SCH Health Services (294)		100,000.00	85,729.45			14,270.55
Social Emotional Learning (311)	4,295.00	13,516.00	17,811.00			-
Metco (317)	(0.00)	275,279.00	275,279.00			(0.00)
Social Mental Health (332)	33,078.55	102,803.02	135,880.59			0.98
Homeless Emergency Support (344)	-	48,000.00	37,432.81			10,567.19
Emergency Shelter Transportation (528)	-	844,679.17	165,261.30			679,417.87
Circuit Breaker (750)	1,660,610.03	1,369,242.00	1,662,565.40			1,367,286.63
	1,706,096.17	2,802,673.00	2,428,942.35			2,079,826.82
2750 REVOLVING FUNDS						
IT Technology Revolving	1,903.75	7,040.00	7,065.84			1,877.91
Athletic Revolving Fund	96,642.72	71,992.09	40,234.00			128,400.81
Music Revolving Fund	7,901.18	12,572.75	15,381.82			5,092.11
Adult Education	47,885.87	21,229.50	25,319.38			43,795.99
Summer School	65,757.10	24,910.00	45,481.35			45,185.75
Building Rental Fund	153,449.09	56,636.07	51,251.25			158,833.91
Preschool Tuition Fund	314,544.00	85,653.91	91,251.38			308,946.53
Extended School Services	196,919.48	576,250.52	484,239.12			288,930.88
Off Duty Transportation	23,460.74	71,645.14	35,037.81			60,068.07
Insurance Recovery	3,635.12	69.97	2,184.96			1,520.13
Burrell Materials Replacement	18.68	29.99				48.67
Igo Materials Replacement	65.14	57.96				123.10
Taylor Materials Replacement	62.67	68.95				131.62
MS Materials Replacement	1,084.15					1,084.15
HS Materials Replacement	11,507.91	366.00	65.36			11,873.91
Guidance Transcripts	1,153.16					1,087.80
HS Turf Field	29,035.00					29,035.00
	955,025.76	928,522.85	797,512.27			1,086,036.34
2850 OTHER SPECIAL REVENUE FUND						
Gift Fund - Education	117,401.10	23,341.15	66,296.37			74,445.88
BWH Health Initiative	1,224.46		1,224.46			(0.00)
Graduation Safety	1,094.00	500.00				1,594.00
Scholarships Gifts & Donations	13,962.11	15,400.00	10,500.00			18,862.11
Metco REI		5,000.00	5,000.00			-
Project Lead the Way		40,748.27	2,691.95			38,056.32
HS Turf Field						-
	133,681.67	84,989.42	85,712.78			132,958.31
	2,734,204.15	5,195,785.87	4,620,587.03			3,309,402.99

CAPITAL PROJECT & HIGHWAY IMPROVEMENT FUNDS (3100-3300, 6030, 6130)
Summary of Activity FY 2024

	Balance 7/1/2023	Receipts	Expenditures	Transfers In/Out	Balance 6/30/2024
3100 CAPITAL PROJECTS FUND - TOWN					
31410501 DPW Facility Renovation			846,686.28	500,000.00	453,313.72
			846,686.28	500,000.00	453,313.72
3200 CAPITAL PROJECTS FUND - SCHOOL					
32311540 Burrell Renovation	705,275.38		155,478.78	(500,000.00)	49,796.60
	705,275.38		155,478.78	(500,000.00)	49,796.60
3300 HIGHWAY IMPROVEMENTS FUND					
33410400 Roadway Improvements (CHP90)		407,992.96	97,799.96		310,193.00
33410812 Roads					
		407,992.96	97,799.96		310,193.00
6030 WATER CAPITAL PROJECTS FUND					
63450556 Water Infrastructure	5,131,539.45		1,688,652.17		3,442,887.28
63450557 Water Vehicle Storage & Building	400,000.00				400,000.00
63450563 Water Infrastructure	1,588,207.93		1,288,982.64		299,225.29
	7,119,747.38		2,977,634.81		4,142,112.57
6130 SEWER CAPITAL PROJECTS FUND					
63460560 Greenview Estates Sewer Capital	4,916.71		4,916.71		0.00
	4,916.71		4,916.71		0.00
	8,629,939.47	407,992.96	4,082,516.54		4,955,415.89

TOWN TRUST & AGENCY FUNDS (8000, 8100, 8200, 8900)
Summary of Activity FY 2024

Department/ Description	Balance 7/1/2023	Receipts	Expenditures	Transfers/Adj	Accrued A/R	Balance 6/30/2024
8000 OPEB TRUST FUND						
80915680 OPEB Trust	16,120,737.43	3,052,779.49				19,173,516.92
	16,120,737.43	3,052,779.49				19,173,516.92
8100 NON-EXPENDABLE TRUST FUNDS						
81300650 Dix Memorial Fund	211,824.35	49,096.53				260,920.88
81300651 Campbell Trust Fund	8,184.39					8,184.39
81610611 Alden Trust Fund	500.00					500.00
81610612 Boyden Trust Fund	1,000.00					1,000.00
81610613 S. Boyden Trust Fund	3,000.00					3,000.00
81610614 Carpenter Trust Fund	500.00					500.00
81610615 Crocker Trust Fund	1,000.00					1,000.00
81610616 Grigsby Trust Fund	3,000.00					3,000.00
81610617 Hall Trust Fund	1,500.00					1,500.00
81610618 Haynes Trust Fund	10,000.00					10,000.00
81610619 Edward Lawson Fund	1,500.00					1,500.00
81610620 Shpiner Trust Fund	10,000.00					10,000.00
81610621 Evelyn Thomas Trust	124,138.70					124,138.70
81610622 Edward Thomas Trust	18,426.00					18,426.00
	394,573.44	49,096.53				443,669.97
8200 EXPENDABLE TRUST FUNDS						
82122150 Stabilization Fund	4,432,087.37	233,537.72		200,000.00		4,865,625.09
82122155 CIP/Stabilization Fund	295,364.60	10,013.28				305,377.88
82220151 Fire Stabilization Fund	50,974.83	1,920.49	150,000.00	200,000.00		102,895.32
82300650 Dix Memorial Fund	11,472.19	224.65	1,000.00			10,696.84
82300651 Campbell Trust Fund	282.14	171.13				453.27
82300652 Stripp Scholarship Trust	15,659.54	318.19	2,500.00			13,477.73
82300653 Oscar & Ruth Roost Sch	79,377.73	886.44	3,000.00			77,264.17
82300654 Susan E Roost Sch	70,884.72	822.27				71,706.99
82300655 C & E Waterhouse Sch	23,036.77	265.71	200.00			23,102.48
82300656 H.Biggane Sch	36,872.75	745.96	1,000.00			36,618.71
82300657 McWilliam Sch	78,398.05	909.43				79,307.48
82610610 Boyden Library Memorial Fund	21,564.01	565.28	16,393.00			5,736.29
82610611 Alden Trust Fund	9,293.59	519.47				9,813.06
82610612 Boyden Trust Fund	7,919.78	473.16				8,392.94
82610613 S. Boyden Trust Fund	26,639.25	1,572.15				28,211.40
82610614 Carpenter Trust Fund	10,173.59	566.15				10,739.74
82610615 Crocker Trust Fund	11,372.96	656.29				12,029.25
82610616 Grigsby Trust Fund	4,093.33	376.24				4,469.57
82610617 Hall Trust Fund	3,819.67	282.16				4,101.83
82610618 Haynes Trust Fund	4,355.03	761.44				5,116.47
82610619 Edward Lawson Fund	1,371.26	152.31				1,523.57
82610620 Shpiner Trust Fund	41,708.57	2,742.80				44,451.37
82610621 Evelyn Thomas Trust	57,175.29	9,617.52				66,792.81
82610622 Edward Thomas Trust	7,916.68	1,397.31				9,313.99
82610623 Waterhouse Fund	14,560.92	772.34				15,333.26
82610624 Wallace Hall - New Library	32,032.80	1,699.14				33,731.94
	5,348,407.42	271,969.03	174,093.00	400,000.00		5,846,283.45

TOWN TRUST & AGENCY FUNDS (8000, 8100, 8200, 8900)
Summary of Activity FY 2024

Department/ Description	Balance 7/1/2023	Receipts	Expenditures	Transfers/Adj	Accrued A/R	Balance 6/30/2024
8900 AGENCY FUNDS						
89122700 Gillette Stadium Management	27,740.94	27.79				27,768.73
89122701 Log Cabin Security Deposit	1,889.45	727.50				2,616.95
89123775 Comm Parking Lot Perf. Bond	250.00					250.00
89171710 Richard T. Madde	645.96	0.65				646.61
89175722 Automated Emblem	6,747.31	6.76				6,754.07
89175725 Church of Latter Day	3,974.13	3.98				3,978.11
89175726 Cook Road Bond	3,701.00					3,701.00
89175727 Dudley Hills Estates	3,148.38					3,148.38
89175728 FBC Realty Trust	6,794.30	6.80				6,801.10
89175729 Forest Road Bond	1,500.00					1,500.00
89175730 Foxborough Comm'l Assoc.	18,863.49	18.90				18,882.39
89175733 Groveview Estates	4,659.07	4.66				4,663.73
89175734 JJM-65 E Belcher Rd	1,278.82	1.28				1,280.10
89175735 K&M Realty Trust	6,139.44	6.15				6,145.59
89175737 Oil Time - 227 Cocasset	5,885.84	5.89				5,891.73
89175739 Tree Tech	1,962.68	1.97				1,964.65
89175752 Highlawn Recr - Norwood Bank	1,796.19					1,796.19
89175753 Sumner Estates - Jake Developmt.	29,802.79	30.06				29,832.85
89175756 Fox Woods Subdivision	11,509.04					11,509.04
89175758 WP Foxborough Assoc.	10,255.59	10.27				10,265.86
89175760 Affordable Housing Mitigation	282,500.00		12,500.00			270,000.00
89175761 Autumn Estates	25,772.55					25,772.55
89175769 35-45 Panas Rd Exp	30,549.88	30.60				30,580.48
89175770 2 Summer St Tree Bond	2,036.13	2.04				2,038.17
89175778 105 Washington Street	22,242.05	14.87	22,256.92			-
89175779 Lawson Farm Subdivision	413,103.16	271,009.54				684,112.70
89175802 21 Market St. D. King	15,017.30	15.05				15,032.35
89175803 29 Wall St	50,040.95	8.50	50,036.83	(12.62)		(0.00)
89175804 11 Spring Brook Road	1,255.71	5.14				1,260.85
89175805 NPS Centralized Parking	1,179.20	2.03				1,181.23
89175806 5 Spring Brook Road	5,003.36	5.02				5,008.38
89175807 11 Spring Brook Road #2	20,002.60	30.04				20,032.64
89175809 204 East St	2,265.72	4.86				2,270.58
89175813 Pine Estates	5,803.57	5.81				5,809.38
89175815 10 Mechanic St Perf Deposit	15,009.22	3.79	15,013.01			-
89175816 Orchard Place Subdivision	2,002.79	2.01				2,004.80
89175817 33 Commercial Street	1,505.63	3.75				1,509.38
89175818 61 E Belcher Road	1,389.91	4.35				1,394.26
89175819 7 Perry Drive	-	6,303.52	4,136.00			2,167.52
89175820 Ridge Road Subdivision	-	5,601.64	4,299.58			1,302.06
89175821 73 Main St Stormwater Review	-	5,601.97				5,601.97
89175822 Pine Air Estates	-	5,601.66	3,815.49			1,786.17
89175823 Abbie Estates	-	5,600.15				5,600.15
89176711 Walnut Street	2,264.31	9.43				2,273.74
89176751 119 Morse St	5,816.23	3.87	5,814.36	(5.74)		(0.00)
89176765 Domain Mitigation - General	2,423.86		1,919.52			504.34
89176780 Walnut Street Deposit	-	5,003.24				5,003.24
89176781 Landscaping Bond	-	5,002.77				5,002.77
89210850 Police Off-Duty Details	(560,838.84)	3,784,549.05	3,733,223.55			(509,513.34)
89210851 Licenses/FID - Police	3,462.50	32,225.00	20,800.00			14,887.50
89211000 Police Drug Fund	4,286.10	36,917.62	271.60			40,932.12
89220850 Fire Off-Duty Details	(260,452.49)	1,038,807.62	1,021,238.21			(242,883.08)
89241850 Inspection Off-Duty Details	298.35					298.35
89321990 Student Activities - AHERN MS	32,020.61	33,393.08	41,492.86			23,920.83
89331990 Student Activities - HIGH SCHOOL	165,974.97	227,287.97	244,914.86			148,348.08
89422800 Road Openings/Pavings	41,490.00					41,490.00
89410850 DPW Off-Duty Details	-					-
89450850 Water Off-Duty Details	-	13,130.01	14,383.85			(1,253.84)
89915691 MIIA Group Insurance	627,396.44	11,444,110.83	11,562,511.99			508,995.28
	1,109,366.19	16,921,149.49	16,758,628.63	(18.36)		1,271,868.69
	22,973,084.48	20,294,994.54	16,932,721.63	399,981.64		26,735,339.03

ANALYSIS OF GENERAL FUND APPROPRIATIONS AT JUNE 30, 2024

Account name (account code/dept) - (Note 1)	Original Appropriation	Transfer In (Note 2)	Adjusted Budget	Expenditures	Encumbrances	To Revenue (Note 3)
1. Board of Selectmen (122)						
Current: Expenses	23,700.00		23,700.00	23,658.93		41.07
2. Town Manager's Office (123)						
Current: Salaries	574,663.00	28,186.00	602,849.00	555,380.49		47,468.51
Expenses	85,209.00		85,209.00	83,017.16		2,191.84
Total - Town Manager's Office	659,872.00	28,186.00	688,058.00	638,397.65		49,660.35
3. Finance Department (130)						
Current: Salaries	1,149,638.00	46,162.00	1,195,800.00	1,120,316.36		75,483.64
Expenses	334,171.00		334,171.00	304,695.62		29,475.38
Total - Finance Department	1,483,809.00	46,162.00	1,529,971.00	1,425,011.98		104,959.02
4. Advisory Committee (141)						
Current: Salaries	2,150.00		2,150.00	2,141.86		8.14
Expenses	350.00	400.00	750.00	705.00		45.00
Total - Advisory Committee	2,500.00	400.00	2,900.00	2,846.86		53.14
5. Reserve Fund (142)						
Current: Expenses	75,000.00		75,000.00			75,000.00
6. Salary Reserve Fund (143)						
Current: Expenses	120,000.00	(120,000.00)				0.00
7. Legal Services (151)						
Current: Expenses	180,090.00		180,090.00	165,199.25		14,890.75
8. GIS/IT (156)						
A. Elections (170-162)						
Current: Expenses	297,817.00		297,817.00	258,795.50		39,021.50
9. Town Clerk & Elections/Registrations (163)						
Current: Salaries	249,884.00	8,270.00	258,154.00	248,335.34		9,818.66
Expenses	38,300.00		38,300.00	32,177.79		6,122.21
Total - Town Clerk	288,184.00	8,270.00	296,454.00	280,513.13		15,940.87
10. Land Use & Economic Development (175)						
Current: Salaries	751,218.00	126.00	751,344.00	640,072.05		111,271.95
Expenses	79,104.00		79,104.00	40,072.40		39,031.60
Total - Conservation	830,322.00	126.00	830,448.00	680,144.45		150,303.55
11. Municipal Buildings						
Current: Salaries	109,764.00		109,764.00	106,006.98		3,757.02
Expenses	747,100.00	71,852.00	818,952.00	733,162.56		85,789.44
Total - Municipal Buildings	856,864.00	71,852.00	928,716.00	839,169.54		89,546.46
12. Police Department (210)						
Current: Salaries	5,224,013.00	(49,835.00)	5,174,178.00	4,892,689.30		281,488.70
Expenses	432,898.00	49,435.00	482,333.00	482,210.16		122.84
Capital Outlay	209,676.00		209,676.00	209,236.98		439.02
Total - Police Department	5,866,587.00	(400.00)	5,866,187.00	5,584,136.44		282,050.56
13. Fire Department (220)						
Current: Salaries	4,628,463.00	(57,920.00)	4,570,543.00	4,522,200.44		48,342.56
Expenses	334,091.00	210,000.00	544,091.00	542,744.67		1,346.33
Capital Outlay	18,000.00		18,000.00	18,000.00		
Total - Fire Department	4,980,554.00	152,080.00	5,132,634.00	5,082,945.11		49,688.89
14. SEMRECC (230)						
Current: Expenses	450,000.00		450,000.00	450,000.00		0.00
15. Joint Public Safety Building (235)						
Current: Salaries	151,912.00	(1,500.00)	150,412.00	144,446.09		5,965.91
Expenses	10,599.00	1,500.00	12,099.00	11,666.45		432.55
Total - Joint Public Safety Building	162,511.00		162,511.00	156,112.54		6,398.46
16. Foxborough Public Schools (300)						
Current: Expenses & Salaries	40,765,995.00		40,765,995.00	39,261,122.52	1,162,923.22	341,949.26
17. Southeastern Regional (390)						
Current: Expenses	773,546.00		773,546.00	773,546.00		0.00
18. Public Works (410)						
Current: Salaries	1,697,726.00	21,165.00	1,718,891.00	1,688,016.00		30,875.00
Expenses	630,250.00		630,250.00	629,402.41		847.59
Capital Outlay						
Total - Public Works	2,327,976.00	21,165.00	2,349,141.00	2,317,418.41		31,722.59
19. Snow & Ice (423)						
Current: Salaries	33,500.00	86,345.00	119,845.00	119,844.73		0.27
Expenses	170,800.00	47,210.00	218,010.00	218,007.60		2.40
Capital Outlay	17,500.00	6,575.00	24,075.00	24,075.00		
Total - Snow & Ice	221,800.00	140,130.00	361,930.00	361,927.33		2.67

Account name (account code/dept) - (Note 1)	Original Appropriation	Transfer In (Note 2)	Adjusted Budget	Expenditures	Encumbrances	To Revenue (Note 3)
20. Street Lighting (424)						
Current: Expenses	85,000.00		85,000.00	79,336.43		5,663.57
21. Solid Waste Collection & Disposal (433)						
Current: Expenses	40,050.00		40,050.00	38,349.97		1,700.03
22. Board of Health (510)						
Current: Salaries	270,686.00	7,850.00	278,536.00	254,284.47		24,251.53
Expenses	29,990.00		29,990.00	25,111.47		4,878.53
Total - Board of Health	300,676.00	7,850.00	308,526.00	279,395.94		29,130.06
23. Human Services (541)						
Current: Salaries	722,907.00	6,161.00	729,068.00	704,478.35		24,589.65
Expenses	306,950.00		306,950.00	270,530.81		36,419.19
Total - Council on Aging	1,029,857.00	6,161.00	1,036,018.00	975,009.16		61,008.84
24. Library (610)						
Current: Salaries	959,111.00		959,111.00	921,256.41		37,854.59
Expenses	278,600.00		278,600.00	278,599.42		0.58
Capital Outlay	3,000.00		3,000.00	3,000.00		
Total - Library	1,240,711.00		1,240,711.00	1,202,855.83		37,855.17
25. Debt Service - Principal (710)						
Current: Expenses	2,556,000.00		2,556,000.00	2,556,000.00		0.00
26. Debt Service - Interest (751)						
Current: Expenses	820,069.00		820,069.00	819,922.81		146.19
27. Debt Service - Expenses (760)						
Current: Expenses	25,000.00		25,000.00	1.73		24,998.27
28. Retirement Assessment (911)						
Current: Expenses	6,112,566.00		6,112,566.00	6,112,566.00		0.00
29. OPEB Contribution (912)						
Current: Expenses	985,135.00		985,135.00	985,135.00		0.00
30. Unemployment Compensation (914)						
Current: Expenses	87,125.00	27,000.00	114,125.00	110,531.85		3,593.15
31. Group Insurance (915)						
Current: Expenses	9,926,300.00	(293,982.00)	9,632,318.00	9,229,971.25		402,346.75
32. Risk Management (945)						
Current: Expenses	849,805.00	55,000.00	904,805.00	877,514.57	27,000.00	290.43
TOTAL	84,435,421.00	150,000.00	84,585,421.00	81,577,536.18	1,189,923.22	1,817,961.60
see note #1		see note #2				see note #3

Notes:

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

GENERAL FUND CAPITAL APPROPRIATIONS SCHEDULE
Unaudited Fiscal Year End 2024

	FY2024 Budget	Budget Supplement	Transfers	FY2024 Actual	FY2024 To Revenue
130 FINANCE / INFORMATION SYSTEMS					
Capital Improvements	320,000			3200,000	
 163 TOWN CLERK / ELECTIONS					
Capital Improvements					
 192 MUNICIPAL BUILDINGS					
Capital Improvements					
 210 POLICE					
Capital Improvements	49,844	105,902		155,738	8
 220 FIRE					
Capital Improvements	602,137			602,137	
 235 JOINT PUBLIC SAFETY					
Capital Improvements	630,000			630,000	
 410 HIGHWAY					
Capital Improvements	1,157,500			1,153,730	3,770
TOTAL FUND 1 CAPITAL BUDGETS	2,759,481	105,902		2,861,604	3,778

WATER ENTERPRISE FUND – APPROPRIATIONS SCHEDULE
Unaudited Fiscal Year End 2024

	6/30/23 Continued Appropriation	FY 2024 Budget	Supplement Budget	Transfers	06/30/24 Expended	6/30/24 Continued Appropriation	6/30/24 Closed to Retained Earnings
450 WATER:							
Salaries		1,786,303			1,633,373		152,930
Expenses		2,680,492			2,295,500		384,992
Capital Outlay							
Debt Service		2,741,723			2,738,470		3,253
CIP - Water Meters	192,625				192,625		
CIP - Excavator	90,000				89,758		242
CIP - Two 6-Wheel Dump Trucks	45,000				44,465		535
CIP - PFAS Treatment		785,000			785,000		
CIP - One-Ton Dump Truck		112,500			112,500		
CIP - Two One-Ton Utility Trucks		157,500			157,500		
		8,263,518			8,049,191		
	327,625						541,952
Indirect Costs - General Fund:		1,063,798			1,063,798		-
Total	327,625	9,327,316			9,112,989		541,952

SEWER ENTERPRISE FUND – APPROPRIATIONS SCHEDULE
Unaudited Fiscal Year End 2024

	6/30/23 Continued Appropriation	FY 2024 Budget	Supplement Budget	Transfers	06/30/24 Expended	6/30/24 Continued Appropriation	6/30/24 Closed to Retained Earnings
Salaries		191,917			164,856		27,061
Expenses		1,567,828			1,517,636		50,192
Capital Outlay							
Debt Service		9,405			4,488		4,917
CCIP - SCADA System	40,862				40,862		
CIP - SCADA System	100,000				100,000		
CIP - SCADA System	50,000				50,000		
CIP - Two 6-Wheel Dump Trucks	5,000				4,941		59
CIP - One-Ton Dump Truck		12,500			12,500		
CIP - Twp One-Ton Utility Trucks		17,500			17,500		
	195,862	1,799,150			1,912,782		
Indirect Costs - General Fund:		149,212			149,212		82,230
Total	195,862	1,948,362			2,061,994		82,230

**TAX LEVY RECAP
FY 2023 vs. FY 2024**

REVENUE USES:	FY 2023	FY 2024	Change	
			\$	%
Appropriations	90,915,982	98,581,133	7,665,151	8.43%
State Assessments	2,872,684	2,871,893	(791)	-0.03%
Cherry Sheet Offsets	43,043	45,460	2,417	5.62%
Snow & Ice & Other Deficits	154,304	124,617	(29,688)	-19.24%
Allowance for Abatements & Exemptions	1,086,142	1,034,649	(51,492)	-4.74%
Total Revenue to be Raised	95,072,155	102,657,752	7,585,597	7.98%
REVENUE SOURCES:				
NON-TAX REVENUE SOURCES:				
Cherry Sheet Receipts	11,887,321	12,067,484	180,163	1.52%
Local Receipts	11,726,339	11,300,000	(426,339)	-3.64%
Total Enterprise Revenue	9,478,042	11,377,873	1,899,831	20.04%
Free Cash	1,263,000	4,066,823	2,803,823	222.00%
Available Funds	2,628,837	3,279,898	651,061	24.77%
Total Non-Tax Revenue Sources	36,983,539	42,092,078	5,108,539	13.81%
TAX LEVY REQUIRED	58,088,616	60,565,674	2,477,058	4.26%
TOTAL TAX & NON-TAX REVENUE	95,072,155	102,657,752	7,585,597	7.98%

**TOWN CLERK'S REPORT
SPECIAL TOWN MEETING
Monday, the 18th Day of November 2024**

The Special Town meeting of the Town of Foxborough convened at 7:08 PM in the auditorium of the Foxborough Senior High School, 120 South Street, Foxborough, Massachusetts with Town Moderator Francis J. Spillane presiding. Shelby Kornbluth from the Advisory Committee led the Pledge of Allegiance. Moderator Francis J. Spillane recognized special guest, Senator Paul Feeney and Representative Elect Michael Chaisson.

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

There were two hundred forty-three (243) registered voters recorded as present [a quorum being one hundred (100) registered voters].

ARTICLE 1:

MOVED, that the Town vote to transfer from available funds and appropriate the sums of money herein specified, from the sources herein specified, for the purposes listed in the summary table of the Warrant in order to implement the Capital Improvement Planning (CIP) Supplemental Budget requested for Town Departments for the Fiscal Year commencing on July 1, 2024, as follows:

Department	Description	Amount	Funding Source
Police	Body Cameras (payoff)	160,489	Free Cash
Police	Tasers (payoff)	99,706	Free Cash
Fire	SCBA Equipment (grant match)	50,000	Ambulance Receipts
Fire	Fire Engine & Ambulance Lease	351,210	Ambulance Receipts
Public Works	Trackless Municipal Tractor (supplement)	103,770.04	Free Cash
Total		765,175.04	

ADOPTED UNANIMOUSLY 172 AFFIRMATIVE 0 NEGATIVE 7:15 P.M.

ARTICLE 2:

MOVED, that the Town vote pursuant to Massachusetts General Law Chapter 44, Section 53E ½ to increase the spending limit for the existing Police and Fire Apparatus Revolving Fund for FY 2025, as follows:

Name of Revolving Fund	Authorized Representative to Spend	FY25 Amended Authorization
Police and Fire Apparatus Revolving Fund	Police and Fire Departments	\$400,000

ADOPTED UNANIMOUSLY 171 AFFIRMATIVE 0 NEGATIVE 7:16 P.M.

ARTICLE 3:

MOVED, that the Town vote to transfer from Free Cash the sum of Three Hundred and Fifty Thousand Dollars (\$350,000) to the Fire Stabilization Fund for Fire Department equipment and apparatus repair and acquisition.

ADOPTED 176 AFFIRMATIVE 0 NEGATIVE 7:17 P.M.

ARTICLE 4:

MOVED, that the Town vote to transfer from the Fire Stabilization Fund the sum of One Hundred Thousand Dollars (\$100,000) to be expended by the Fire Department to fund the acquisition of parts and supplies for apparatus repair for FY 2025.

ADOPTED UNANIMOUSLY 177 AFFIRMATIVE 0 NEGATIVE 7:18 P.M.

ARTICLE 5:

MOVED, that the Town vote to amend the Child Sexual Abuse Awareness Bylaw as follows:

Section 1: Eligibility, Appointment, and Tenure

There shall be a Child Sexual Abuse Awareness Committee consisting of nine (9) volunteers. At or immediately after each annual meeting, the Select Board shall appoint or reappoint eligible volunteers to the committee, three per year for nine members total, each for a term of three years commencing July 1 or following said annual meeting, and expiring June 30th or end of annual town meeting, whichever is later. In addition, the select board shall, at the same time, or during the year, make any appointment necessary to fill the unexpected term of any vacated position in the committee.

Section 2: Powers and Duties

A. The members of the Committee shall serve without compensation. They shall meet to elect officers, appoint subcommittees, and adopt rules as soon as practicable following each Annual Town Meeting. If any member is absent from five consecutive meetings, the Committee may vote that his/her position is vacated.

B. The goals and objectives of the Child Sexual Abuse Awareness Committee are to raise awareness of the prevalence and circumstances in which children are being sexually abused and promote simple and effective ways for the public to be aware of risk factors and educate to reduce the opportunity of abuse in the Town of Foxborough. Every day adults come in contact with children of all ages and groups in Foxborough. The Foxborough Child Sexual Abuse Awareness Committee will provide guidance when adults are interacting with children in the Town of Foxborough.

C. To attain these goals and objectives, the Committee shall gather information provided by the many public and private groups, agencies and institutions that disseminate relevant information to the prevention of sexual abuse to children. The Committee shall work with Foxborough's boards, committees and departments and participate and/or direct meetings and informational sessions towards accomplishing the published goals and objectives. The Committee shall act as liaison to public and private groups that use Town property related to children's activities.

D. With these powers and duties, the Child Sexual Abuse Awareness Committee will work to provide:

1. A code of conduct.
2. Training of individuals (Town employees and volunteers) and organizations.
3. Protocol for reporting incidents.
4. A yearly curriculum to be dispensed for training to organizations, including but not limited to private schools, churches and youth leagues.
5. A written progress report with recommendations to the Select Board by October 1 each year. Report shall include a written list of recommended required trainings to be completed the following year.

Section 3: Appointed Officials

The Child Sexual Abuse Awareness Committee shall have representatives from the following sectors:

1. Foxborough Public Schools
2. Foxborough Board of Recreation
3. Foxborough Public Safety
4. Foxborough Religious Institution
5. Foxborough Council on Aging and Human Services
6. Social Institutions
7. Private Educational or Instructional sites
8. Member at Large (2)

Section 4: Child Sexual Abuse Awareness Committee Budget

For the purposes of reaching the stated goal and objectives, a budget shall be appropriated to the Child Sexual Abuse Awareness Committee at the inception and thereafter be appropriated as part of the annual budget process.

ADOPTED UNANIMOUSLY 210 AFFIRMATIVE 0 NEGATIVE 7:20 P.M.

Approved by the A.G., March 4, 2025/REC

ARTICLE 6:

MOVED, that the Town vote to amend the Code of the Town of Foxborough, Massachusetts, Chapter 275: Zoning, by adding the following new section thereto:

9.8. Foxborough Multifamily Overlay District

9.8.1. Purpose. The purpose of this Section 9.8. is to:

1. Allow multifamily residential development as of right in accordance with MGL c.40A, §3A, and the “Compliance Guidelines for Multi-Family Zoning Districts Under Section 3A of the Zoning Act” promulgated pursuant thereto, as may be revised or amended from time to time.

2. Provide multifamily housing options that emphasize pedestrian-oriented and walkable neighborhoods, and that reduce dependency on motor vehicles by means of proximity to the commuter rail station located in Foxborough.

9.8.2. Overlay district. The Foxborough Multifamily Overlay District (FMOD) is established as an overlay district encompassing the area more particularly delineated on a map that is entitled “Foxborough Multifamily Overlay District (FMOD) in Foxborough, MA” dated November 18, 2024. This overlay district shall be deemed to be superimposed over portions of the Special Use (S-1) District and the Economic Development Area Overlay District (EDAOD), which such districts have been established in accordance with these bylaws. The map as it may be amended from time to time is on file with the respective offices of the Town Clerk and the Building Commissioner, and, together with any explanatory material thereon, is incorporated in and made part of these bylaws.

9.8.3. Relationship to existing zoning. All requirements and provisions of these bylaws that are applicable to the underlying district or overlay district shall remain in force and effect except where such provisions and requirements conflict with the provisions of this Section 9.8., in which event the provisions and requirements of the underlying district or overlay are superseded hereby.

1. Allow multifamily residential development as of right in accordance with MGL c.40A, §3A, and the “Compliance Guidelines for Multi-Family Zoning Districts Under Section 3A of the Zoning Act” promulgated pursuant thereto, as may be revised or amended from time to time.

2. Provide multifamily housing options that emphasize pedestrian-oriented and walkable neighborhoods, and that reduce dependency on motor vehicles by means of proximity to the commuter rail station located in Foxborough.

9.8.4. Permissible uses. The following uses are permitted in the FMOD:

1. A minimum of 15 and a maximum of 23 multifamily dwelling units per acre are allowed by right.

2. Accessory structures to multifamily dwellings are allowed by right.

3. Multifamily dwellings that combine multifamily dwelling units and nonresidential uses are permitted subject to compliance with the provisions of Section 9.8.5.

4. Uses that are permitted in the Special Use (S-1) District in accordance with Table 3- 1 and Section 9.1. of these bylaws, and uses that are permitted in the EDAOD in accordance with Section 9.5.4. of these bylaws, are allowed as separate uses in the FMOD in accordance with the provisions and requirements of these bylaws that are applicable to such uses.

9.8.5. Mixed-Use Developments. Mixed-use developments that comply with the provisions of this Section 9.8.5. are permitted in the FMOD.

1. The Planning Board by grant of a special permit may authorize any multifamily dwelling in the FMOD to include any of the following nonresidential uses:

- a. Banks.

- b. Business or professional offices.

- c. Medical, therapy or dental offices.

- d. Restaurants or coffee shops.

- e. Bakeries.

- f. Retail sales or services with a maximum gross floor area not exceeding 12,000 square feet.

- g. Personal service establishments that provide specialized goods or services that are used on-site by consumers, including, without limitation, barbershops, hair salons, garment or shoe repair, tailoring, dry cleaning services or other similar service establishments.

- h. Workshops or studios for artists, artisans or craftsmen, which may include as an accessory use retail sales of products constructed or developed on such premises.

- i. Galleries for the showing of works of art and crafts, which may include as an accessory use the retail sales of such items.

1. Nonresidential uses in a mixed-use development in the FMOD shall be situated on the ground floor of a multifamily dwelling, with the front façade of any such use facing a street, parking area or public space.
2. Access to and egress from multifamily dwelling units within a mixed-use development in the FMOD shall be separate, apart and clearly differentiated from the access to and egress from the nonresidential uses(s), provided that such access and egress may be provided from a shared lobby or other common area.
3. Access to and egress from multifamily dwelling units within a mixed-use development in the FMOD shall be separate, apart and clearly differentiated from the access to and egress from the nonresidential uses(s), provided that such access and egress may be provided from a shared lobby or other common area.
4. Nonresidential uses in a mixed-use development in the FMOD shall be exempt from the provisions of Table 3-1 of these bylaws.

9.8.6. Dimensional requirements. The following dimensional requirements shall apply to multifamily dwellings in the FMOD:

Table 9-3 Dimensional Regulations For Foxborough Multifamily Overlay District						
	Minimum Lot Size (square feet)	Yards (feet)			Maximum Height of Dwelling (feet)	Maximum Height of Accessory Structures (feet)
		Front	Side	Rear		
First 3 dwelling units	32,250	50	25	75	35	21
Additional dwelling units (per unit)	1,750					

9.8.7. Notes to Table 9-3.

1. A minimum of 15 and a maximum of 23 multifamily dwelling units per acre are allowed by right.
2. Accessory structures to multifamily dwellings are allowed by right.
3. Multifamily dwellings that combine multifamily dwelling units and nonresidential uses are permitted subject to compliance with the provisions of Section 9.8.5.
4. Uses that are permitted in the Special Use (S-1) District in accordance with Table 3- 1 and Section 9.1. of these bylaws, and uses that are permitted in the EDAOD in accordance with Section 9.5.4. of these bylaws, are allowed as separate uses in the FMOD in accordance with the provisions and requirements of these bylaws that are applicable to such uses.

9.8.8. Parking requirements. Off-street parking for multifamily dwellings in the FMOD shall comply with the following requirements:

1. The provisions of Section 6.1. and Table 6-1 of these bylaws shall not apply to the parking requirements for multifamily dwellings except otherwise as specifically may be provided in this Section 9.8.8.
2. Each multifamily dwelling development shall provide a maximum of 1.5 parking spaces per dwelling unit.
3. The Planning Board by special permit may reduce the number of parking spaces that are required for a multifamily dwelling development where it determines that the parking spaces that are proposed are sufficient to meet the needs of such development.
4. Except with respect to a shared parking facility that is permitted by the Planning Board in accordance with Sections 9.8.8.6. and 9.8.8.7., all parking spaces that are required for a multifamily dwelling shall be located on the same lot as such dwelling.
5. Parking spaces are permitted in the front and side yards of multifamily dwellings if so authorized by the Planning Board in accordance with its site plan review under Section 9.8.11., provided that such spaces are not allowed within the front and side yard setbacks required pursuant to Table 9-3, and provided that multilevel parking structures are allowed only in the rear yard of a multifamily dwelling.

6. Parking spaces that are required for two or more multifamily dwellings that are under common or affiliated ownership and that are on adjoining lots may be provided in a shared parking facility pursuant to a special permit granted by the Planning Board.

7. Parking spaces that are required for two or more multifamily dwellings that are not under common or affiliated ownership and that are on adjoining lots may be provided in a shared parking facility pursuant to a special permit granted by the Planning Board, provided that each such use complies with the parking requirements that are set forth in Section 9.8.8.2.

8. Shared parking facilities authorized in accordance with the provisions of Sections 9.8.8.3. and 9.8.8.4. may be accessed by a shared driveway and may be provided in a shared multilevel parking structure that complies with the dimensional requirements for structures in the Special Use (S-1) District. The Planning Board in considering an application for a special permit for a shared parking arrangement shall apply the criteria and requirements of Section 6.1.2.4. to multifamily dwellings under common or affiliated ownership, and shall apply the criteria and requirements of Section 6.1.2.5. to multifamily dwellings that are not under common or affiliated ownership, to the extent that the same are applicable to this Section 9.8.8.

9. The Planning Board in accordance with its site plan review under Section 9.8.11. may apply the requirements of Sections 6.1.8., 6.1.9., 6.1.10. and 6.1.11. of these bylaws to any multifamily dwelling development.

10. Parking facilities for mixed-use developments that comply with the provisions of Section 9.8.5. shall accommodate sufficient parking for the permitted nonresidential uses(s) as determined by the Planning Board in accordance with its site plan review under Section 9.8.11., provided that separate and specific parking areas shall be designated for the multifamily dwelling and nonresidential uses.

11. Parking facilities provided under this Section 9.8.8. shall provide electric vehicle charging stations in accordance with the most recent edition of the International Energy Conservation Code (IECC) Base Code.

12. Multifamily dwellings that contain 25 or more dwelling units shall provide one bicycle storage space per dwelling unit within a covered area that is within or attached to each applicable dwelling.

9.8.9. Performance standards. All multifamily dwelling developments in the FMOD shall be subject to the performance standards of Section 6.5. of these bylaws.

1. The Planning Board may waive those standards that it determines to not be applicable to a proposed multifamily development or that would be inconsistent with the purposes of this Section 9.9.

2. Multifamily dwellings shall have common outdoor space that can be accessed by each of the residents thereof. Such space may be in any combination of ground floor, courtyard, rooftop or terrace.

9.8.10. Site plan review. All multifamily developments in the FMOD shall be subject to site plan review by the Planning Board in accordance with the provisions of Section 10.5. of these bylaws, provided that in no event shall an environmental impact statement pursuant to Section 10.6. of these bylaws be required for any such development. The Planning Board in granting site plan approval may impose such reasonable terms and conditions as it deems to be appropriate to serve the purposes of this Section 9.8, including reasonable regulations and requirements as to vehicular access and circulation of motor vehicles within a multifamily dwelling development, architectural design of buildings, site design, and screening from adjacent properties.

9.8.11. Severability. If any provision of this Section 9.8. is determined to be invalid by a court of competent jurisdiction, the remainder hereof shall not be affected but shall remain in full force and effect. The invalidity of any provision of this Section 9.8. shall not affect the validity of the remainder of these bylaws.

And, also, amend the Code of the Town of Foxborough, Massachusetts, Chapter 275: Zoning, as follows:

1. Amend Section 2.2. by adding the following: Foxborough Multifamily Overlay District FMOD
2. Amend Section 2.3.1. by adding the following: Foxborough Multifamily Overlay District (FMOD) in Foxborough, MA.
3. Amend Section 3.1.7. Notes to Table of Use Regulations by adding the following new note:

9. Multifamily dwellings shall be permitted in the R-40 Residential and Agricultural District, the Highway Business (HB) District, the Limited Industrial (LI) District, and the Special Use (S-1) District in accordance with the provisions of Section 9.8. of these bylaws.

4. Amend Section 4.1.2. Notes to Table 4-1 by adding the following new note:

5. Dimensional regulations for multifamily dwellings in the Foxborough Multifamily Overlay District are set forth in Table 9-3. Notes 1 and 2 of this Section 4.1.2. do not apply to multifamily dwellings in the Foxborough Multifamily Overlay District.

5. Amend Section 4.1.3. Notes to Table 4-2 by deleting the first sentence of note 5 in its entirety and replacing it with the following new sentence:

Except for lots that are in the Foxborough Multifamily Overlay District, the minimum lot size within the S-1 District is 80,000 square feet.

6. Amend Section 4.1.3. Notes to Table 4-2 by deleting the first sentence of note 6 in its entirety and replacing it with the following new sentence:

Except for lots that are in the Foxborough Multifamily Overlay District, lots located in the S-1 District with frontage on streets other than Route 1 shall have a minimum of 200 feet of frontage.

7. Amend Section 4.4.2. by adding the following wording after the words “the S-1 District”:

“other than a structure that is in the Foxborough Multifamily Overlay District”

8. Amend Section 4.2.3 by deleting such section in its entirety and replacing it with the following new Section 4.2.3.:

4.2.3. Accessory structures to multifamily structures. Except otherwise as provided in Section 9.8.4.2. with respect to accessory structures in the Foxborough Multifamily Overlay District, accessory structures to existing multifamily structures shall only be allowed by special permit from the Board of Appeals; provided that if a structure is shown on a special permit application that is submitted to the Planning Board to construct a multifamily structure, the accessory structure may be approved as part of that application.

9. Amend Section 4.4.3. by deleting such section in its entirety and replacing it with the following new Section 4.4.3.:

4.4.3. Controlling Provision. Insofar as the provisions of this Section 4.4. are in conflict with or are inconsistent with the provisions either of Section 9.5. or Section 9.8. of these bylaws, the provisions of such Section 9.5. or Section 9.8., as the case may be, shall govern.

10. Amend Section 6.5.3. by deleting the first sentence of such section and replacing it with the following new sentence:

Except for multifamily dwelling developments in the Foxborough Multifamily Overlay District, the development shall comply with Section 6.1. of these bylaws.

11. Amend Section 9.5.7. by deleting the second sentence of such section in its entirety and replacing it with the following new sentence:

Except for buildings or structures that are in the Foxborough Multifamily Overlay District, the height limitations applicable to buildings or structures in the EDAOD shall be as follows:

12. Amend Section 10.5.3.1. by deleting the first sentence thereof and replacing it with the following new sentence:

Any new building, any multifamily dwelling development in the Foxborough Multifamily Overlay District, and any addition to or any change of use of a predominantly nonresidential building in any zoning district.

NOT ADOPTED 4 AFFIRMATIVE 192 NEGATIVE 8:53 P.M.

ARTICLE 7:

MOVED, that the Town vote to amend the Code of the Town of Foxborough, Massachusetts, Chapter 275: Zoning, by adding the following new section thereto:

9.8. Foxborough Multifamily Overlay District

9.8.1. Purpose. The purpose of this Section 9.8. is to:

1. Allow multifamily residential development as of right in accordance with MGL c.40A, §3A, and the “Compliance Guidelines for Multi-Family Zoning Districts Under Section 3A of the Zoning Act” promulgated pursuant thereto, as may be revised or amended from time to time.

2. Provide multifamily housing options that emphasize pedestrian-oriented and walkable neighborhoods, and that reduce dependency on motor vehicles by means of proximity to the commuter rail station located in Foxborough.

9.8.2. Overlay district. The Foxborough Multifamily Overlay District (FMOD) is established as an overlay district encompassing the areas that are more particularly delineated on a map that is entitled “Foxborough Multifamily Overlay District (FMOD) in Foxborough, MA” dated November 18, 2024. This overlay district shall be divided into the following two subdistricts:

- a. The Patriot Place Subdistrict, which is deemed to be superimposed over portions of the Special Use (S-1) District and the Economic Development Area Overlay District (EDAOD), which such districts have been established in accordance with these bylaws.
- b. The Multifamily Smart Growth Subdistrict, which is deemed to be superimposed over portions of the R-40 Residential and Agricultural District, the Highway Business (HB) District, and the Limited Industrial (LI) District.

The map as it may be amended from time to time is on file with the respective offices of the Town Clerk and the Building Commissioner, and, together with any explanatory material thereon, is incorporated in and made part of these bylaws.

9.8.3. Relationship to existing zoning. All requirements and provisions of these bylaws that are applicable to the underlying district or overlay district shall remain in force and effect except where such provisions and requirements conflict with the provisions of this Section 9.8., in which event the provisions and requirements of the underlying district or overlay are superseded hereby.

1. The provisions of this Section 9.8. shall not affect the rights of any owner of property within the FMOD who seeks to develop or redevelop such property in accordance with the provisions of these bylaws that are applicable to the underlying district or overlay district. Any such owner of property who seeks to develop or redevelop such property in accordance with the provisions of this Section 9.8. shall comply with the provisions and requirements hereof.
2. Terms that are used in this Section 9.8. shall have the respective meanings that are provided in Section 11.1. of these bylaws unless a specific definition of any such term is set forth in this section.

9.8.4. Permissible uses. The following uses are permitted in the FMOD:

1. A minimum of 15 and a maximum of 21 multifamily dwelling units per acre are allowed by right.
2. Accessory structures to multifamily dwellings are allowed by right.
3. Multifamily dwellings that combine multifamily dwelling units and nonresidential uses are permitted in the Patriot Place Subdistrict subject to compliance with the provisions of Section 9.8.5.
4. Uses that are permitted in the Special Use (S-1) District in accordance with Table 3- 1 and Section 9.1. of these bylaws, and uses that are permitted in the EDAOD in accordance with Section 9.5.4. of these bylaws, are allowed as separate uses in the Patriot Place Subdistrict in accordance with the provisions and requirements of these bylaws that are applicable to such uses.
5. Uses that are permitted in the R-40 Residential and Agricultural District, the Highway Business (HB) District, and the Limited Industrial (LI) District in accordance with Table 3-1 of these bylaws are allowed as separate uses in the Multifamily Smart Growth Subdistrict in accordance with the provisions and requirements of these bylaws that are applicable to such uses.

9.8.5. Mixed-Use Developments. Mixed-use developments that comply with the provisions of this Section 9.8.5. are permitted in the Patriot Place Subdistrict.

1. The Planning Board by grant of a special permit may authorize any multifamily dwelling in the Patriot Place Subdistrict to include any of the following nonresidential uses:
 - a. Banks.
 - b. Business or professional offices.
 - c. Medical, therapy or dental offices.
 - d. Restaurants or coffee shops.
 - e. Bakeries.
 - f. Retail sales or services with a maximum gross floor area not exceeding 12,000 square feet.
 - g. Personal service establishments that provide specialized goods or services that are used on-site by consumers, including, without limitation, barbershops, hair salons, garment or shoe repair, tailoring, dry cleaning services, or other similar service establishments.

- h. Workshops or studios for artists, artisans or craftsmen, which may include as an accessory use retail sales of products constructed or developed on such premises.
- i. Galleries for the showing of works of art and crafts, which may include as an accessory use the retail sales of such items.

2. Nonresidential uses in a mixed-use development in the Patriot Place Subdistrict shall be situated on the ground floor of a multifamily dwelling, with the front façade of any such use facing a street, parking area or public space.

3. Access to and egress from multifamily dwelling units within a mixed-use development in the Patriot Place Subdistrict shall be separate, apart and clearly differentiated from the access to and egress from the nonresidential uses(s), provided that such access and egress may be provided from a shared lobby or other common area.

4. Nonresidential uses in a mixed-use development in the Patriot Place Subdistrict shall be exempt from the provisions of Table 3-1 of these bylaws.

9.8.6. Dimensional requirements. The following dimensional requirements shall apply to multifamily dwellings in the FMOD:

Table 9-3 Dimensional Regulations For Foxborough Multifamily Overlay District						
	Minimum Lot Size (square feet)	Yards (feet)			Maximum Height of Dwelling (feet)	Maximum Height of Accessory Structures (feet)
		Front	Side	Rear		
First 3 dwelling units	32,250	50	25	75	35	21
Additional dwelling units (per unit)	1,750					

9.8.7. Notes to Table 9-3.

1. A multifamily dwelling in the Patriot Place Subdistrict that is a mixed-use dwelling in accordance with the provisions of Section 9.8.5. may be constructed to a height of 48 feet, provided that the Planning Board by grant of a special permit may authorize such structure to be constructed to a height of 60 feet.

2. The Planning Board by grant of a special permit may vary any of the referenced dimensional requirements where it determines that the clustering of multifamily dwellings furthers the purposes of this Section 9.8., provided that a multifamily dwelling in the Patriot Place Subdistrict that is not a mixed-use dwelling in accordance with Section 9.8.5., an accessory structure to any multifamily dwelling, or any multilevel parking structure shall not exceed a height of 48 feet.

3. Lots in the FMOD may contain more than one multifamily dwelling.

4. The number of stories that a multifamily dwelling may have is restricted only by the height of any such structure as provided in Table 9-3 or in this Section 9.8.7.

9.8.8. Parking requirements. Off-street parking for multifamily dwellings in the FMOD shall comply with the following requirements:

1. The provisions of Section 6.1. and Table 6-1 of these bylaws shall not apply to the parking requirements for multifamily dwellings except otherwise as specifically may be provided in this Section 9.8.8.

2. Each multifamily dwelling development shall provide a maximum of 1.5 parking spaces per dwelling unit.

3. The Planning Board by special permit may reduce the number of parking spaces that are required for a multifamily dwelling development where it determines that the parking spaces that are proposed are sufficient to meet the needs of such development.

4. Except with respect to a shared parking facility that is permitted by the Planning Board in accordance with Sections 9.8.8.6. and 9.8.8.7., all parking spaces that are required for a multifamily dwelling shall be located on the same lot as such dwelling.

5. Parking spaces are permitted in the front and side yards of multifamily dwellings if so authorized by the Planning Board in accordance with its site plan review under Section 9.8.11., provided that such spaces are not allowed within the front and side yard setbacks required pursuant to Table 9-3, and provided that multilevel parking structures are allowed only in the rear yard of a multifamily dwelling.

6. Parking spaces that are required for two or more multifamily dwellings that are under common or affiliated ownership and that are on adjoining lots may be provided in a shared parking facility pursuant to a special permit granted by the Planning Board.

7. Parking spaces that are required for two or more multifamily dwellings that are not under common or affiliated ownership and that are on adjoining lots may be provided in a shared parking facility pursuant to a special permit granted by the Planning Board, provided that each such use complies with the parking requirements that are set forth in Section 9.8.8.2.

8. Shared parking facilities authorized in accordance with the provisions of Sections 9.8.8.3. and 9.8.8.4. may be accessed by a shared driveway and may be provided in a shared multilevel parking structure that complies with the dimensional requirements for structures in the Special Use (S-1) District. The Planning Board in considering an application for a special permit for a shared parking arrangement shall apply the criteria and requirements of Section 6.1.2.4. to multifamily dwellings under common or affiliated ownership, and shall apply the criteria and requirements of Section 6.1.2.5. to multifamily dwellings that are not under common or affiliated ownership, to the extent that the same are applicable to this Section 9.8.8.

9. The Planning Board in accordance with its site plan review under Section 9.8.11. may apply the requirements of Sections 6.1.8., 6.1.9., 6.1.10. and 6.1.11. of these bylaws to any multifamily dwelling development. 10. Parking facilities for mixed-use developments that comply with the provisions of Section 9.8.5. shall accommodate sufficient parking for the permitted nonresidential uses(s) as determined by the Planning Board in accordance with its site plan review under Section 9.8.11., provided that separate and specific parking areas shall be designated for the multifamily dwelling and nonresidential uses.

11. Parking facilities provided under this Section 9.8.8. shall provide electric vehicle charging stations in accordance with the most recent edition of the International Energy Conservation Code (IECC) Base Code.

12. Multifamily dwellings that contain 25 or more dwelling units shall provide one bicycle storage space per dwelling unit within a covered area that is within or attached to each applicable dwelling.

9.8.9. Performance standards. All multifamily dwelling developments in the FMOD shall be subject to the performance standards of Section 6.5. of these bylaws.

1. The Planning Board may waive those standards that it determines to not be applicable to a proposed multifamily development or that would be inconsistent with the purposes of this Section 9.9.

2. Multifamily dwellings shall have common outdoor space that can be accessed by each of the residents thereof. Such space may be in any combination of ground floor, courtyard, rooftop or terrace.

9.8.10. Site plan review. All multifamily developments in the FMOD shall be subject to site plan review by the Planning Board in accordance with the provisions of Section 10.5. of these bylaws, provided that in no event shall an environmental impact statement pursuant to Section 10.6. of these bylaws be required for any such development. The Planning Board in granting site plan approval may impose such reasonable terms and conditions as it deems to be appropriate to serve the purposes of this Section 9.8, including reasonable regulations and requirements as to vehicular access and circulation of motor vehicles within a multifamily dwelling development, architectural design of buildings, site design, and screening from adjacent properties.

9.8.11. Severability. If any provision of this Section 9.8. is determined to be invalid by a court of competent jurisdiction, the remainder hereof shall not be affected but shall remain in full force and effect. The invalidity of any provision of this Section 9.8. shall not affect the validity of the remainder of these bylaws.

And, also, amend the Code of the Town of Foxborough, Massachusetts, Chapter 275: Zoning, as follows:

1. Amend Section 2.2. by adding the following: Foxborough Multifamily Overlay District FMOD

2. Amend Section 2.3.1. by adding the following: Foxborough Multifamily Overlay District (FMOD) in Foxborough, MA.

3. Amend Section 3.1.7. Notes to Table of Use Regulations by adding the following new note:

9. Multifamily dwellings shall be permitted in the R-40 Residential and Agricultural District, the Highway Business (HB) District, the Limited Industrial (LI) District, and the Special Use (S-1) District in accordance with the provisions of Section 9.8. of these bylaws.

4. Amend Section 4.1.2. Notes to Table 4-1 by adding the following new note:

5. Dimensional regulations for multifamily dwellings in the Foxborough Multifamily Overlay District are set forth in Table 9-3. Notes 1 and 2 of this Section 4.1.2. do not apply to multifamily dwellings in the Foxborough Multifamily Overlay District.

5. Amend Section 4.1.3. Notes to Table 4-2 by deleting the first sentence of note 5 in its entirety and replacing it with the following new sentence:

Except for lots that are in the Foxborough Multifamily Overlay District, the minimum lot size within the S-1 District is 80,000 square feet.

6. Amend Section 4.1.3. Notes to Table 4-2 by deleting the first sentence of note 6 in its entirety and replacing it with the following new sentence:

Except for lots that are in the Foxborough Multifamily Overlay District, lots located in the S-1 District with frontage on streets other than Route 1 shall have a minimum of 200 feet of frontage.

7. Amend Section 4.4.2. by adding the following wording after the words “the S-1 District”:

“other than a structure that is in the Foxborough Multifamily Overlay District”

8. Amend Section 4.2.3 by deleting such section in its entirety and replacing it with the following new Section 4.2.3.:

4.2.3. Accessory structures to multifamily structures. Except otherwise as provided in Section 9.8.4.2. with respect to accessory structures in the Foxborough Multifamily Overlay District, accessory structures to existing multifamily structures shall only be allowed by special permit from the Board of Appeals; provided that if a structure is shown on a special permit application that is submitted to the Planning Board to construct a multifamily structure, the accessory structure may be approved as part of that application.

9. Amend Section 4.4.3. by deleting such section in its entirety and replacing it with the following new Section 4.4.3.:

4.4.3. Controlling Provision. Insofar as the provisions of this Section 4.4. are in conflict with or are inconsistent with the provisions either of Section 9.5. or Section 9.8. of these bylaws, the provisions of such Section 9.5. or Section 9.8., as the case may be, shall govern.

10. Amend Section 6.5.3. by deleting the first sentence of such section and replacing it with the following new sentence:

Except for multifamily dwelling developments in the Foxborough Multifamily Overlay District, the development shall comply with Section 6.1. of these bylaws.

11. Amend Section 9.5.7. by deleting the second sentence of such section in its entirety and replacing it with the following new sentence:

Except for buildings or structures that are in the Foxborough Multifamily Overlay District, the height limitations applicable to buildings or structures in the EDAOD shall be as follows:

12. Amend Section 10.5.3.1. by deleting the first sentence thereof and replacing it with the following new sentence:

Any new building, any multifamily dwelling development in the Foxborough Multifamily Overlay District, and any addition to or any change of use of a predominantly nonresidential building in any zoning district.

HAND COUNT

ADOPTED 112 AFFIRMATIVE 96 NEGATIVE 8:45 P.M.

Approved by the A.G., March 4, 2025/REC

ARTICLE 8:

MOVED, that the Town vote to amend the Code of the Town of Foxborough, Chapter 275 as follows:

Amend the Zoning Map, Foxborough, MA that is dated November 16, 1990, as amended from time to time, by rezoning the parcels of property that are situated at 69 Central Street and identified as Assessors' Map 092, Lot 138, and at 75 Central Street and identified as Assessors' Map 092, Lot 137, from the R-15 Residential District to the General Business District (GB); and further, amend the corrected Foxborough Center Overlay District (FCOD) Plan that is dated May 29, 2013 by extending the area delineated on such plan so as to include such parcels therein. Such map and plan as amended are on file with the office of the Foxborough Town Clerk.

ADOPTED 180 AFFIRMATIVE 10 NEGATIVE 8:55 P.M.
Approved by the A.G., March 4, 2025/REC

ARTICLE 9:

MOVED, that the Town vote to amend the Code of the Town of Foxborough, as follows:

1. Amend Use Group G.11. of Section 3.1.6., Table 3-1 Table of Uses, by deleting the words "Accessory apartment" and replacing them with the words "Accessory dwelling unit," and by further deleting the letters PB under the R-40 and NB columns and replacing them with the letter Y.
2. Amend Section 3.1.7., Notes to Table of Use Regulations, by adding the following new note thereto:
 9. Only one accessory dwelling unit is allowed by right on any lot. Additional accessory dwelling units may be allowed on a lot only by means of the issuance of a special permit by the Planning Board in accordance with the provisions of Section 10.4. of these bylaws.
3. Amend Section 4.1.4. by deleting such section in its entirety and replacing it with the following:
 - 4.1.4. Dwellings per lot. Only one dwelling structure shall be located on a lot except where such structures are a single-family dwelling and an accessory dwelling unit that is provided in a separate structure that has been constructed in accordance with the provisions of Sections 8.1.1. and 8.1.2., or otherwise as expressly permitted by these bylaws.
4. Amend Section 8.1. by deleting it in its entirety and replacing it with the following:
 - 8.1 Accessory Dwelling Units
 - 8.1.1. Accessory Dwelling Unit Requirements and Standards. An accessory dwelling unit may be added to a single-family dwelling (the "principal dwelling"), provided that there is compliance with each of the following requirements and standards:
 1. One accessory dwelling unit is permitted on a lot as of right. Additional accessory dwelling units may be allowed on a lot only by means of the issuance of a special permit by the Planning Board in accordance with the provisions of Section 10.4. of these bylaws. The principal dwelling and the accessory dwelling unit shall be owned by the same individual(s) or entity(ies), provided that such owner(s) shall not be required to reside within either the principal dwelling or the accessory dwelling unit.
 2. he accessory dwelling unit either shall be (i) attached to the principal dwelling as a newly-constructed addition thereto, (ii) contained within the principal dwelling by converting a portion thereof to a separate dwelling unit, (iii) a combination of the foregoing, or (iv) a detached structure that is situated on the same lot as the principal dwelling. A common wall or floor/ceiling shall separate the accessory dwelling unit from the principal dwelling where the accessory dwelling unit is attached to or contained within (or is a combination of) the principal dwelling.
 3. The gross floor area of an accessory dwelling unit shall not exceed one-half the gross floor area of the principal dwelling or 900 square feet, whichever is less.
 4. The principal dwelling and the accessory dwelling unit shall comply with or be granted appropriate relief from the dimensional requirements for single-family residential structures that are set forth in Section 4.1.1., Table 4-1, and otherwise as provided in Section 4.0. of these bylaws.

5. An accessory dwelling unit that is provided in a structure that is detached from the principal dwelling shall be located only in the rear and side yards of a lot, provided that an accessory dwelling unit may be located in the front yard of a lot if such unit is converted from a detached garage or is constructed as part of a detached garage that is authorized in accordance with these bylaws to be located in the front yard of a lot.

6. A special permit shall be required under Section 5.4.2. of these bylaws where the construction of an accessory dwelling unit increases the nonconforming nature of the principal dwelling to which it is attached, provided that no such special permit may be used as a means to deny an accessory dwelling unit that is allowed by right or to impose conditions on such use that otherwise are not permitted in this Section 8.1.1. A special permit shall not be required under such Section 5.4.2. for an accessory dwelling unit that increases the habitable floor area of the principal dwelling to which it is accessory by 25% or more.

7. The architectural design of the accessory dwelling unit and the type and color of the external materials used in its construction shall be comparable to that of the principal dwelling. An accessory dwelling unit that is attached to a principal dwelling or that is a combination of being attached to and contained within such structure shall give the appearance of being an integral part of the single-family dwelling when viewed from the street.

8. Neither the principal dwelling nor any accessory dwelling unit may be used for any short-term rental, as such term is defined in MGL c. 64G, §1, or otherwise leased or rented for a period that is less than thirty-one consecutive days.

9. Adequate off-street parking shall be provided on the lot on which an accessory dwelling unit is located for one motor vehicle either within a garage or carport, or on a paved or all-weather gravel surface, provided that no additional parking space is to be provided for any accessory dwelling unit that is located not more than 0.5 miles from a commuter rail station.

10. Any stairway to the accessory dwelling unit that provides access other than at ground level shall be enclosed within the structure's exterior walls.

11. The design and adequacy of the sewage disposal system that serves the principal dwelling and the accessory dwelling unit shall comply with the provisions and requirements of 310 CMR 15.000 et seq. and such requirements of the Town of Foxborough Board of Health and Board of Water and Sewer Commissioners as may be applicable thereto.

12. The use and occupancy of the accessory dwelling unit shall be subject to the issuance of and compliance with all applicable Commonwealth of Massachusetts and Town of Foxborough permits and requirements that are not otherwise inconsistent with this Section 8.1.1.

8.1.2. Site Plan Review. All accessory dwelling units shall be subject to site plan review by the Planning Board in accordance with rules and regulations promulgated thereby that are not inconsistent with Section 8.1.1. or any other provision of applicable law.

5. Amend Section 9.7.5.G.11. by deleting the words "Accessory apartment" and replacing them with the words "Accessory dwelling unit."

6. Amend Section 11.1. by deleting the definition of ACCESSORY APARTMENT and replacing it with the following new definition:

ACCESSORY DWELLING UNIT – A separate, self-contained dwelling unit that is inclusive of sleeping, cooking and sanitary facilities on the same lot as a single-family dwelling, and that (i) maintains a separate entrance that is either directly from the outside or through an entry hall or corridor shared with such dwelling and that complies with the requirements of the state building code for safe egress, and (ii) is not larger in gross floor area than one-half the gross floor area of such single-family dwelling or 900 square feet, whichever is less. Any use of the term "accessory apartment" in these bylaws shall mean and include an accessory dwelling unit as such term is defined herein.

7. Amend Section 11.1. by deleting the definition of AREA (GROSS) and replacing it with the following new definition:

GROSS FLOOR AREA – The floor area within the inside perimeter of the exterior walls of any building exclusive of vent shafts and courts, and without deduction for corridors, stairways, ramps, closets, the thickness of interior walls, columns or other features. The floor area of a building or any portion thereof that is not provided with surrounding exterior walls shall be the usable area under the horizontal projection of the roof or floor above. The gross floor area of a building shall not include shafts with no openings or interior courts. Any use of the term “area (gross)” in these bylaws shall mean and include gross floor area as such term is defined herein.

MOTION TO AMEND

MOVED to amend Item 4 of Article 9 by deleting Paragraph 8.1.1.9. in its entirety and replacing it with the following new Paragraph 8.1.1.9.:

9. Off-street parking shall be provided for an accessory dwelling unit on the lot on which it is located for a minimum of one motor vehicle either within a garage or carport or on a paved or all-weather gravel surface, provided that no additional parking space is required for an accessory dwelling unit that is on a lot that is located not more than 0.5 miles from a commuter rail station.

MOTION TO AMEND

ADOPTED 100 AFFIRMATIVE 6 NEGATIVE 9:03 P.M.

MAIN MOTION AS AMENDED

ADOPTED 170 AFFIRMATIVE 14 NEGATIVE 9:03 P.M

ARTICLE 10:

MOVED, that the Town vote to allow the following parcels to be incorporated in to the Sewer Service Area, and to amend the Sewer Service Area Map with the parcels so designated as follows:

ADDRESS	MAP	LOT	ESTIMATED CAPACITY
34 Main Street	078	052	266
35 Main Street	079	149	266
36 Main Street	078	053	600
38 Main Street	078	054	266
39 Main Street	078	067	266
41 Main Street	078	066	266
42 Main Street	078	055	600
2 Fales Place	078	056	266
48 Main Street	078	057	266
49 Main Street	078	064	266
50 Main Street	078	058	266
51 Main Street	078	063	266
52 Main Street	078	061	266
4 Bentwood	066	066	266
55 Main Street	066	065	266
1 Garfield Street	066	064	266
62 Main Street	066	001	600
2 Garfield Street	066	036	266
69 Main Street	066	035	600
70 Main Street	066	002	330
73 Main Street	066	034	1600
75 Main Street	066	033	266

ADOPTED UNANIMOUSLY 163 AFFIRMATIVE 0 NEGATIVE 9:06 P.M.

ARTICLE 11:

MOVED, that the Town vote pursuant to G.L. c. 40, §§ 15 and 15A to change the purpose for which the Town owned property owned at the rear of 34 School Street, further identified as Assessor's Map 79, Parcel 16.1 (1,957+/- sq. ft.), is held to the purpose of disposition, sale or lease; and further, to authorize the Select Board to convey by sale or lease all or a portion of said town-owned land. Said real estate disposition shall be completed in compliance with General Law Chapter 30B to the extent applicable, and, further, the Select Board and other town officials shall be authorized to take all actions necessary to carry out this Article.

2/3rds vote required

ADOPTED 140 AFFIRMATIVE 10 NEGATIVE 9:12 P.M.

ARTICLE 12:

MOVED, that the Town vote to grant an easement to the Massachusetts Electric Company for a new underground electrical service at 70 Elm Street.

2/3rds vote required

ADOPTED UNANIMOUSLY 148 AFFIRMATIVE 0 NEGATIVE 9:14 P.M.

ARTICLE 13:

MOVED, that the Town accept as a public way Peterson Lane located within the "London Estates" subdivision, which has been constructed pursuant to the Planning Board Subdivision Control Regulations as follows:

Peterson Lane – from its intersection with Authelet Way generally southerly approximately 883 feet more or less to its terminus at a cul-de-sac.

ADOPTED 142 AFFIRMATIVE 3 NEGATIVE 9:20 P.M.

ARTICLE 14:

MOVED, that the Town accept as a public way Authelet Way located within the "London Estates" subdivision, which has been constructed pursuant to the Planning Board Subdivision Control Regulations as follows:

Authelet Way – from its intersection with Main Street generally easterly approximately 735 feet more or less to its terminus at the intersection with Peterson Lane.

ADOPTED UNANIMOUSLY 135 AFFIRMATIVE 0 NEGATIVE 9:21 P.M.

THE SPECIAL TOWN MEETING WAS ADJOURNED AT 9:21 P.M.

A TRUE RECORD ATTEST:
ROBERT E. CUTLER, JR., TOWN CLERK

**TOWN CLERK'S REPORT
ANNUAL TOWN MEETING
Monday, the 13th Day of May 2024**

The Annual Town meeting of the Town of Foxborough convened at 7:15 PM in the auditorium of the Foxborough Senior High School, 120 South Street, Foxborough, Massachusetts with Town Moderator Francis J. Spillane presiding. The Reverend Kevin T. Hickey of Saint Mary's Church delivered the invocation. The National Anthem was sung by Maya Kaiser, a sophomore at Foxborough High School. Marlowe Farrar from the Advisory Committee led the Pledge of Allegiance. Moderator Francis J. Spillane recognized special guest, Representative Jay Barrows. Stephanie McGowan recognized Pat Costello, who is retiring, on his service to the town as our town counsel.

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

There were four hundred sixty-three (463) registered voters recorded as present [a quorum being one hundred (100) registered voters].

ARTICLE 1: Town Clerk, Robert E. Cutler, Jr. reported on the election of Town Officials which was held on Monday, May 6, 2024. The results of the following positions were announced by Town Warden Kathleen Brady at the John J. Ahern Middle School: two Select Board members for three years; one Assessor for three years; two School Committee Members for three years; one Water & Sewer Commissioner for three years; one Board of Health member for three years; two Boyden Library Trustees for three years; two Planning Board members for three years; and one Housing Authority Member for five years; and three debt exclusion ballot questions: Question 1: 70 Elm Street, DPW Expansion Project; Question 2: 76 Main Street, Acquisition/Authorization; Question 3: 8 Chestnut Street, Remodeling of Police Women's Locker Room.

ARTICLE 2: 245th Annual Town Report of the Town Officers of Foxborough, Massachusetts together with the report of the School Department and Town Accountant/Finance Director for the year ending December 31, 2023 was presented by Town Clerk, Robert E. Cutler, Jr.

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

ARTICLE 4: MOVED, that the Town vote the compensation for elected officials and to raise and appropriate, transfer from available funds the sums of money herein specified and requested for the operation of various town boards, officers, commissions and departments of the Town during Fiscal Year 2025, beginning July 1, 2024 and ending June 30, 2025 as follows:

	ADVISORY RECOMMEND	RECOMMENDED FUNDING SOURCE(S)
GENERAL GOVERNMENT:		
122 BOARD OF SELECTMEN		
Expenses	23,300	Taxation, State Aid & Local Receipts
123 ADMINISTRATION		
Salaries	528,507	Taxation, State Aid & Local Receipts
Expenses	71,398	Taxation, State Aid & Local Receipts
	599,905	
130 FINANCE		
Salaries	1,231,733	Taxation, State Aid & Local Receipts
Expenses	343,226	Taxation, State Aid & Local Receipts
	1,574,959	
141 ADVISORY COMMITTEE		
Salaries	2,150	Taxation, State Aid & Local Receipts
Expenses	350	Taxation, State Aid & Local Receipts
	2,500	

		ADVISORY RECOMMEND	RECOMMENDED FUNDING SOURCE(S)
151	Legal	180,090	Taxation, State Aid & Local Receipts
156	GIS/IT DEPARTMENT Expenses	313,413	Taxation, State Aid & Local Receipts
161	TOWN CLERK & ELECTIONS/ REGISTRATION		
	Salaries	267,799	Taxation, State Aid & Local Receipts
	Expenses	42,300	Taxation, State Aid & Local Receipts
		310,099	
175	LAND USE & ECONOMIC DEVELOPMENT		
	Salaries	773,198	Taxation, State Aid & Local Receipts
	Expenses	79,104	Taxation, State Aid & Local Receipts
		852,302	
191	MUNICIPAL BUILDINGS		
	Salaries	112,878	Taxation, State Aid & Local Receipts
	Expenses	781,383	Taxation, State Aid & Local Receipts
		894,261	
TOTAL GENERAL GOVERNMENT		4,750,829	
PUBLIC SAFETY:			
210	POLICE		
	Salaries	5,506,524	Taxation, State Aid & Local Receipts
	Expenses	442,723	Taxation, State Aid & Local Receipts
	Capital Outlay	210,572	Taxation, State Aid & Local Receipts
		6,159,819	
220	FIRE		
	Salaries	4,751,379	Taxation, State Aid & Local Receipts
	Expenses	353,690	Taxation, State Aid & Local Receipts
	Capital Outlay	34,500	Taxation, State Aid & Local Receipts
		5,139,569	
230	SEMRECC Expenses - SEMRECC ASSESSMENT	600,000	Taxation, State Aid & Local Receipts
235	JOINT PUBLIC SAFETY BUILDING		
	Salaries	155,876	Taxation, State Aid & Local Receipts
	Expenses	10,935	Taxation, State Aid & Local Receipts
	Capital Outlay	-	Taxation, State Aid & Local Receipts
		166,811	
TOTAL PUBLIC SAFETY		112,066,199	

	ADVISORY RECOMMEND	RECOMMENDED FUNDING SOURCE(S)
EDUCATION:		
300 FOXBOROUGH PUBLIC SCHOOLS		
Salaries & Expenses	42,092,742	Taxation, State Aid & Local Receipts
390 SOUTHEASTERN REGIONAL	895,000	Taxation, State Aid & Local Receipts
TOTAL EDUCATION	42,987,742	
PUBLIC WORKS:		
410 PUBLIC WORKS		
Salaries	1,725,037	Taxation, State Aid & Local Receipts
Expenses	668,750	Taxation, State Aid & Local Receipts
Capital Outlay		Taxation, State Aid & Local Receipts
	2,393,787	
423 SNOW & ICE		
Salaries	33,500	Taxation, State Aid & Local Receipts
Expenses	170,800	Taxation, State Aid & Local Receipts
Capital Outlay	17,500	
	221,800	
424 STREET LIGHTING	100,000	Taxation, State Aid & Local Receipts
430 SOLID WASTE (DISPOSAL & COLLECTION)		
Expenses	40,050	Taxation, State Aid & Local Receipts
450 WATER ENTERPRISE		
Salaries	1,805,550	Water Receipts & Retained Earnings
Expenses	2,757,406	Water Receipts & Retained Earnings
Debt Service	2,717,257	Water Receipts & Retained Earnings
	7,280,213	
460 SEWER ENTERPRISE		
Salaries	251,097	Sewer Receipts & Retained Earnings
Expenses	1,575,409	Sewer Receipts & Retained Earnings
Debt Service	29,135	Sewer Receipts & Retained Earnings
	1,835,641	
TOTAL PUBLIC WORKS	11,871,491	

	ADVISORY RECOMMEND	RECOMMENDED FUNDING SOURCE(S)
HUMAN SERVICES:		
510 HEALTH		
Salaries	286,991	Taxation, State Aid & Local Receipts
Expenses	27,368	Taxation, State Aid & Local Receipts
	314,359	
541 HUMAN SERVICES		
Salaries	755,849	Taxation, State Aid & Local Receipts
Expenses	269,000	Taxation, State Aid & Local Receipts
	1,024,849	
TOTAL HUMAN SERVICES	1,339,208	
CULTURE & RECREATION:		
610 LIBRARY		
Salaries	990,914	Taxation, State Aid & Local
Receipts		
Expenses	276,800	Taxation, State Aid & Local Receipts
Capital Outlay	5,000	Taxation, State Aid & Local Receipts
TOTAL CULTURE & RECREATION	1,272,714	
DEBT SERVICE:		
710 DEBT - PRINCIPAL	2,501,000	All From Taxation, Free Cash, State
DEBT - INTEREST	728,761	Aid, Overlay Surplus, & Local Receipts
DEBT - ISSUANCE & EXPENSES	25,000	
	3,411,069	
INSURANCE & OTHER:		
911 PENSIONS/RETIREMENT	6,445,061	Taxation, State Aid & Local Receipts
912 OPEB	985,135	Taxation, State Aid & Local Receipts
914 UNEMPLOYMENT COMPENSATION	87,125	Taxation, State Aid & Local Receipts
915 GROUP HEALTH/LIFE INSURNACE	10,455,800	Taxation, State Aid & Local Receipts
945 RISK MANAGEMENT	937,188	Taxation, State Aid & Local Receipts
142 RESERVE FUND (Appropriated for Transfer, Not Expended.)	75,000	Taxation, State Aid & Local Receipts
413 SALARY RESERVE FUND (Appropriated for Transfer, Not Expended.)	60,000	Taxation, State Aid & Local Receipts
TOTAL INSURANCE & OTHER	19,045,309	
TOTAL ALL OPERATING BUDGETS	96,588,253	

FURTHER MOVED, that the Town vote the following sources to be used to fund the Fiscal Year 2025 Budget:

Taxation, State Aid, & Local Receipts	82,815,794
Ambulance Receipts	1,900,000
Recreation Revolving	2,581
Water Receipts	8,172,259
Water Retained Earnings	252,750
Sewer Receipts	1,959,273
Sewer Retained Earnings	60,596
Overlay Surplus	740,000
General Fund Free Cash	685,000
	96,588,253

UNHELD ITEMS

ADOPTED UNANIMOUSLY 419 AFFIRMATIVE 0 AGAINST 7:37 P.M.

HELD ITEMS

Item #230 – Expenses – SEMRECC ASSESSMENT

ADOPTED UNANIMOUSLY 418 AFFIRMATIVE 0 AGAINST 7:40 P.M.

MOTION TO AMEND Item #610 – Library Salaries – Amend from \$990,914 to \$966,914.

NOT ADOPTED 25 AFFIRMATIVE 390 AGAINST 7:51 P.M

HELD ITEM #610

ADOPTED 392 AFFIRMATIVE 18 AGAINST 7:52 P.M.

ARTICLE 5: MOVED, that the Town vote to transfer from available funds and appropriate the sums of money herein specified, from the sources herein specified, for the purposes listed in Schedule A of the Warrant in order to implement the Capital Improvement Planning (CIP) Budget requested for Town Departments for the Fiscal Year commencing on July 1, 2024, as follows:

Department	Amount	Funding Source
Land Use	100,000	Free Cash
Information Systems	200,000	Free Cash
Police	263,082	FreeCash (\$223,082); Police Revolving (\$40,000)
Fire	367,137	Ambulance Receipts
Joint Public Safety Building	214,364	Free Cash
Schools	642,000	Free Cash
Highway	1,190,000	Free Cash
Highway (Roads & Sidewalks)	360,000	TNC (\$10,000); Free Cash (\$350,000)
Water	1,261,500	Water Receipts
Sewer	13,500	Sewer Receipts
Total	4,611,583	

Funding Summary

Ambulance Transportation	367,137
Network Companies	10,000
Police Revolving	40,000
Water Receipts	1,261,500
Sewer Receipts	13,500
Free Cash	2,919,446
Total	4,611,583

ADOPTED 432 AFFIRMATIVE 12 NEGATIVE 8:01 P.M.

ARTICLE 6: MOVED, that the Town vote to transfer from available funds and appropriate the sums of money herein specified, from the sources herein specified, for the purposes listed in the summary table of the Warrant in order to implement the Capital Improvement Planning (CIP) Supplemental Budget requested for Town Departments for the Fiscal Year commencing on July 1, 2023, as follows:

Department	Description	Amount	Funding Source
Police	Prisoner Transport Van	105,902	Free Cash
School	Copiers	20,000	Free Cash
School	Music Department Equip Replacement	25,000	Free Cash
School	Bus Replacement	126,000	Free Cash
Public Works	Chevy 3500 – 1-Ton Dump T&P	125,000	Free Cash
Public Works	Chevy Pickup Truck EM	67,500	Free Cash
Public Works	Stump Grinder	100,000	Free Cash
Meals Tax	Street and Sidewalk Reconstruction	350,000	Free Cash
Total		919,402	

ADOPTED 430 AFFIRMATIVE 7 NEGATIVE 8:06 P.M.

ARTICLE 7: MOVED, that the Town vote to transfer from Free Cash the sum of Two Hundred Thousand Dollars (\$200,000) into the Stabilization fund for reserve balance purposes.

ADOPTED 446 AFFIRMATIVE 1 NEGATIVE 8:08 P.M.

ARTICLE 8: MOVED, that the Town vote to authorize annual spending limits for the Town's Revolving Funds pursuant to Massachusetts General Laws Chapter 44, Section 53E ½ for the Fiscal Year 2025, beginning July 1, 2024, as follows:

Name of Revolving Fund	FY25 Spending Limit
Public Health	100,000
IT	100,000
Recreation	450,000
Police Apparatus	100,000
Fire Apparatus	100,000
Highway	40,000
Council on Aging Senior Trips & Programs	500,000
Council on Aging Human Services	20,000
Council on Aging Community Events	20,000

ADOPTED UNANIMOUSLY 442 AFFIRMATIVE 0 NEGATIVE 8:11 P.M.

ARTICLE 9: MOVED, that the Town vote to transfer from Free Cash the sum of One Hundred Fourteen Thousand Four Hundred Thirty-Nine Dollars and Thirty-Nine Cents (\$114,439.39) into the Opioid Remediation Fund for expenditure in accordance with Massachusetts General Laws Chapter 44, Section 53, Clause 4: Opioid Settlement Receipts.

ADOPTED 439 AFFIRMATIVE 10 NEGATIVE 8:13 P.M.

ARTICLE 10: MOVED, that the Town vote to transfer from Free Cash the sum of Two Hundred Thousand Dollars (\$200,000) to the Fire Stabilization Fund for Fire Department equipment and apparatus repair and acquisition.

ADOPTED UNANIMOUSLY 441 AFFIRMATIVE 0 NEGATIVE 8:14 P.M.

ARTICLE 11: MOVED, that the Town vote to transfer from the Fire Stabilization Fund the sum of One Hundred Fifty Thousand Dollars (\$150,000) to be expended by the Fire Department to fund the wages, in part, of the Department's mechanic, as well as the acquisition of parts and supplies for apparatus repair for FY24.

ADOPTED 439 AFFIRMATIVE 3 NEGATIVE 8:16 P.M.

ARTICLE 12: MOVED, that the Town vote to transfer from the Fire Stabilization Fund the sum of One Hundred Thousand Dollars (\$100,000) to be expended by the Fire Department to fund the wages, in part, of the Department's mechanic, as well as the acquisition of parts and supplies for apparatus repair for FY25.

ADOPTED UNANIMOUSLY 442 AFFIRMATIVE 0 NEGATIVE 8:22 P.M.

ARTICLE 13: MOVED, that the Town vote to appropriate the sum of Sixteen Million Dollars (\$16,000,000) to pay costs of adding-to and maintaining the existing Foxborough Public Works Facility located at 70 Elm Street in Foxborough, MA (Map 107 Parcel 036 and consists of 9.75 Acres); said project to include a 10,000-sf new construction addition of vehicle maintenance bays and a wash bay, sitework with new pavement, utilities, stormwater facilities, site lighting and power, removal of existing underground fuel tanks and the purchase and installation of a new above ground fuel system; with work in the existing building to include new masonry walls and finish, back feeding existing gas and electric utilities, and a new fire suppression system and fire alarm upgrade, and in each case the payment of all costs incidental and related thereto; that to meet this appropriation, the Town Treasurer, with the approval of the Select Board, is authorized to borrow said amount under and pursuant to G.L. c. 44, §7(1), or any other enabling authority, and to issue bonds and notes of the Town therefor; provided, however that no amounts shall be borrowed or expended hereunder unless the Town shall have voted to exempt the amounts required to pay for any bonds issued hereunder from the provisions of Proposition 2½ (G.L. c. 59, §21C).

ADOPTED 412 AFFIRMATIVE 30 NEGATIVE 8:32 P.M.

ARTICLE 14: MOVED, that the town vote to appropriates the sum of Seven Hundred and Fifty Thousand Dollars (\$750,000) to pay costs of remodeling the Joint Public Safety Building located at 8 Chestnut Street (Assessors' Map 054 Parcel 013 and consisting of 7.86 acres) in order to expand the locker room facilities, including the payment of all costs incidental and related thereto; that to meet this appropriation, the Town Treasurer, with the approval of the Select Board, is authorized to borrow said amount under and pursuant to G.L. c. 44, §7(1), or any other enabling authority, and to issue bonds and notes of the Town therefor; provided, however, that no amounts shall be borrowed or expended hereunder unless the Town shall have voted to exempt the amounts required to pay for any bonds issued hereunder from the provisions of Proposition 2½ (G.L. c. 59, §21C).

ADOPTED 401 AFFIRMATIVE 37 NEGATIVE 8:36 PM

ARTICLE 15: MOVED, that the Town vote to authorize the Select Board to acquire by purchase the land and building comprising the Foxboro Ward Meetinghouse, so-called, located at 76 Main Street in Foxborough (Assessors' Map 066 Parcel 1853), for use as a community center; to authorize the Select Board and Town Manager to execute all documents, agreements and instruments necessary to acquire said real property; and, further, to appropriate the sum of Three Million Two-Hundred Thousand (\$3,200,000) to pay the costs of purchasing said real property, for making necessary repairs to such building, including, but not limited to, the installation of a generator, elevator, septic system or sewer connection, and the payment of all costs incidental and related thereto; that to meet this appropriation, the Town Treasurer, with the approval of the Select Board, is authorized to borrow said amount under and pursuant to G.L. c. 44, §7(1), or any other enabling authority, and to issue bonds and notes of the Town therefor; provided, however, that no amounts shall be borrowed or expended hereunder unless the Town shall have voted to exempt the amounts required to pay for any bonds issued hereunder from the provisions of Proposition 2½ (G.L. c. 59, §21C).

ADOPTED 412 AFFIRMATIVE 20 NEGATIVE 8:42 P.M.

ARTICLE 16: MOVED, that the Town will vote pursuant to G.L. c. 40, sections 15 & 15A to change the purpose for which the real property located at 75 Central Street, Foxborough (Assessors' Map 092, Parcel 137) is held from its present use as a Council on Aging & Human Services Center to land held for the purpose of sale or disposition, and to authorize the sale and/or disposition thereof by the Select Board upon such terms as said Board shall deem to be in the Town's interest.

ADOPTED 385 AFFIRMATIVE 40 NEGATIVE 8:52 P.M.

ARTICLE 17: MOVED, that the Town will vote to amend the code of Foxborough, Massachusetts Article V, Section 20 of the General Bylaws to strike out the words “Council on Aging and Human Services” and “COA/HS” in each instance, and inserting in place thereof the follow words “Human Services Department”

And amend Article V, Section 20 to strike out the words “COA/HS Director” in each instance and inserting in place thereof the follow words “Director of Human Services”.

ADOPTED 401 AFFIRMATIVE 10 NEGATIVE 8:54 P.M.

Approved by the A.G., August 29, 2024/REC

ARTICLE 18: MOVED, that the Town amend the provisions of Sections 241-6 and 241-10A of Chapter 241 Article 2 of the Town of Foxborough Code (“Senior Tax Program”), by striking out the figure “\$1,500” and inserting in place thereof “\$2,000”; and, further, to amend Section 241-10B by striking out “One Hundred Twenty-Five hours worked will earn the gross credit of \$1,500” and inserting in place thereof “The current minimum wage of the Commonwealth per hour for services provided towards a gross credit of \$2,000”.

ADOPTED UNANIMOUSLY 415 AFFIRMATIVE 0 NEGATIVE 8:55 P.M.

Approved by the A.G., August 29, 2024/REC

ARTICLE 19: MOVED, that the Town will vote to allow the following parcels that have so requested to be incorporated into the Sewer Service Area, and to amend the Sewer Service Area Map with the parcels so designated as follows:

<u>ADDRESS</u>	<u>Map</u>	<u>Lot</u>	<u>Estimated Capacity</u>
4 Alden Street	110	09	266
8 Chestnut Street	54	13	1000
1 Iris Lane	124	8	266
2 Iris Lane	124	5	266
2 Joseph Rd	124	19	266
76 Main St	66	3	500
4 Morse Place	124	01	266
3 Morse Place	124	02	266
2 Morse Street	96	10	266
3 Morse Street	96	30	266
4 Morse Street	96	11	266
5 Morse Street	96	29	266
5A Morse Street	96	28	266
6 Morse Street	96	12	266
7 Morse Street	96	24	266
8 Morse Street	96	13	266
10 Morse Street	96	14	266
11 Morse Street	96	23	266
13 Morse Street	96	22	266
15 Morse Street	96	21	266
17 Morse Street	96	20	266
21 Morse Street	96	19	266
23 Morse Street	96	18	266
24 Morse Street	96	17	266
29 Morse Street	110	68	266
34 Morse Street	110	01	266
36 Morse Street	111	02	266
37 Morse Street	110	64	266
38 Morse Street	110	02	266
39 Morse Street	110	63	266
40 Morse Street	110	03	266
41 Morse Street	110	62	266

43 Morse Street	110	61	266
45 Morse Street	110	60	266
46 Morse Street	110	005	266
47 Morse Street	110	59	266
50 Morse Street	110	06	266
52 Morse Street	110	07	266
54 Morse Street	110	08	266
61 Morse Street	124	24	266
68 Morse Street	124	04	266
71 Morse Street	124	17	266
73-75 Morse Street	124	16	400
75R Morse Street	124	15	266
83 Morse Street	124	13	266
85 Morse Street	124	12	266
87 Morse Street	124	11	266
Morse Street	124	09	266
Morse Street	124	10	266
89 Morse Street	137	29	266
92 Morse Street	137	15	266
96-98 Morse Street	137	16	400
101 Morse Street	137	26	266
100-102 Morse Street	137	17	400
104-106 Morse Street	137	18	400
Morse Street	137	21	400
109 Morse Street	137	25	266
10 Payson Rd	54	15	1000
8 Payson Rd	54	14	1000
196 South St	132	8	1500
33 Walnut St	145	27	300

ADOPTED UNANIMOUSLY 380 AFFIRMATIVE 0 NEGATIVE 9:00 P.M.

ARTICLE 20: MOVED, that the Town will vote to authorize the Select Board to petition the General Court for the enactment of special legislation, as follows, which will authorize the Town, acting by its Select Board, to extend the term of an agreement entitled, “Amended and Restated Intermunicipal Agreement by and between the Town of Foxborough and the Town of Sharon for Municipal Sewer Service”, dated August 1, 2023, from its current term of twenty-five (25) years to a term not to exceed ninety-nine (99) years, and further, that the General Court may make clerical or editorial changes of form only to the bill, unless the Select Board approves amendments thereto before enactment by the General Court, which amendments shall be within the public purposes of said petition:

AN ACT AUTHORIZING AN EXTENDED TERM OF AGREEMENT BETWEEN THE TOWN OF FOXBOROUGH AND THE TOWN OF SHARON FOR MUNICIPAL SEWER SERVICE

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same as follows:

SECTION 1. Notwithstanding section 4A of chapter 40 or section 1 of chapter 83 of the General Laws, or any other general or special law to the contrary, the town of Foxborough and the town of Sharon, acting by or through their select boards, are authorized to amend the agreement dated August 1, 2023, between the towns of Foxborough and Sharon relative to the providing of municipal sewer service in Sharon, and extend the term of the agreement to a term not more than 99 years.

SECTION 2. This act shall take effect upon its passage.

ADOPTED UNANIMOUSLY 360 AFFIRMATIVE 0 NEGATIVE 9:05 P.M.

ARTICLE 21: MOVED, that the Town will vote to extend the Affordable Housing Trust, originally established by Article 20 at the May 13, 2013, Annual Town Meeting and extended by Article 7 at the May 13, 2019 Annual Town Meeting, to July 1, 2030.

ADOPTED UNANIMOUSLY 360 AFFIRMATIVE 0 NEGATIVE 9:07 P.M.

ARTICLE 22: MOVED, that the Town will vote to amend the following sections Chapter 275 of the Code of the Town of Foxborough:

Section 9.6.1.1. by deleting such section in its entirety and replacing it with the following:

1. To permit the implementation of the Reuse Consensus Plan for Foxborough State Hospital Property dated April 20, 1994 and amended September 5, 2002, such that the construction of 246 residential units is permitted in the Chestnut-Payson Overlay District (CPOD) and the construction of 297 residential units is permitted on the Foxborough State Hospital Property.

Section 9.6.6., Table 9-1 Dimensional Regulations for Chestnut-Payson District, by deleting the words “age-restricted senior housing” from the Use Designation that currently reads “Assisted living, age-restricted senior housing”, such that this Use Designation shall read as follows: “Assisted living”.

Section 9.6.7.12.c. by deleting such section in its entirety and replacing it with the following:

c. Assisted living facilities: thirty-two dwelling units per acre.

ADOPTED 330 AFFIRMATIVE 22 NEGATIVE 9:18 P.M.
Approved by the A.G., August 29, 2024/REC

ARTICLE 23: MOVED, that the Town will vote pursuant to G.L. c. 40, §§15 and 15A to change the purpose for which the Town owned property located at 10 Payson Road (former State Hospital Assembly Building/Auditorium), 8 Payson Road (parking for former State Hospital Assembly Building/Auditorium), and the northerly portion of 8 Chestnut Street (undeveloped land, former site of the State Hospital “T” building), further identified as Assessors Maps 054-015-000, 054-014-000 and a portion of 054-013-000, is held to the purpose of disposition, sale or lease; and, further, to authorize the Select Board to convey by sale or lease all or a portion of said Town-owned land upon such terms and conditions as said Board shall deem to be in the Town’s interest; that said real estate disposition be completed in compliance with General Law Chapter 30B to the extent applicable, and, further, that the Select Board and other Town officials shall be authorized to take all actions necessary to carry out this Article.

ADOPTED 319 AFFIRMATIVE 21 NEGATIVE 9:24 P.M.

ARTICLE 24: MOVED, that the Town will vote to authorize the Select Board to petition the General Court for special legislation, as may be required, to supplement the provisions of Chapter 312 of the Acts of 1996 to further enable and authorize the State Hospital Reuse Committee, or a designated successor thereto, to represent the interests of the Town of Foxborough with respect to the creation, amendment and implementation of a plan for the disposition and reuse of the Foxborough State Hospital property, as described in said Chapter 312 of the Acts of 1996, and, further, to authorize the Select Board, or its designee, to undertake any actions and to execute any agreements, deeds or other instruments on behalf of the Town in furtherance of or relating to the disposition and reuse of said property.

ADOPTED 298 AFFIRMATIVE 10 NEGATIVE 9:26 P.M.

ARTICLE 25: MOVED, that the Town vote to transfer from Free Cash the sum of One Hundred Thousand Dollars (\$100,000) to be used for conducting a study and report to:

1. Investigate and report on the possibility of a shared use path from Foxboro Center to Patriot Place utilizing area approximate to existing railway while also suggest alternative route between Foxboro Center and Patriot Place.
2. Investigate and report on the possibility of extending a trail from Foxboro Center to the border of Mansfield and potential to link the existing WW2 Veterans Trail in Mansfield.
3. Investigate and report on the possibility of extending a trail to from the area of Gillette Stadium/Patriot Place to Walpole and any potential to link with the proposed Metacomet Trail.

And that a reasonable construction timeline and estimated cost for shall be provided for items 1-3.
Further, that the Selectboard shall appoint or take any other actions in furthermore of conducting this study.

HAND COUNT
NOT ADOPTED 123 AFFIRMATIVE 177 NEGATIVE 9:42 P.M.

ARTICLE 26: MOVED, that the Town vote to amend the Code of the Town of Foxborough, Massachusetts, Chapter 275: Zoning, by adding a new Section 9.8

9.8. Foxborough Multifamily Overlay District

9.8.1. Purpose. The purpose of this Section 9.8. is to:

1. Allow multifamily residential development as of right in accordance with MGL c.40A, §3A, and the “Compliance Guidelines for Multi-Family Zoning Districts Under Section 3A of the Zoning Act” promulgated pursuant thereto, as may be revised or amended from time to time.
2. Provide multi-family housing options that emphasize pedestrian-oriented and walkable neighborhoods, and that reduce dependency on motor vehicles by means of proximity to the commuter rail station located in Foxborough.
3. Address the local and regional need for affordable housing by providing housing opportunities for low- and moderate-income households.

9.8.2. Overlay district. The Foxborough Multifamily Overlay District (FMOD) is established as an overlay district encompassing the area more particularly delineated on a map that is entitled “Foxborough Multifamily Overlay District (FMOD) in Foxborough, MA” dated May 13, 2024. This overlay district shall be deemed to be superimposed over portions of the Special Use (S-1) District and the Economic Development Area Overlay District (EDAOD), which such districts have been established in accordance with these bylaws. The map as it may be amended from time to time is on file with the respective offices of the Town Clerk and the Building Commissioner, and, together with any explanatory material thereon, is incorporated in and made part of these bylaws.

9.8.3. Relationship to existing zoning. All requirements and provisions of these bylaws that are applicable to the underlying district or overlay district shall remain in force and effect except where such provisions and requirements conflict with the provisions of this Section 9.8., in which event the provisions and requirements of the underlying district or overlay are superseded hereby.

1. The provisions of this Section 9.8. shall not affect the rights of any owner of property within the FMOD who seeks to develop or redevelop such property in accordance with the provisions of these bylaws that are applicable to the underlying district or overlay district. Any such owner of property who seeks to develop or redevelop such property in accordance with the provisions of this Section 9.8. shall comply with the provisions and requirements hereof.
2. Terms that are used in this Section 9.8. shall have the respective meanings that are provided in Section 11.1. of these bylaws unless a specific definition of any such term is set forth in this section.

9.8.4. Permissible uses. The following uses are permitted in the FMOD:

1. Multifamily dwellings of 15 dwelling units per acre are allowed by right.
2. Accessory structures to multifamily dwellings are allowed by special permit from the Planning Board.
3. Uses that are permitted in the Special Use (S-1) District in accordance with Table 3-1 and Section 9.1. of these bylaws and uses that are permitted in the EDAOD in accordance with Section 9.5.4. of these bylaws, are allowed in the FMOD in accordance with those provisions and requirements of these bylaws that are applicable to such uses.

9.8.5. Dimensional requirements. The following dimensional requirements shall apply to multifamily dwellings in the FMOD:

Table 9-3 Dimensional Regulations For Foxborough Multifamily Overlay District						
	Minimum Lot Size (square feet)	Yards (feet)			Maximum Height of Dwelling (feet)	Maximum Height of Accessory Structures (feet)
		Front	Side	Rear		
First 3 dwelling units	32,250	50	25	75	35	21
Additional dwelling units (per unit)	1,750					

9.8.6. Notes to Table 9-3.

1. The Planning Board by grant of a special permit may vary any of the referenced dimensional requirements where it determines that the clustering of multifamily dwellings furthers the purposes of this Section 9.8., provided that the height of a multifamily dwelling, an accessory structure to a multifamily dwelling or any multilevel parking structure shall not exceed 48 feet.
2. Lots in the FMOD may contain more than one multifamily dwelling.
3. The number of stories that a multifamily dwelling may have is restricted only by the height of any such structure as provided in Table 9-3.

9.8.7. Parking requirements. Off-street parking for multifamily dwellings in the FMOD shall comply with the following requirements:

1. The provisions of Section 6.1. and Tables 6-1 and 6-2 of these bylaws shall not apply to the parking requirements for multifamily dwellings except otherwise as specifically may be provided in this Section 9.8.7.
2. Each multifamily dwelling development shall provide a maximum of 1.5 parking spaces per dwelling unit.
3. The Planning Board by special permit may reduce the number of parking spaces that are required for a multifamily dwelling development where it determines that the parking spaces that are proposed are sufficient to meet the needs of such development.
4. Except with respect to a shared parking facility that is permitted by the Planning Board in accordance with Sections 9.8.7.6. and 9.8.7.7., all parking spaces that are required for a multifamily dwelling shall be located on the same lot as such dwelling.
5. Parking spaces are permitted in the front and side yards of multifamily dwellings if so authorized by the Planning Board in accordance with its site plan review, provided that such spaces are not allowed within the front and side yard setbacks required pursuant to Table 9-3 and are not allowed within a multilevel parking structure.
6. Parking spaces that are required for two or more multifamily dwellings that are under common or affiliated ownership and that are on adjoining lots may be provided in a shared parking facility pursuant to a special permit granted by the Planning Board.
7. Parking spaces that are required for two or more multifamily dwellings that are not under common or affiliated ownership and that are on adjoining lots may be provided in a shared parking facility pursuant to a special permit granted by the Planning Board, provided that each such use complies with the parking requirements that are set forth in Section 9.8.7.2.
8. Shared parking facilities authorized in accordance with the provisions of Sections 9.8.7.3. and 9.8.7.4. may be accessed by a shared driveway and may be provided in a shared multilevel parking structure that complies with the dimensional requirements for structures in the Special Use (S-1) District. The Planning Board in considering an application for a special permit for a shared parking arrangement shall apply the criteria and requirements of Section 6.1.2.4. to multifamily dwellings under common or affiliated ownership and shall apply the criteria and requirements of Section 6.1.2.5. to multifamily dwellings that are not under common or affiliated ownership, to the extent that the same are applicable to this Section 9.8.7.
9. Parking facilities provided under this Section 9.8.7. shall provide electric vehicle charging stations in accordance with the most recent edition of the International Energy Conservation Code (IECC) Base Code.
10. Multifamily dwellings that contain 25 or more dwelling units shall provide one bicycle storage space per dwelling unit within a covered area that is within or attached to each applicable dwelling.

9.8.8. Performance standards. All multifamily dwelling developments in the FMOD shall be subject to the performance standards of Section 6.5. of these bylaws.

1. The Planning Board may waive those standards that it determines to not be applicable to a proposed multifamily development or that would be inconsistent with the purposes of this Section 9.8.

2. Multifamily dwellings shall have common outdoor space that can be accessed by each of the residents thereof. Such space may be in any combination of ground floor, courtyard, rooftop or terrace.

9.8.9. Mandatory provision of affordable dwelling units. All multifamily dwelling developments in the FMOD that contain 10 or more dwelling units shall include affordable dwelling units that comprise 10% of the total number of dwelling units constructed or developed in each such development.

1. For purposes of this Section 9.8.9., the following terms shall have the respective meanings indicated:

a. Affordable dwelling unit. A multi-family housing unit that is subject to a use restriction recorded in its chain of title limiting the sale price or rent or limiting occupancy to an individual or household of a specified income, or both.

b. Area Median Income (AMI). The median family income for the metropolitan statistical region that includes the Town of Foxborough, as defined by the U.S. Department of Housing and Urban Development (HUD).

c. Subsidized Housing Inventory (SHI). A list of qualified Affordable Housing Units maintained by the Massachusetts Executive Office of Housing and Livable Communities used to measure a community's stock of low- or moderate-income housing for the purposes of MGL c. 40B, §§20-23.

2. Affordable dwelling units for purposes of this Section 9.8.9. shall be restricted to households with income at or below 80% of the Area Median Income, as adjusted for household size, as published by the United States Department of Housing and Urban Development for the Boston-Cambridge-Quincy, MA-NH Metro FMR Area, and eligible for inclusion on the Subsidized Housing Inventory maintained by the Massachusetts Executive Office of Housing and Livable Communities.

3. Developments that are subject to this Section 9.8.9. shall comply with the following development standards and criteria:

a. No development project may be divided or phased to avoid the requirements of this Section 9.8.9.

b. Affordable dwelling units shall be proportionately dispersed throughout the development with respect to location, unit type, quality and character, room size, and number and distribution of bedrooms, and in all respects shall be indistinguishable from the development's comparable market-rate dwelling units in external appearance.

c. Affordable dwelling units shall be equivalent to the development's market-rate dwelling units in terms of the design, quality of construction, workmanship, mechanical, plumbing, heating and cooling systems, roofing, insulation, windows and energy efficiency, flooring, lighting and plumbing fixtures, appliances, interior finishes and features, and landscaping.

d. Affordable dwelling units shall be as conveniently located to any of the development's common amenities as are the development's market-rate dwelling units. The residents of affordable dwelling units shall have the same rights and privileges to the use of any such common amenities as do the residents of the development's market-rate dwelling units.

e. The dimensional requirements that are set forth in Section 9.8.5. of these bylaws shall apply both to the development's affordable dwelling units and its market-rate dwelling units.

f. Affordable dwelling units that are developed in accordance with this Section 9.8.9. shall remain affordable for the maximum period that is permitted by law.

4. The Director of Land Use and Economic Development or the designee thereof shall be responsible for administering this Section 9.8.9., and may promulgate such rules, regulations and guidelines that may include, without limitation, submission requirements and procedures, methods for establishing maximum affordable rental amount, and documentation necessary to qualify affordable dwelling units for listing under the Massachusetts Department of Housing and Community Development Chapter 40B Subsidized Housing Inventory.

5. The selection of qualified renters shall be effected under a marketing plan that shall be reviewed and approved by the Director of Land Use and Economic Development or the designee thereof. Such marketing plan may accommodate rental preference requirements for Town of Foxborough residents and employees to the maximum extent permissible.

9.8.10. Site plan review. All multifamily developments in the FMOD shall be subject to site plan review by the Planning Board in accordance with the provisions of Section 10.5. of these bylaws; provided, however, that in no event shall an environmental impact statement pursuant to Section 10.6. of these bylaws be required for any such development. The Planning Board in granting site plan approval may impose such reasonable terms and conditions as it deems to be appropriate to serve the purposes of this Section 9.8, including reasonable regulations and requirements as to vehicular access and circulation of motor vehicles within a multifamily dwelling development, architectural design of buildings, site design, and screening from adjacent properties.

9.8.11. Severability. If any provision of this Section 9.8. is determined to be invalid by a court of competent jurisdiction, the remainder hereof shall not be affected but shall remain in full force and effect. The invalidity of any provision of this Section 9.8. shall not affect the validity of the remainder of these bylaws.

Also, amend the Code of the Town of Foxborough, Massachusetts, Chapter 275: Zoning, as follows:

1. Amend Section 2.2. by adding the following: Foxborough Multifamily Overlay District (FMOD)
2. Amend Section 2.3.1. by adding the following: Foxborough Multifamily Overlay District (FMOD) in Foxborough, MA.
3. Amend Section 3.1.7. Notes to Table of Use Regulations by adding the following new note:
 9. Multifamily dwellings shall be permitted in the Special Use (S-1) District in accordance with the provisions of Section 9.8. of these bylaws.
4. Amend Section 4.1.2. Notes to Table 4-1 by adding the following new note:
 5. Dimensional regulations for multifamily dwellings in the Foxborough Multifamily Overlay District are set forth in Table 9-3. Notes 1 and 2 of this Section 4.1.2. do not apply to multifamily dwellings in the Foxborough Multifamily Overlay District.
5. Amend Section 4.1.3. Notes to Table 4-2 by deleting the first sentence of note 5 in its entirety and replacing it with the following new sentence:

Except for lots that are in the Foxborough Multifamily Overlay District, the minimum lot size within the S-1 District is 80,000 square feet.
6. Amend Section 4.1.3. Notes to Table 4-2 by deleting the first sentence of note 6 in its entirety and replacing it with the following new sentence:

Except for lots that are in the Foxborough Multifamily Overlay District, lots located in the S-1 District with frontage on streets other than Route 1 shall have a minimum of 200 feet of frontage.
7. Amend Section 4.4.2. by adding the following wording after the words “the S-1 District.”:

“other than a structure that is in the Foxborough Multifamily Overlay District”
8. Amend Section 4.2.3 by deleting such section in its entirety and replacing it with the following new Section 4.2.3.:

4.2.3. Accessory structures to multifamily structures. Except otherwise as provided in Section 9.8.4.2. with respect to accessory structures in the Foxborough Multifamily Overlay District, accessory structures to existing multifamily structures shall only be allowed by special permit from the Board of Appeals; provided that if a structure is shown on a special permit application that is submitted to the Planning Board to construct a multifamily structure, the accessory structure may be approved as part of that application.
9. Amend Section 4.4.3. by deleting such section in its entirety and replacing it with the following new Section 4.4.3.:

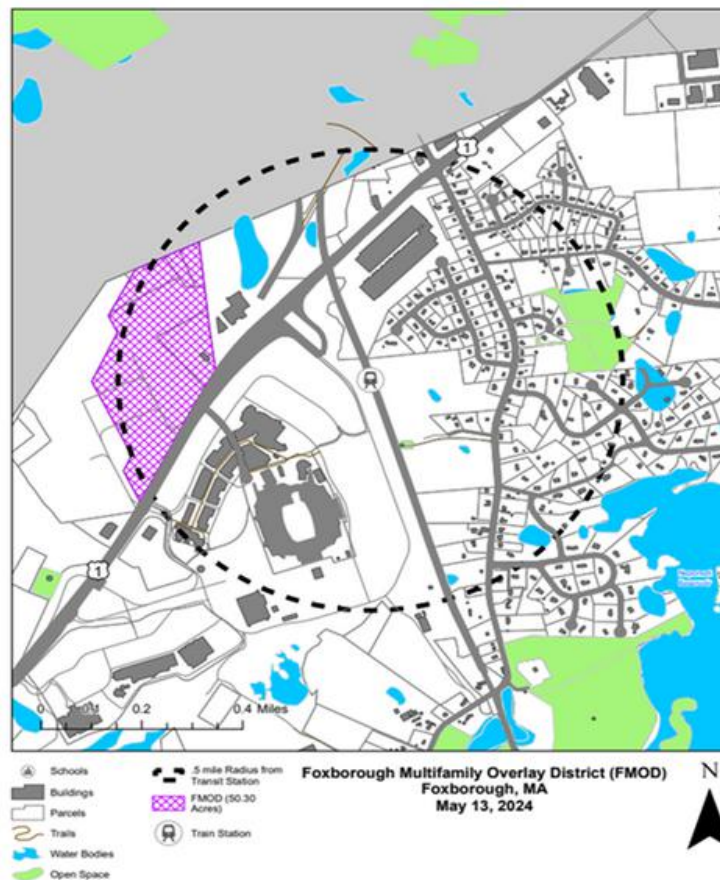
4.4.3. Controlling Provision. Insofar as the provisions of this Section 4.4. are in conflict with or are inconsistent with the provisions either of Section 9.5. or Section 9.8. of these bylaws, the provisions of such Section 9.5. or Section 9.8., as the case may be, shall govern.
10. Amend Section 6.5.3. by deleting the first sentence of such section and replacing it with the following new sentence:

Except for multifamily dwelling developments in the Foxborough Multifamily Overlay District, the development shall comply with Section 6.1. of these bylaws.
11. Amend Section 9.5.7. by deleting the second sentence of such section in its entirety and replacing it with the following new sentence:

Except for buildings or structures that are in the Foxborough Multifamily Overlay District, the height limitations applicable to buildings or structures in the EDAOD shall be as follows:

12. Amend Section 10.5.3.1. by deleting the first sentence thereof and replacing it with the following new sentence:

Any new building, any multifamily dwelling development in the Foxborough Multifamily Overlay District, and any addition to or any change of use of a predominantly nonresidential building in any zoning district.



MOTION

MOVED, that we take no action on this article.

HAND COUNT ON MOTION

NOT ADOPTED 96 AFFIRMATIVE 180 NEGATIVE 10:29 P.M.

HAND COUNT

NOT ADOPTED 32 AFFIRMATIVE 246 NEGATIVE 10:34 P.M.

ARTICLE 27: MOVED, that the Town will vote to amend the Code of the Town of Foxborough, Massachusetts, Chapter 275 Section 11.1, by adding the following definition:

COMMUTER RAIL STATION – Any commuter rail station operated by the Massachusetts Bay Transportation Authority with year-round, rather than intermittent, seasonal or event-based, service.

ADOPTED 156 AFFIRMATIVE 4 NEGATIVE 10:47 P.M.

Approved by the A.G., August 29, 2024/REC

ARTICLE 28: MOVED, that the Town will vote to amend the Code of the Town of Foxborough, Massachusetts, Chapter 275 Section 3.1.6., Table 3-1 Table of Uses, Use Designation F.1., by deleting that designation's definition in its entirety and replacing it with the following:

All land and buildings used by a public, private or nonprofit entity for charitable or medical purposes, including uses that provide for the care and treatment of individuals with mental or physical disabilities that substantially limit one or more major life activities,

such as hospitals, sanitariums, nursing or convalescent homes, physical therapy and rehabilitation facilities, and orphanages; and all land and buildings that provide residential services and congregate housing arrangements for more than five non-related individuals with disabilities, including residential programs licensed by the Commonwealth of Massachusetts.

ADOPTED UNANIMOUSLY 143 AFFIRMATIVE 0 NEGATIVE 10:50 P.M.
Approved by the A.G., August 29, 2024/REC

ARTICLE 29: MOVED, that the Town will vote to amend the Code of the Town of Foxborough, Massachusetts, Chapter 275 Section 11.1. by moving the definitions of PARKING LOT and TEMPORARY PARKING LOT under the heading “PARKING” and adding a new definition for MULTILEVEL PARKING STRUCTURE under the same heading, so that it reads:

PARKING – MULTILEVEL PARKING STRUCTURE – A structure in which vehicle parking is accommodated on multiple stories; a vehicle parking area that is underneath all or part of any story of a structure; or a vehicle parking area that is not underneath a structure, but is entirely covered, and has a parking surface at least eight feet below grade. Multilevel parking structures do not include surface parking, parking lots or carports, including solar carports.

PARKING LOT – A paved area, designed and constructed to the standards set forth in Section 6.0 of these bylaws, the purpose of which is to provide off-street, vehicular parking. Parking lots may be a primary or accessory use of a parcel pursuant to Section 4.0, Table of Use Regulations.

TEMPORARY PARKING LOT – An area, whether paved or unpaved, which in the opinion of the special permit granting authority is suitable for providing off-street, vehicular parking. Temporary parking lots may be a primary or accessory use of a parcel pursuant to Table 3-1.

ADOPTED UNANIMOUSLY 142 AFFIRMATIVE 0 NEGATIVE 10:52 P.M.
Approved by the A.G., August 29, 2024/REC

ARTICLE 30: MOVED, that the Town will vote to amend the Code of the Town of Foxborough Chapter 275, following sections:

1. Section 3.1.6., Table 3-1 Table of Uses, Use Group L.7., by deleting the letter “Y” under each of the R-40, HB, GI, LI and S-1 columns and replacing it with the letter “N”.
2. Section 3.1.6., Table 3-1 Table of Uses, Use Group L.8., by deleting the letters “BA” under each of the HB, GI, LI and S-1 columns and replacing them with the letter “N”,
3. The definition of RESIDENTIAL STORAGE STRUCTURE in Section 11.1. by deleting the words “200 square feet” and replacing them with the words “400 square feet”

ADOPTED UNANIMOUSLY 136 AFFIRMATIVE 0 NEGATIVE 10:53 P.M.
Approved by the A.G., August 29, 2024/REC

NON-BINDING RESOLUTION

RESOLVED, that the 2024 Foxborough Town Meeting directs the Foxborough Select Board to pursue the discontinuance of regular commuter rail service at the Foxboro Rail Station.

HAND COUNT

ADOPTED 122 AFFIRMATIVE 88 NEGATIVE 10:42 P.M.

THE ANNUAL TOWN MEETING WAS ADJOURNED AT 9:39 P.M.

A TRUE RECORD ATTEST:
ROBERT E. CUTLER, JR., TOWN CLERK

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>
Abeille, Martha F	109,029.61	0.00	0.00	109,029.61	Bainton, Kyle P	0.00	0.00	268.00	268.00
Abramovitz, Christopher	0.00	0.00	536.00	536.00	Ballard, Elizabeth M	51,541.34	0.00	0.00	51,541.34
Adamakis, Caitlin T	83,966.55	0.00	0.00	83,966.55	Ballou, Erin E	37,989.90	0.00	0.00	37,989.90
Ahearn, Andrew P	73,590.94	0.00	0.00	73,590.94	Ballou, Grace M	6,138.00	0.00	0.00	6,138.00
Akhtar, Muhammad N	2,000.00	0.00	0.00	2,000.00	Ballou, Peter M	0.00	0.00	1,273.00	1,273.00
Akinnagbe, Christina L	95,213.18	0.00	0.00	95,213.18	Ballta, Sokol	0.00	0.00	11,787.50	11,787.50
Alarie, Julie A	4,550.26	0.00	0.00	4,550.26	Bannister, Tiffany A	56,897.60	524.60	0.00	57,422.20
Alberts, Michael D	88,895.79	6,198.49	17,697.50	112,791.78	Barber, Daniel E	0.00	0.00	3,622.50	3,622.50
Albuit, Michael	62,152.60	463.52	0.00	62,616.12	Barney, Luke D	0.00	0.00	4,306.25	4,306.25
Alden, Lisa M	108,261.16	0.00	0.00	108,261.16	Barney, Tracey M	51,648.80	0.00	0.00	51,648.80
Allen, Megan E	115,801.40	19,409.57	5,252.24	140,463.21	Barrett, Daniel	5,760.00	0.00	0.00	5,760.00
Allen, Nancy J	626.25	0.00	0.00	626.25	Barrett, James	0.00	0.00	12,111.50	12,111.50
Allen, Patricia E	0.00	0.00	18,742.50	18,742.50	Barrett, Rachel F	107,095.09	0.00	0.00	107,095.09
Allman, Daniel J	0.00	0.00	1,225.00	1,225.00	Barron, Megan E	2,604.63	0.00	0.00	2,604.63
Almeida, Andrew J	0.00	0.00	780.00	780.00	Barros, Danielle	30,625.69	0.00	0.00	30,625.69
Almeida, Brian	4,835.00	0.00	0.00	4,835.00	Barry, Kathleen M	0.00	0.00	2,530.00	2,530.00
Almodovar, Marie A	157,662.04	0.00	0.00	157,662.04	Barry, Lisa A	64,476.80	0.00	0.00	64,476.80
Alves, Austin R	0.00	0.00	2,800.00	2,800.00	Barry, Paul C	0.00	0.00	737.00	737.00
Alves, Olivia N	39,662.18	0.00	0.00	39,662.18	Bartolini, Pamela J	108,791.33	0.00	0.00	108,791.33
Ambrosio, Daniel M	102,182.45	2,116.40	0.00	104,298.85	Bartone, Christopher J	0.00	0.00	3,255.75	3,255.75
Ambs, Andrea M	11,602.88	0.00	0.00	11,602.88	Bassett, Brenda	9,054.70	0.00	0.00	9,054.70
Amendola, Dana P	0.00	0.00	4,807.25	4,807.25	Bates, Danyell K	48,681.93	0.00	0.00	48,681.93
Amiot, Mark D	0.00	0.00	1,273.00	1,273.00	Baum, Scott R	99,293.40	0.00	0.00	99,293.40
Andersen, Kimberly F	70,703.82	0.00	0.00	70,703.82	Bayiates, Edward A	0.00	0.00	2,696.50	2,696.50
Anderson, Glen J	0.00	0.00	16,194.50	16,194.50	Bayuk, Elizabeth M	55,774.72	0.00	0.00	55,774.72
Anderson, Jesse E	0.00	0.00	1,172.50	1,172.50	Bazilchuk, J A	40,277.54	0.00	0.00	40,277.54
Andre, Dennis M	0.00	0.00	770.00	770.00	Bechtel, Celia	2,000.00	0.00	0.00	2,000.00
Andrews, Paul D	0.00	0.00	1,785.00	1,785.00	Beck, Paul R	2,000.00	0.00	0.00	2,000.00
Angel, Tyler	0.00	0.00	1,680.00	1,680.00	Beckenstein, Brian D	108,002.36	0.00	0.00	108,002.36
Annis, Breda M	111,385.86	0.00	0.00	111,385.86	Beckford, Jr. Paul T	0.00	0.00	280.00	280.00
Antonelli, Jacqueline M	84,887.59	0.00	0.00	84,887.59	Beckwith, Jeffrey S	0.00	0.00	36,502.25	36,502.25
Appel, Katie E	0.00	0.00	7,769.50	7,769.50	Beggs, Alicia A	87,280.26	0.00	0.00	87,280.26
Arcacha, Kelly A	113,307.06	0.00	0.00	113,307.06	Belham, Jr. Paul J	86,769.67	587.33	12,415.25	99,772.25
Arcaromcpee, Rena	2,539.68	0.00	0.00	2,539.68	Bell-Harney, Kathleen	85,133.17	0.00	0.00	85,133.17
Ares, John M	0.00	0.00	20,964.00	20,964.00	Belmore, Michael F	0.00	0.00	3,923.25	3,923.25
Argyrou, George	3,088.00	0.00	0.00	3,088.00	Benjamin, Brian C	56,492.20	3,266.08	2,613.13	62,371.41
Arki, Michael A	0.00	0.00	1,330.00	1,330.00	Bennett, Maille C	0.00	0.00	612.50	612.50
Armstrong, John R	0.00	0.00	612.50	612.50	Bennett, Zachary T	0.00	0.00	544.00	544.00
Arnold, Lily	771.75	0.00	0.00	771.75	Benson, Peter W	0.00	0.00	1,435.00	1,435.00
Arruda, Eric A	0.00	0.00	520.00	520.00	Berdos, Amy A	223,577.21	0.00	0.00	223,577.21
Ashman, Jarid D	17,230.78	0.00	0.00	17,230.78	Berg, Erick R	0.00	0.00	18,725.25	18,725.25
Assad, Jr. Michael A	0.00	0.00	3,360.00	3,360.00	Bernal, Kelcey	0.00	0.00	280.00	280.00
Atcheson, Nicholas P	0.00	0.00	770.00	770.00	Bernstein, Anne C	6,320.00	0.00	0.00	6,320.00
Aucoin, Elizabeth H	4,610.00	0.00	0.00	4,610.00	Berthiaume, Michael A	0.00	0.00	737.00	737.00
Augusta, Victoria M	2,275.00	0.00	0.00	2,275.00	Berthiaume, Peter E	0.00	0.00	5,235.00	5,235.00
Auld, Mark A	0.00	0.00	1,172.50	1,172.50	Bertone, Nicholas J	0.00	0.00	717.50	717.50
Avery, Amanda	9,706.58	0.00	0.00	9,706.58	Bethel, Jennifer A	33,648.09	0.00	0.00	33,648.09
Azevedo, Francisco M	60,201.54	3,426.88	9,894.00	73,522.42	Bethoney, Alexa N	0.00	0.00	1,040.00	1,040.00
Bacham, Jyothi	15,646.53	0.00	0.00	15,646.53	Betro, Johnathan C	68,985.82	8,400.81	15,260.75	92,647.38
Bailey, Kaycee L	61,819.07	1,507.32	0.00	63,326.39	Bielski, Jovan J	0.00	0.00	2,994.00	2,994.00
Bailey, Lauren M	111,264.43	0.00	0.00	111,264.43	Bilodeau, Jillian	57,067.66	0.00	0.00	57,067.66
Bain, Eian M	106,047.86	0.00	0.00	106,047.86	Birkbeck, Stacey L	42,122.75	0.00	0.00	42,122.75

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>
Bishop, Kelly A	98,399.44	0.00	0.00	98,399.44	Brousseau, Ryan M	0.00	0.00	2,228.50	2,228.50
Black, Reece A	0.00	0.00	560.00	560.00	Brown, Erika C	26,613.79	0.00	0.00	26,613.79
Blais, Alyssa L	36,102.65	0.00	0.00	36,102.65	Brown, Nancy	5,740.00	0.00	0.00	5,740.00
Blake, Scott R	5,261.76	0.00	0.00	5,261.76	Brown, Rendi M	0.00	0.00	1,716.50	1,716.50
Blanchard, Joseph J	5,762.50	120.00	0.00	5,882.50	Brown, Sonia L	1,590.00	0.00	0.00	1,590.00
Blanchard, Suzanne M	106,019.68	0.00	0.00	106,019.68	Buckland, Mary E	2,330.83	0.00	0.00	2,330.83
Blanchette, Eric	0.00	0.00	520.00	520.00	Buckley, Edward J	10,240.00	0.00	0.00	10,240.00
Block, Ashton W	20,503.68	0.00	0.00	20,503.68	Buckley, Kristen M	23,947.22	0.00	0.00	23,947.22
Boette, Robert W	3,408.75	0.00	0.00	3,408.75	Buckley, Maura E	53,532.40	0.00	0.00	53,532.40
Bohane, Cassandra L	84,944.27	0.00	0.00	84,944.27	Buckley, Shawn A	119,085.55	43,136.78	56,574.70	218,797.03
Bohnenberger, Mark D	96,541.44	8,023.84	33,342.00	137,907.28	Buckley, Sr. Thomas F	179,095.05	0.00	22,577.84	201,672.89
Bohnert, Eoin L	109,073.96	13,330.28	33,458.50	155,862.74	Buckner, Alexis	31,693.38	0.00	0.00	31,693.38
Boig, Brittany L	19,567.15	0.00	0.00	19,567.15	Buckner, Jacqueline	18,894.60	0.00	0.00	18,894.60
Bolger, Robert A	69,418.27	7,390.91	24,021.50	100,830.68	Bugan, Jack	71,111.44	0.00	0.00	71,111.44
Bolles, Caitlin A	0.00	0.00	1,209.00	1,209.00	Bullard, Louis B	0.00	0.00	2,539.00	2,539.00
Boncariewski, Michael S	0.00	0.00	5,951.50	5,951.50	Bullen, Christopher	0.00	0.00	4,992.00	4,992.00
Bongo, Karen	53,101.16	0.00	0.00	53,101.16	Buma, Stephen H	0.00	0.00	2,205.00	2,205.00
Bonin, Emelie J	2,000.00	0.00	0.00	2,000.00	Bumpus, Andrew M	0.00	0.00	1,960.00	1,960.00
Bonneau, Jeanne M	2,000.00	0.00	0.00	2,000.00	Burhoe, Wesley D	2,500.00	0.00	0.00	2,500.00
Bonney, John P	0.00	0.00	8,107.00	8,107.00	Burke, Anne	1,920.00	0.00	0.00	1,920.00
Bonoan, Gilbert	79,541.60	0.00	12,167.00	91,708.60	Burke, Brian P	4,835.00	0.00	0.00	4,835.00
Booker, Jessica A	93,726.54	0.00	0.00	93,726.54	Burke, Raymond T	3,045.00	0.00	0.00	3,045.00
Borde, Brian A	3,040.00	0.00	0.00	3,040.00	Burke, Stephen J	0.00	0.00	75,771.00	75,771.00
Bordieri, Melissa M	16,631.00	0.00	0.00	16,631.00	Burkett, Lisa M	25,717.05	0.00	0.00	25,717.05
Bordieri, Nolan M	5,382.00	12.94	0.00	5,394.94	Burns, David J	7,745.00	0.00	0.00	7,745.00
Borges, Karen J	113,448.80	0.00	0.00	113,448.80	Burns, Lia M	9,496.58	0.00	0.00	9,496.58
Bostick, Earl D	0.00	0.00	23,409.50	23,409.50	Burns, Lynn	63,414.40	1,289.35	0.00	64,703.75
Bouvier, Jr. Michael J	0.00	0.00	1,732.50	1,732.50	Burns, Teresa M	50,246.65	0.00	0.00	50,246.65
Bowolick, Nathan W	0.00	0.00	13,495.00	13,495.00	Burrell, Charmaine	17,651.50	0.00	0.00	17,651.50
Boyt, Austin	84,044.08	28,671.84	17,316.50	130,032.42	Burroughs, Stephanie	158,834.76	0.00	0.00	158,834.76
Bradley, Joan R	59,813.77	0.00	0.00	59,813.77	Burt, Timothy	90,105.59	48,207.25	10,512.50	148,825.34
Bradley, Robert J	2,115.00	0.00	0.00	2,115.00	Bush, Aaron W	99,012.74	0.00	0.00	99,012.74
Brady, James T	0.00	0.00	770.00	770.00	Butler, Adam J	0.00	0.00	544.00	544.00
Brady, Kathleen M	5,105.00	0.00	0.00	5,105.00	Butler, Arlene	6,247.25	0.00	0.00	6,247.25
Brady, Kevin G	0.00	0.00	520.00	520.00	Butler, Jr. Arthur A	17,310.70	0.00	0.00	17,310.70
Brady, Margaret	4,326.25	0.00	0.00	4,326.25	Butler, Christopher R	0.00	0.00	6,863.00	6,863.00
Brady, Nancy A	36,195.04	0.00	0.00	36,195.04	Butt, Melinda R	24,250.74	1,969.39	0.00	26,220.13
Brancato, Elizabeth E	1,379.50	0.00	0.00	1,379.50	Butterworth, Pamela A	232.50	0.00	0.00	232.50
Brannigan-Jones, Bianca	85,986.13	0.00	0.00	85,986.13	Butts, Caroline M	0.00	0.00	1,104.00	1,104.00
Brasells, Christopher M	0.00	0.00	536.00	536.00	Byrnes, Adam W	131,671.38	21,018.44	48,329.50	201,019.32
Bratsis, Areti	41,607.18	0.00	0.00	41,607.18	Byrnes, Sarah A	97,701.29	0.00	0.00	97,701.29
Brawley, Maureen A	97,762.05	0.00	0.00	97,762.05	Byron, Deborah E	1,095.00	0.00	0.00	1,095.00
Breen, Rosanne M	1,680.00	0.00	0.00	1,680.00	Cadogan, Anthony	0.00	0.00	2,706.50	2,706.50
Brelsford, Emma T	67,840.48	0.00	0.00	67,840.48	Caffin, James R	94,340.00	7,661.65	775.00	102,776.65
Brennan, Hope A	91,244.73	0.00	0.00	91,244.73	Calabro-Carroll, Karen	96,906.38	0.00	0.00	96,906.38
Brennan, Jason P	0.00	0.00	5,751.00	5,751.00	Callahan, Daniel E	35,493.81	0.00	0.00	35,493.81
Brennan, Matthew P	105,482.00	197.60	0.00	105,679.60	Callahan, Elizabeth A	98,728.50	0.00	0.00	98,728.50
Brevard-Jackson, Jermal	0.00	0.00	1,758.75	1,758.75	Callahan, James K	101,924.26	0.00	0.00	101,924.26
Brienze, Joseph A	0.00	0.00	7,478.50	7,478.50	Callahan, Lauren	0.00	0.00	0.00	0.00
Briggs, Kevin J	0.00	0.00	14,149.00	14,149.00	Callanan, Niles M	4,132.00	0.00	0.00	4,132.00
Brissette, Ellen M	29,928.74	0.00	0.00	29,928.74	Cameron, Jr. Gary T	55,967.20	6,685.26	3,225.28	65,877.74
Brooks, Paul F	0.00	0.00	61,733.00	61,733.00	Cameron, Scott E	56,942.81	10,300.01	550.00	67,792.82

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>
Campbell, Alexandra E	2,000.00	0.00	0.00	2,000.00	Chen, Sara M	95,635.67	0.00	0.00	95,635.67
Campbell, Kristina M	54,351.99	0.00	0.00	54,351.99	Chenard, Michael P	0.00	0.00	2,214.50	2,214.50
Campbell, Paul A	0.00	0.00	1,785.00	1,785.00	Chermesino, Wendy J	38,107.28	0.00	0.00	38,107.28
Campbell, Scott E	87,941.25	0.00	0.00	87,941.25	Chin, Michael W	0.00	0.00	1,032.50	1,032.50
Canada, Justin E	0.00	0.00	8,986.00	8,986.00	Chipman, Kristen P	0.00	0.00	665.00	665.00
Canavan, Laura	0.00	0.00	2,047.50	2,047.50	Chofay, Bradlee J	0.00	0.00	6,759.50	6,759.50
Canfield, Laura R	5,000.00	0.00	0.00	5,000.00	Choiniere, Joseph N	0.00	0.00	4,066.00	4,066.00
Cannata, Sr. James A	82,571.43	8,587.14	29,073.50	120,232.07	Chu, Jason	59,214.26	0.00	0.00	59,214.26
Cantalupo, Nicole M	83,647.41	0.00	0.00	83,647.41	Chute, Trevor M	91,816.02	13,667.63	14,074.25	119,557.90
Capone, Lorraine A	1,297.50	0.00	0.00	1,297.50	Cimildoro, Mark A	0.00	0.00	2,396.00	2,396.00
Carchedi, Colleen P	82,661.47	0.00	0.00	82,661.47	Clark, Caroline M	82,758.80	16,557.51	0.00	99,316.31
Cardinal, Christian P	23,941.75	5,224.97	2,010.00	31,176.72	Clements, Courtney L	96,713.74	0.00	0.00	96,713.74
Cardoso, Jr. Adalberto T	0.00	0.00	560.00	560.00	Clements, Zachary R	0.00	0.00	1,040.00	1,040.00
Cardullo, Leah	95,365.08	0.00	0.00	95,365.08	Clough, Julie A	110,061.89	0.00	0.00	110,061.89
Carew, Bryan J	5,861.00	0.00	0.00	5,861.00	Cloutier-Bristol, Marisa C	64,992.03	0.00	0.00	64,992.03
Carey, Nancy D	109,260.67	0.00	0.00	109,260.67	Coakley, Brian P	0.00	0.00	544.00	544.00
Carey, Sarah S	26,724.13	0.00	0.00	26,724.13	Cochrane, Melissa A	0.00	0.00	2,889.00	2,889.00
Carine, Anne S	46,574.81	0.00	0.00	46,574.81	Codella, Jeffrey R	1,767.82	0.00	0.00	1,767.82
Caristi, Joanna M	38,285.80	2,013.27	0.00	40,299.07	Cohen, Gabrielle	2,000.00	0.00	0.00	2,000.00
Carleton, Margot Ellen	705.00	0.00	0.00	705.00	Cohen, Lisa J	4,000.00	0.00	0.00	4,000.00
Carlson, Carolyn	112,502.67	0.00	0.00	112,502.67	Colangelo, Anthony	1,575.00	0.00	0.00	1,575.00
Carlton, Lauren M	99,017.99	0.00	0.00	99,017.99	Cole, Kaitlyn M	7,410.00	0.00	0.00	7,410.00
Carman, Lisa M	19,520.77	0.00	0.00	19,520.77	Colecchi, Michael J	0.00	0.00	6,606.00	6,606.00
Carpentier, Carol J	2,000.00	0.00	0.00	2,000.00	Coleman, Christopher M	0.00	0.00	4,807.50	4,807.50
Carrara, Stephen M	9,878.70	0.00	0.00	9,878.70	Coliflores, Jonathan	0.00	0.00	15,408.50	15,408.50
Carroll, Matthew J	114,891.60	0.00	0.00	114,891.60	Coliflores, Kristen M	96,219.12	0.00	0.00	96,219.12
Carroll, Michael E	0.00	0.00	536.00	536.00	Colligan, Henry T Iv	0.00	0.00	612.50	612.50
Carter, Brian P	0.00	0.00	2,136.00	2,136.00	Collins, Danna M	117,404.20	0.00	0.00	117,404.20
Carter, Jeanne M	20,269.55	1,199.63	0.00	21,469.18	Collins, Joseph M	0.00	0.00	3,296.00	3,296.00
Carter, Sean T	0.00	0.00	3,015.75	3,015.75	Collins, Megan E	1,228.50	0.00	0.00	1,228.50
Caseley, Janet L	237.50	0.00	0.00	237.50	Collins, Riley	1,034.17	0.00	0.00	1,034.17
Casey, Meghan B	0.00	0.00	1,648.00	1,648.00	Collins, Susan C	1,327.50	0.00	0.00	1,327.50
Casilli, Dianne M	110,461.16	0.00	0.00	110,461.16	Collins, Valesay C	115,176.23	0.00	0.00	115,176.23
Cassford, Matthew J	0.00	0.00	560.00	560.00	Colpritt, Linwood R	78,251.21	6,381.25	1,350.00	85,982.46
Cassidy, Derick R	0.00	0.00	18,360.50	18,360.50	Colvin, Kelly V	0.00	0.00	94.00	94.00
Cassidy, Jessica A	1,017.90	0.00	0.00	1,017.90	Combra, Michael R	0.00	0.00	612.50	612.50
Cavalieri, William J	89,676.35	33,884.99	10,604.00	134,165.34	Commane-Davis, Karen	31,674.74	0.00	0.00	31,674.74
Cebrowski, Karen M	34,979.94	234.45	0.00	35,214.39	Comora, Jr. Michael A	0.00	0.00	5,952.50	5,952.50
Cedorchuk, Mark	109,236.25	0.00	0.00	109,236.25	Compagnone, Amy E	39,622.02	0.00	0.00	39,622.02
Chadis, Alex J	0.00	0.00	14,139.50	14,139.50	Conca, Claudia M	1,165.25	0.00	0.00	1,165.25
Chalak, Nadiya S	3,185.60	0.00	0.00	3,185.60	Conforti, David J	0.00	0.00	5,848.00	5,848.00
Chamberlin, Jr. John J	97,977.74	51,653.09	18,641.00	168,271.83	Congdon, Colleen M	4,841.27	0.00	0.00	4,841.27
Chamberlin, John J	149,741.56	4,582.62	32,728.16	187,052.34	Conklin, Bryan A	33,091.65	0.00	0.00	33,091.65
Champlin, Jeremy C	100,688.09	0.00	0.00	100,688.09	Connell, Alexandra	67,768.78	0.00	0.00	67,768.78
Chapman, Craig R	0.00	0.00	94.00	94.00	Connolly, Michael P	0.00	0.00	1,732.50	1,732.50
Charette, Scott D	0.00	0.00	13,025.50	13,025.50	Connolly, Chelsea J	84,440.67	0.00	0.00	84,440.67
Charlton, Kenneth A	0.00	0.00	7,907.00	7,907.00	Connolly, James J	0.00	0.00	5,842.00	5,842.00
Charpentier, Abigail	14,123.75	0.00	0.00	14,123.75	Connolly, Justin C	0.00	0.00	2,276.50	2,276.50
Charron, Stacie M	103,226.39	0.00	0.00	103,226.39	Connolly, Stacy	22,222.74	0.00	0.00	22,222.74
Chaves, Joao A	0.00	0.00	4,904.50	4,904.50	Connolly, Tyler S	0.00	0.00	1,040.00	1,040.00
Chen, Alexander E	0.00	0.00	2,100.00	2,100.00	Conrad, Robert L	0.00	0.00	1,072.00	1,072.00
Chen, Fuming	0.00	0.00	560.00	560.00	Conway, Lyndsey	4,922.50	0.00	0.00	4,922.50

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>
Conway, Tabitha L	0.00	0.00	1,332.00	1,332.00	Daly, Susan E	21,202.14	0.00	0.00	21,202.14
Cooke, Jr. William A	2,295.00	270.00	0.00	2,565.00	D'Amico, Gabriella M	5,228.14	0.00	0.00	5,228.14
Cooper, Sadie	0.00	0.00	544.00	544.00	Damphousse, Madison E	24,130.71	0.00	0.00	24,130.71
Cooper, Samantha L	0.00	0.00	560.00	560.00	Dangelo, Anthony C	0.00	0.00	770.00	770.00
Corbett, Joseph P	0.00	0.00	10,637.00	10,637.00	Daniels, Timothy S	105,956.74	27,745.67	1,886.14	135,588.55
Cordone, Rachel M	107,037.97	0.00	0.00	107,037.97	Danitschek, Abbie R	207.00	0.00	0.00	207.00
Corliss, Brittany M	31,355.43	0.00	0.00	31,355.43	Danitschek, Abigail R	6,730.00	0.00	0.00	6,730.00
Cornell, Matthew R	0.00	0.00	3,092.25	3,092.25	Dantona, Joseph D	94,987.17	12,276.77	14,076.75	121,340.69
Correia, Bailey R	39,253.06	5,128.22	4,154.00	48,535.28	D'Arcy, Sarah A	19,200.49	0.00	0.00	19,200.49
Corvi, Madelyn M	27,771.33	0.00	0.00	27,771.33	Dasilva, Wendi A	38,432.54	0.00	0.00	38,432.54
Cossette, Lisa M	5,842.75	0.00	0.00	5,842.75	Dauphinee, Diane E	39,419.89	0.00	0.00	39,419.89
Cossette, Shayne T	75,926.51	10,292.53	13,584.00	99,803.04	Davidson, Jakob R	0.00	0.00	544.00	544.00
Costa, Jessica E	25,088.54	0.00	0.00	25,088.54	Davis, Evan N	379.84	0.00	0.00	379.84
Costa, Michael J	51,632.99	1,013.01	450.90	53,096.90	Davis, Kelly C	97,262.19	0.00	0.00	97,262.19
Costello, Barry J	0.00	0.00	9,055.00	9,055.00	Davis, Lily R	967.20	0.00	0.00	967.20
Cote, Selena E	35,795.81	0.00	0.00	35,795.81	Davis, Lisa M	22,368.76	0.00	0.00	22,368.76
Cotnoir II, Kenneth S	0.00	0.00	737.00	737.00	Davis, Scott R	0.00	0.00	3,548.00	3,548.00
Cotter, Catherine A	50.00	0.00	0.00	50.00	Dean, David M	0.00	0.00	6,370.00	6,370.00
Coveney, William F	52,803.32	3,226.34	0.00	56,029.66	Dean, Jeffrey A	0.00	0.00	12,095.00	12,095.00
Cowin, Jennifer M	94,870.74	0.00	0.00	94,870.74	Deandrade, Lucas J	0.00	0.00	1,122.25	1,122.25
Cowing, Joseph P	0.00	0.00	4,573.50	4,573.50	Defazio, Anthony J	80,340.84	22,798.52	225.00	103,364.36
Cox, Aran T	0.00	0.00	612.50	612.50	Deforest, Erica L	3,174.25	0.00	0.00	3,174.25
Craig, Marc S	129,484.63	0.00	0.00	129,484.63	Degiorgio, Domenic	6,239.84	0.00	0.00	6,239.84
Croak, Ryan J	0.00	0.00	1,540.00	1,540.00	Deleskekey, Brian J	3,594.00	0.00	0.00	3,594.00
Crocker, Beverly A	40.00	0.00	0.00	40.00	Delpriore, Lance E	135,537.72	2,626.08	0.00	138,163.80
Cronin, Jennifer L	106,418.29	0.00	0.00	106,418.29	Deluca, Darleen M	82,464.00	14,953.80	0.00	97,417.80
Crosman, Connor J	0.00	0.00	9,388.50	9,388.50	Delude, Heather A	11,415.80	0.00	0.00	11,415.80
Crosman, Lawrence G	0.00	0.00	544.00	544.00	Demarco, Jon P	121,261.97	0.00	0.00	121,261.97
Croteau, Sarah R	83,705.16	0.00	0.00	83,705.16	Demelo, Jordan M	0.00	0.00	1,257.00	1,257.00
Crown, Matthew A	0.00	0.00	2,184.50	2,184.50	Demers, Michael G	0.00	0.00	544.00	544.00
Crudele, Samantha M	87,076.04	0.00	0.00	87,076.04	Demoura, Darren	24,868.66	0.00	0.00	24,868.66
Cuddihy, Joseph J	88,098.79	7,204.68	9,979.75	105,283.22	Dendunnen, Anne E	96,404.59	0.00	0.00	96,404.59
Cuddy, Maureen	17,739.58	0.00	0.00	17,739.58	Denekamp, Mark S	56,292.20	2,232.34	395.25	58,919.79
Cullen, Dakota F	0.00	0.00	520.00	520.00	Denizkurt, Dawn M	67,505.27	191.34	0.00	67,696.61
Culverhouse, Teresa E	90,978.39	0.00	0.00	90,978.39	Depalo, Jr. Patrick T	0.00	0.00	8,474.50	8,474.50
Cummings, III Berton C	0.00	0.00	260.00	260.00	Derba, Joseph J	74,739.22	12,717.50	7,614.75	95,071.47
Cunningham, Christopher	0.00	0.00	1,785.00	1,785.00	Derochea, Bryan J	0.00	0.00	1,540.00	1,540.00
Cunningham, Luke P	0.00	0.00	1,040.00	1,040.00	Derosa, Jeffrey M	0.00	0.00	560.00	560.00
Curtis, David T	0.00	0.00	717.50	717.50	D'Errico, Kristen N	122,220.90	0.00	0.00	122,220.90
Curtis, Jane S	862.50	0.00	0.00	862.50	D'Errico, Mariana G	3,166.50	0.00	0.00	3,166.50
Cusack, Diane C	140.00	0.00	0.00	140.00	Deslauriers, Kristie L	1,418.00	0.00	0.00	1,418.00
Cusack, Joseph T	115,205.00	0.00	0.00	115,205.00	Desmond, Conor B	0.00	0.00	10,591.50	10,591.50
Cusson, Eric J	0.00	0.00	7,601.50	7,601.50	Desrochers, Brigid M	95,641.26	0.00	0.00	95,641.26
Cutler, Jr. Robert E	113,236.84	0.00	0.00	113,236.84	Deville, Sean P	0.00	0.00	697.00	697.00
Cybulski, Anna	5,255.55	0.00	0.00	5,255.55	Devireddy, Sivajyothi N	1,432.20	0.00	0.00	1,432.20
Dadana, Vijayalakshmi	17,078.47	0.00	0.00	17,078.47	Dewey, Cheryl A	2,090.00	0.00	0.00	2,090.00
Dahlgren, Judith	14,676.77	0.00	0.00	14,676.77	Dibona, Ralph M	15,134.63	0.00	0.00	15,134.63
Daigle, Stephen R	0.00	0.00	14,943.00	14,943.00	Dicenso, Amanda H	94,372.74	0.00	0.00	94,372.74
Dailey, William R	975.00	0.00	0.00	975.00	Dietzel, Karen A	2,265.00	0.00	0.00	2,265.00
Dalton, Holly M	106.25	0.00	0.00	106.25	Digiantommaso, Matthew	0.00	0.00	544.00	544.00
Daly, Emma	29,378.45	0.00	0.00	29,378.45	Dillon, Andrew	0.00	0.00	1,088.00	1,088.00
Daly, Lily E	11,196.22	0.00	0.00	11,196.22	Dimodica, Christopher J	96,915.39	10,555.04	74,645.73	182,116.16

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>
Dineen, Katelynn J	3,291.37	0.00	0.00	3,291.37	Dziedzic, Rachel E	38,265.37	0.00	0.00	38,265.37
Dinitto, James	5,368.00	0.00	0.00	5,368.00	Eaton, Steven W	0.00	0.00	2,381.50	2,381.50
Dion, Scott J	101,115.94	83,796.45	123,154.18	308,066.57	Edelstein Dodds, Christine	38,489.06	0.00	0.00	38,489.06
Doherty, Hayden	56,798.29	0.00	0.00	56,798.29	Egodogbare, Esegoghene E	0.00	0.00	612.50	612.50
Doherty, Maureen	13,680.00	0.00	0.00	13,680.00	Eisenhauer, Justin	55,304.08	1,480.65	0.00	56,784.73
Doherty, Stephen J	89,469.47	0.00	0.00	89,469.47	Eisenhauer, Sr. Michael T	58,781.25	0.00	0.00	58,781.25
Donahue, Barbara J	20,744.18	0.00	0.00	20,744.18	Eitas, Carly K	5,754.04	0.00	0.00	5,754.04
Donahue, Sean R	2,016.00	0.00	0.00	2,016.00	Elfman, Mark	540.00	0.00	0.00	540.00
D'Onofrio, Louise K	6,890.00	0.00	0.00	6,890.00	Ellender, Joshua S	0.00	0.00	770.00	770.00
Donovan, Denis W	0.00	0.00	665.00	665.00	Elworthy-Aicardi, Dawn	500.00	0.00	0.00	500.00
Donovan, James M	157,027.57	0.00	0.00	157,027.57	Emmanouilidis, Georgios	0.00	0.00	560.00	560.00
Donovan, Kristen E	108,448.54	0.00	0.00	108,448.54	Enright, Kevin P	0.00	0.00	2,311.50	2,311.50
Donovan, Marren	3,010.01	0.00	0.00	3,010.01	Eppolito, Paige A	131,263.22	0.00	2,144.00	133,407.22
Donovan, Shannon C	4,569.00	0.00	0.00	4,569.00	Erhard, Thomas F	1,552.50	0.00	0.00	1,552.50
Donovan, Taylor R	41,839.20	0.00	0.00	41,839.20	Ernst, Brian G	0.00	0.00	536.00	536.00
Donovan, Tyler R	550.00	0.00	0.00	550.00	Erwin, Tara L	20,908.96	0.00	0.00	20,908.96
Donovan, William D	2,102.27	0.00	0.00	2,102.27	Esposito, Kelly A	70,395.40	0.00	0.00	70,395.40
Doohar, Timothy J	0.00	0.00	1,120.00	1,120.00	Eszlari, Jeffrey T	85,357.48	1,862.17	14,175.75	101,395.40
Doolan, Lynne	25,782.04	0.00	0.00	25,782.04	Ethier, Nicholas P	0.00	0.00	8,376.00	8,376.00
Doolan, Michael E	90,838.14	19,290.75	1,457.54	111,586.43	Evans, Allison A	82,998.88	0.00	0.00	82,998.88
Dooley, Arthur J	5,097.00	0.00	0.00	5,097.00	Evans, Barbara A	1,245.00	0.00	0.00	1,245.00
Dorce, Lorie S	15,923.04	0.00	0.00	15,923.04	Everson, Richard W	56,946.00	637.38	6,740.76	64,324.14
D'Orsi, Zachary T	91,996.73	0.00	0.00	91,996.73	Eykel, Glen	0.00	0.00	7,090.00	7,090.00
Douglas, Paul M	0.00	0.00	11,911.50	11,911.50	Fahey, Jared C	68,928.25	7,282.51	3,704.00	79,914.76
Dowers, Mandy	6,325.66	0.00	0.00	6,325.66	Falzone, Kelly A	28,952.68	0.00	0.00	28,952.68
Downing, James M	0.00	0.00	1,416.00	1,416.00	Farrar, Mary T	1,650.00	0.00	0.00	1,650.00
Downs, Lisa P	8,586.00	0.00	0.00	8,586.00	Farrell, Aidan J	89,375.87	18,561.38	15,479.75	123,417.00
Doyle, Christine P	53,202.10	714.72	0.00	53,916.82	Farrow, Shalini J	107,156.17	0.00	0.00	107,156.17
Doyle, Dawnnellen S	64,119.37	0.00	0.00	64,119.37	Fay, David P	1,160.00	0.00	0.00	1,160.00
Doyle, Sarah E	29,351.43	0.00	0.00	29,351.43	Fay, Wendy	48,473.07	0.00	0.00	48,473.07
Drane, Jr. Jesse	0.00	0.00	8,589.00	8,589.00	Fayles, Brendan M	72,442.53	57,436.37	57,872.50	187,751.40
Drapkin, Jacob L	0.00	0.00	560.00	560.00	Feeley, Jacob M	0.00	0.00	536.00	536.00
Drayton, Lucas W	120,570.32	9,706.36	0.00	130,276.68	Feely, Brian J	0.00	0.00	3,867.50	3,867.50
Dreibholz, David D	61,320.84	15,776.31	695.28	77,792.43	Feeney, Patrick W	0.00	0.00	22,216.50	22,216.50
Drummond, Jillian A	59,784.41	0.00	0.00	59,784.41	Feerick, Catherine M	66,153.60	0.00	0.00	66,153.60
Duckworth, Jenna L	88,708.89	0.00	0.00	88,708.89	Feierstein, Sarah E	30,295.32	0.00	0.00	30,295.32
Dudley, Janie S	20,736.27	0.00	0.00	20,736.27	Fellows, Jennifer R	110,120.02	0.00	0.00	110,120.02
Duffey-Riley, Alexia	20,178.70	0.00	0.00	20,178.70	Felper, Melissa L	81,735.23	0.00	0.00	81,735.23
Duffy, Janice M	37,752.54	132.28	0.00	37,884.82	Feltrup, William J	0.00	0.00	1,664.00	1,664.00
Dugan, Karen A	50,161.34	908.50	0.00	51,069.84	Fennyery, Kathleen C	63,347.15	0.00	0.00	63,347.15
Duhaime, Dianne M	2,000.00	0.00	0.00	2,000.00	Ferbert, Scott J	120,442.92	0.00	0.00	120,442.92
Dulchinos, Nicholas J	0.00	0.00	9,012.00	9,012.00	Ferencik, Meghan E	37,867.39	0.00	0.00	37,867.39
Duncan, Paige E	202,443.53	0.00	0.00	202,443.53	Ferguson, Kimberly J	21,519.75	1,878.00	0.00	23,397.75
Dunford, Erin F	32,601.81	1,386.20	0.00	33,988.01	Ferguson, Robert L	0.00	0.00	5,097.00	5,097.00
Dunn, Janine K	15,188.35	0.00	0.00	15,188.35	Ferraro, Michael S	68,819.28	8,391.50	1,087.25	78,298.03
Dunn, Ryan C	79,704.12	13,359.89	308.88	93,372.89	Ferraro, Rose L	96,893.40	0.00	0.00	96,893.40
Dunn, Tara H	96,636.44	0.00	0.00	96,636.44	Ferraz, Alexander J	0.00	0.00	544.00	544.00
Duphily, Marc R	0.00	0.00	7,738.00	7,738.00	Fichera, Kristin	96,950.09	0.00	0.00	96,950.09
Duquette, Kevin M	42,732.17	0.00	0.00	42,732.17	Fierri, Mark R	40,704.28	0.00	0.00	40,704.28
Durkin, Jr. Thomas P	0.00	0.00	536.00	536.00	Findlen, Michael P	0.00	0.00	8,435.75	8,435.75
Dustin, Jean M	28,728.68	0.00	0.00	28,728.68	Finerty, Connor A	0.00	0.00	520.00	520.00
Dwyer, Michael J	0.00	0.00	770.00	770.00	Finn, Gavin J	4,737.90	0.00	0.00	4,737.90

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>
Finn, Jackson T	4,346.88	0.00	0.00	4,346.88	Fruci, Christine	12,666.32	0.00	0.00	12,666.32
Fisher, Christopher J	0.00	0.00	2,110.50	2,110.50	Fuller, April G	107,819.30	0.00	0.00	107,819.30
Fitzgerald,Jr. Kenneth J	0.00	0.00	35,485.50	35,485.50	Fuller, Carl A	93,521.07	0.00	1,350.00	94,871.07
Fitzgerald, Kerri A	16,705.56	0.00	0.00	16,705.56	Gabolo, Toily E	59,175.39	0.00	0.00	59,175.39
Fitzgerald, Meghann E	0.00	0.00	520.00	520.00	Gahagan, Brendan E	0.00	0.00	13,744.50	13,744.50
Fitzgerald, Michael T	0.00	0.00	1,487.50	1,487.50	Galanti, Diane E	96,169.82	0.00	0.00	96,169.82
Fitzgerald, Sean M	0.00	0.00	1,225.00	1,225.00	Galanti, Eric A	7,041.00	0.00	0.00	7,041.00
Flagg, Alexandra C	45,989.09	0.00	0.00	45,989.09	Galanti, Jason T	85,017.54	54,022.27	11,925.00	150,964.81
Flagg, James M	0.00	0.00	612.50	612.50	Gallagher, Christopher F	159,582.40	7,710.50	250.00	167,542.90
Flaherty, Linda	569.60	0.00	0.00	569.60	Gallagher, Elaine I	86,845.02	0.00	0.00	86,845.02
Flaherty, Scott	96,503.60	13,630.21	53,120.18	163,253.99	Gallerani, Brian M	0.00	0.00	1,645.00	1,645.00
Flanagan, Ryan A	0.00	0.00	612.50	612.50	Gallerani, Scott M	0.00	0.00	1,648.00	1,648.00
Flanders, Nathan J	2,766.75	0.00	0.00	2,766.75	Ganter, Cynthia	1,455.00	0.00	0.00	1,455.00
Flannery, Rachel	15,187.20	0.00	0.00	15,187.20	Garces, Ezequiel	0.00	0.00	560.00	560.00
Flavelle, Ardys A	3,500.00	0.00	0.00	3,500.00	Garcia, Judith A	630.00	0.00	0.00	630.00
Fleury, Michael	0.00	0.00	10,086.00	10,086.00	Garon, Kyle A	0.00	0.00	1,072.00	1,072.00
Flinn, Michael P	0.00	0.00	2,820.50	2,820.50	Gaspar, Marc A	0.00	0.00	560.00	560.00
Florestal, Raphael	3,320.31	0.00	0.00	3,320.31	Gatchell, Nicholas	18,944.64	0.00	0.00	18,944.64
Flynn Mccarthy, Erin L	98,016.13	0.00	0.00	98,016.13	Gaudette, Jean M	31,383.75	0.00	0.00	31,383.75
Flynn, Connor B	0.00	0.00	4,500.50	4,500.50	Gaunt, Nicole	37,451.93	0.00	0.00	37,451.93
Flynn, Dana A	0.00	0.00	10,766.50	10,766.50	Gauthier, Frances A	3,280.42	0.00	0.00	3,280.42
Folan, Bartley	0.00	0.00	665.00	665.00	Gavin, Daniel R	0.00	0.00	2,696.50	2,696.50
Foley, Brian E	104,142.59	11,305.52	6,549.25	121,997.36	Gavin, Edward J	0.00	0.00	3,601.25	3,601.25
Foley, Colleen J	82,138.26	0.00	0.00	82,138.26	Gay, Leah M	79,583.56	0.00	0.00	79,583.56
Foley, Courtney M	17,631.27	0.00	0.00	17,631.27	Geffers, Holly H	110,265.41	0.00	0.00	110,265.41
Foley, Jennifer L	6,675.00	0.00	0.00	6,675.00	Gemba, Barbara A	109,591.15	0.00	0.00	109,591.15
Foley, Julia L	36,867.33	0.00	0.00	36,867.33	George, Hilda B	2,000.00	0.00	0.00	2,000.00
Foley, Kenneth P	550.00	0.00	0.00	550.00	Germain, Lynne Ann D	3,900.00	0.00	0.00	3,900.00
Foley, Marie E	107,037.97	0.00	0.00	107,037.97	Gerraughty, Joseph M	847.50	0.00	0.00	847.50
Foley, Rebecca	1,092.50	0.00	0.00	1,092.50	Gerraughty, Michael W	64,613.96	3,556.72	2,815.32	70,986.00
Foley, Scott H	63,341.01	0.00	0.00	63,341.01	Gervasi, Michael J	0.00	0.00	770.00	770.00
Foley, Thomas M	0.00	0.00	560.00	560.00	Giampietro, Donna M	4,085.20	0.00	0.00	4,085.20
Foreman, Noah M	1,332.00	0.00	0.00	1,332.00	Giardino, Deborah A	540.00	0.00	0.00	540.00
Forsythe, Robert J	0.00	0.00	26,495.50	26,495.50	Gibbs, Jonathan M	122,679.07	0.00	0.00	122,679.07
Forsythe, Zachary	0.00	0.00	10,658.00	10,658.00	Gidron, III Richard D	0.00	0.00	927.50	927.50
Fortier, Jason J	63,634.80	3,809.94	3,565.88	71,010.62	Giguere, Deborah E	11,411.74	0.00	0.00	11,411.74
Foscaldo, David J	121,252.04	28,960.26	27,531.81	177,744.11	Gilbert, Michelle N	28,479.78	0.00	0.00	28,479.78
Foscaldo, Eileen V	3,640.00	0.00	0.00	3,640.00	Gilbert, Miriah L	66,331.93	0.00	0.00	66,331.93
Fossella, Dana M	8,830.00	0.00	0.00	8,830.00	Gilboy, Michael J	0.00	0.00	544.00	544.00
Foster, Elizabeth J	1,155.00	0.00	0.00	1,155.00	Gill, Gregory M	83,461.72	508.37	6,660.00	90,630.09
Foster, Lesleyann L	24,728.36	0.00	0.00	24,728.36	Gill, Sophia K	1,136.81	0.00	0.00	1,136.81
Foster, Jr. Ronald S	1,305.00	0.00	0.00	1,305.00	Gill, Thomas J	111,441.10	0.00	0.00	111,441.10
Fox, Marguerite J	43,342.30	0.00	0.00	43,342.30	Gillan, Ryan H	0.00	0.00	2,450.00	2,450.00
Fox, Nicole A	25,138.77	0.00	0.00	25,138.77	Gilpin, Paul M	58,995.60	0.00	0.00	58,995.60
Franco, Celia J	1,504.82	0.00	0.00	1,504.82	Giovanella, Mark A	0.00	0.00	28,059.00	28,059.00
Francomano, Jack R	4,878.78	0.00	0.00	4,878.78	Giovanella, Michael A	0.00	0.00	5,600.00	5,600.00
Franzen, Jennifer L	99,249.84	0.00	0.00	99,249.84	Giri, Nabin	79,798.50	1,955.77	4,573.50	86,327.77
Franzosa, Katherine E	9,496.58	0.00	0.00	9,496.58	Giuca, Christopher D	0.00	0.00	770.00	770.00
Frazier, Kerry B	137,306.96	0.00	0.00	137,306.96	Giudici, Kristin	96,069.10	0.00	0.00	96,069.10
Frederickson, Corey B	0.00	0.00	1,487.50	1,487.50	Giuliano, III Joseph J	20,210.24	67.30	0.00	20,277.54
Freitas, Marianne	20,086.31	0.00	0.00	20,086.31	Glass, Melissa A	42,222.94	0.00	0.00	42,222.94
Frongello, Anthony M	0.00	0.00	4,131.50	4,131.50	Glynn, Robert S	100,320.93	0.00	0.00	100,320.93

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>
Godbout, Jaclyn E	90,567.90	0.00	0.00	90,567.90	Grover, Richard H	0.00	0.00	61,362.00	61,362.00
Godino, Joseph P	94,945.95	21,512.12	60,448.00	176,906.07	Groves, Mitchell	5,337.50	0.00	0.00	5,337.50
Godino, Thomas P	0.00	0.00	2,329.00	2,329.00	Guerrini, Deborah L	1,492.50	0.00	0.00	1,492.50
Goldberg, John F	0.00	0.00	260.00	260.00	Guillotte, Noah R	16,436.76	3,046.05	0.00	19,482.81
Goldberg, Justin F	0.00	0.00	737.00	737.00	Guillotte, Shaun E	102,602.03	32,606.80	1,850.00	137,058.83
Golden, Timothy C	79,978.65	2,183.68	0.00	82,162.33	Gundlach, Katie A	25,815.78	0.00	0.00	25,815.78
Goldenberg, Carole B	1,680.00	0.00	0.00	1,680.00	Gurfinkel, Jonanthan A	0.00	0.00	2,546.00	2,546.00
Golder, Seth R	94,384.33	0.00	0.00	94,384.33	Hain, Robert H	0.00	0.00	799.00	799.00
Goldrick, Korey A	92,565.34	13,164.48	34,074.00	139,803.82	Haldiman, Dylan	0.00	0.00	875.00	875.00
Gomes Pimenta, Haley E	57,884.00	0.00	0.00	57,884.00	Hall, Elizabeth A	765.00	0.00	0.00	765.00
Gomes, Antonio D	0.00	0.00	6,721.50	6,721.50	Hall, Lauren V	88,980.73	0.00	0.00	88,980.73
Gomes, Cameron P	59,192.69	0.00	0.00	59,192.69	Hall, Scott	675.00	0.00	0.00	675.00
Gomes, Melissa	33,195.98	0.00	0.00	33,195.98	Hallal, Isabel E	2,000.00	0.00	0.00	2,000.00
Goncalves, Dionisio A	112,549.98	1,307.31	4,045.50	117,902.79	Halle, Kevin P	0.00	0.00	544.00	544.00
Gonsalves, Michael E	0.00	0.00	1,540.00	1,540.00	Halloway, David	0.00	0.00	5,913.50	5,913.50
Gonsalves, Travis J	0.00	0.00	9,647.00	9,647.00	Halloway, Jacob	0.00	0.00	13,323.00	13,323.00
Goodrich, Erin B	74,193.67	0.00	0.00	74,193.67	Hamilton, Bruce W	53,626.50	0.00	0.00	53,626.50
Goodwin, Donna L	13,907.41	0.00	0.00	13,907.41	Hamilton, Keith S	84,336.66	19,744.47	13,468.50	117,549.63
Goodwin, Janey E	104,080.65	0.00	0.00	104,080.65	Hamilton, Michelle M	52,436.00	0.00	0.00	52,436.00
Gorham, Patricia A	937.50	0.00	0.00	937.50	Hamilton, Jr. Steven S	0.00	0.00	3,727.50	3,727.50
Goss, Jr. Michael J	75,768.44	9,163.63	11,145.25	96,077.32	Haney, Glenda J	885.00	0.00	0.00	885.00
Gould, Jr. Michael P	0.00	0.00	61,125.50	61,125.50	Haney, Zachary	7,000.00	0.00	0.00	7,000.00
Goulet, Kyle B	0.00	0.00	1,222.75	1,222.75	Hansen, Laura	15,726.30	0.00	0.00	15,726.30
Gover, Claudine	71,799.00	5,735.89	0.00	77,534.89	Hardy, Roger S	0.00	0.00	2,329.00	2,329.00
Gover, Patricia A	1,957.50	0.00	0.00	1,957.50	Hargadon, Diane E	31,713.63	0.00	0.00	31,713.63
Gover, Timothy C	0.00	0.00	1,225.00	1,225.00	Harish, Jr. Paul J	70,195.27	13,879.96	525.00	84,600.23
Goverman, Barry	2,000.00	0.00	0.00	2,000.00	Harkins, Brian P	0.00	0.00	536.00	536.00
Grace, Abigail L	510.90	0.00	0.00	510.90	Harmon, Andrea	22,783.86	0.00	0.00	22,783.86
Grace, Matthew J	11,183.76	3,256.11	0.00	14,439.87	Harrington, Kevin J	0.00	0.00	13,744.50	13,744.50
Grace, Michael A	233,371.88	0.00	0.00	233,371.88	Harris, Cassie M	4,177.12	0.00	0.00	4,177.12
Grace, Molly P	1,017.90	0.00	0.00	1,017.90	Hart, Eileen G	15,081.56	0.00	0.00	15,081.56
Gracia, Janet K	28,786.16	0.00	0.00	28,786.16	Hart, Kirsten J	2,430.00	0.00	0.00	2,430.00
Grady, Daniel P	106,229.60	0.00	0.00	106,229.60	Haskell, Allan L	0.00	0.00	5,154.50	5,154.50
Grant, Jason	0.00	0.00	1,524.25	1,524.25	Haskins, Christopher S	0.00	0.00	2,723.75	2,723.75
Grant, Julie L	104,380.02	0.00	0.00	104,380.02	Hawley, Randall E	0.00	0.00	2,152.50	2,152.50
Gravit, Adam M	113,889.93	0.00	0.00	113,889.93	Hay, Nicole M	28,187.56	0.00	0.00	28,187.56
Gray, Ashley M	91,712.21	0.00	0.00	91,712.21	Hayden, Jesse E	0.00	0.00	646.00	646.00
Gray, Diana M	64,947.05	0.00	0.00	64,947.05	Hayes, Connor D	4,772.57	32.34	0.00	4,804.91
Gray, Jennifer L	107,337.50	0.00	0.00	107,337.50	Hayes, Madison	1,953.00	0.00	0.00	1,953.00
Gray, John	210.00	0.00	0.00	210.00	Hayes, Michael J	65,372.06	19,389.85	0.00	84,761.91
Greaves, William A	94,359.13	18,124.09	16,349.75	128,832.97	Hazeldine, Curtis A	61,172.78	19,357.95	1,525.89	82,056.62
Greene, Mildred S	2,000.00	0.00	0.00	2,000.00	Healy-Botelho, Erin K	122,046.49	0.00	0.00	122,046.49
Greenleaf, Jennifer L	97,733.06	0.00	0.00	97,733.06	Healy-Botelho, Lynn M	74,685.73	0.00	0.00	74,685.73
Greer, Jarrion	1,044.97	0.00	0.00	1,044.97	Heaney, Thomas L	0.00	0.00	2,552.25	2,552.25
Grenier, Brian J	86,951.51	10,701.73	16,070.00	113,723.24	Heiberger, Maureen	71,720.16	0.00	0.00	71,720.16
Grenier, James S	111,645.94	53,343.90	24,988.00	189,977.84	Hellerstein, Seth S	150.00	0.00	0.00	150.00
Griffin, Barbara	19,209.67	0.00	0.00	19,209.67	Hendrixson, Noelle H	112,322.14	0.00	0.00	112,322.14
Griffin, David C	126,941.59	0.00	0.00	126,941.59	Henri, Michael	400.00	0.00	0.00	400.00
Griffin, Sarah K	234.60	0.00	0.00	234.60	Henry, Melissa E	114,241.46	0.00	0.00	114,241.46
Grinnell, Kelly J	103,942.62	0.00	0.00	103,942.62	Hersee, Renee	1,417.50	0.00	0.00	1,417.50
Grossman, Rachel	17,130.88	0.00	0.00	17,130.88	Hickey, Marcia S	50,621.16	0.00	0.00	50,621.16
Grove, Abigail E	94,040.25	0.00	0.00	94,040.25	Hickox, Robert W	815.10	0.00	0.00	815.10

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>
Hickox, Susan N	21,985.67	0.00	0.00	21,985.67	Jean-Baptiste, Jennifer	5,430.00	0.00	0.00	5,430.00
Higgins, Adam P	111,301.90	5,277.46	9,131.00	125,710.36	Jenks, Jocelyn M	0.00	0.00	1,642.25	1,642.25
Higgins, Jason W	0.00	0.00	3,856.00	3,856.00	Jesser, Bridget A	29,132.55	0.00	0.00	29,132.55
Hirons, Derek G	0.00	0.00	3,785.50	3,785.50	Johansmeyer, Timothy W	100,421.11	0.00	0.00	100,421.11
Hoag, Kerry D	97,360.11	0.00	0.00	97,360.11	Johns, Janis M	22,513.68	0.00	0.00	22,513.68
Hobby, Maggie L	38,572.59	181.49	0.00	38,754.08	Johnson, Aiden O	0.00	0.00	1,156.50	1,156.50
Hodgdon, Emma J	351.90	0.00	0.00	351.90	Johnson, Barrett R	0.00	0.00	3,819.00	3,819.00
Hodson, Keith M	0.00	0.00	1,323.25	1,323.25	Johnson, Peter	3,640.00	0.00	0.00	3,640.00
Hoffman, Patrick J	122,825.73	19,489.93	20,372.82	162,688.48	Johnson, Scott E	0.00	0.00	10,127.25	10,127.25
Hogan, Thomas J	0.00	0.00	4,708.25	4,708.25	Johnston, Christine	18,442.31	0.00	0.00	18,442.31
Hole, Steven D	98,143.82	17,246.76	41,077.06	156,467.64	Johnston, Michael F	49,368.41	0.00	0.00	49,368.41
Hollis, Karen L	20,434.60	0.00	0.00	20,434.60	Jones, Charlotte	300.00	0.00	0.00	300.00
Holmes, Jennifer L	116,935.05	0.00	0.00	116,935.05	Jones, Jr. Horace J	408.75	0.00	0.00	408.75
Holske, Kristine L	54,459.60	0.00	0.00	54,459.60	Jones, Kenneth W	0.00	0.00	2,520.00	2,520.00
Holst, Robert W	0.00	0.00	30,156.00	30,156.00	Jordan, Gabriela V	58,824.90	0.00	0.00	58,824.90
Hood, Robert J	25,131.60	349.06	0.00	25,480.66	Joyce, Kathleen L	90,326.76	0.00	0.00	90,326.76
Hood, Tammy C	46,308.65	4,904.22	0.00	51,212.87	Joyce, Sean M	0.00	0.00	13,291.50	13,291.50
Horne, Daniel P	73,654.80	11,115.35	0.00	84,770.15	Jurdak, Donna L	16,954.44	0.00	0.00	16,954.44
Hornung, Celeste A	91,129.80	0.00	0.00	91,129.80	Jurkowski, Christopher T	0.00	0.00	1,540.00	1,540.00
Horsley, Marcus	968.00	0.00	0.00	968.00	Kadlik, Richard S	105,102.16	26,753.75	2,033.72	133,889.63
Hough, Kellie E	52,803.32	2,379.02	994.68	56,177.02	Kaesar, Todd C	126,129.89	0.00	0.00	126,129.89
Hourigan, Dana L	1,824.48	0.00	0.00	1,824.48	Kafel, Ayman H	0.00	0.00	3,174.50	3,174.50
Howard, Peter A	0.00	0.00	2,205.00	2,205.00	Kaiser, Neil C	753.75	0.00	0.00	753.75
Howarth, Kate L	0.00	0.00	520.00	520.00	Kalberer, Alda M	1,965.00	0.00	0.00	1,965.00
Howden, Kirsten T	106,897.51	0.00	0.00	106,897.51	Kallio, Kristin M A	94,395.93	0.00	0.00	94,395.93
Howe, Jennifer A	108,554.35	0.00	0.00	108,554.35	Kanadanian, Koren V	0.00	0.00	31,670.50	31,670.50
Hubbell, Alexander R	0.00	0.00	560.00	560.00	Kaplan-Vigil, Edgar	0.00	0.00	520.00	520.00
Huben-Kearney, Anne C	2,000.00	0.00	0.00	2,000.00	Karass, Howard	1,140.00	0.00	0.00	1,140.00
Hughes, Aidan P	237.50	0.00	0.00	237.50	Karns, Jason C	0.00	0.00	1,222.75	1,222.75
Hunt, Elizabeth M	0.00	0.00	536.00	536.00	Kazan, Justen E	0.00	0.00	2,257.50	2,257.50
Hurley, Elizabeth L	24,246.64	0.00	0.00	24,246.64	Keane, Timothy	0.00	0.00	7,595.00	7,595.00
Hurley, Karen	67,953.83	0.00	0.00	67,953.83	Kearney, Cameron	34,490.48	0.00	0.00	34,490.48
Hussey, Erin C	71,599.96	0.00	0.00	71,599.96	Keating, Anne J	38,647.54	0.00	0.00	38,647.54
Hussey, John J	0.00	0.00	260.00	260.00	Keating, Melissa A	1,263.80	0.00	0.00	1,263.80
Huston, Jennifir M	52,060.68	2,071.28	0.00	54,131.96	Keefe, Dennis D	540.00	0.00	0.00	540.00
Hutchens, Laura	85,134.78	0.00	0.00	85,134.78	Keefe, Gregory P	6,981.00	0.00	0.00	6,981.00
Hutchings, Peter J	0.00	0.00	1,088.00	1,088.00	Keeling, Adam L	0.00	0.00	41,546.50	41,546.50
Hutchison, Gloria S	916.50	0.00	0.00	916.50	Keen, Jason T	0.00	0.00	2,434.00	2,434.00
Huynh, Justin C	2,350.00	0.00	0.00	2,350.00	Keleher, Patrick J	0.00	0.00	1,632.00	1,632.00
Hyre, Aaron F	170,249.56	0.00	0.00	170,249.56	Kelleher, Michael P	240,361.25	7,743.27	0.00	248,104.52
Iacozzi, Nicholas V	0.00	0.00	1,382.50	1,382.50	Keller, Katherine	76,897.56	0.00	0.00	76,897.56
Ikasalo, Michael S	0.00	0.00	260.00	260.00	Kelley, Carrie M	25,475.13	0.00	0.00	25,475.13
Imbrogna, Ann E	28,102.46	0.00	0.00	28,102.46	Kelley, Heather A	93,340.10	0.00	0.00	93,340.10
Imprescia, Salvatore M	0.00	0.00	1,959.75	1,959.75	Kelley, Meghan M	764.40	0.00	0.00	764.40
Ing, Jacob K	0.00	0.00	536.00	536.00	Kelley, Patricia M	2,000.00	0.00	0.00	2,000.00
Iuculano, Danielle Y	14,600.00	0.00	0.00	14,600.00	Kellini, Mariam A	27,304.64	0.00	0.00	27,304.64
Ivatts, William J	110,649.23	0.00	0.00	110,649.23	Kelly, Ailish K	1,017.90	0.00	0.00	1,017.90
Jacobson, Brian J	67,740.45	10,367.92	643.29	78,751.66	Kelly, Karen A	20,596.89	0.00	0.00	20,596.89
James, Darrin R	104,539.03	0.00	0.00	104,539.03	Kennedy, Gregg S	0.00	0.00	1,540.00	1,540.00
Jankowski, Madison B	12,866.49	0.00	0.00	12,866.49	Kennedy, Lindsay E	7,996.96	0.00	0.00	7,996.96
Jarvis, Lindsay J	95,438.07	0.00	0.00	95,438.07	Kent, Julie M	1,967.25	0.00	0.00	1,967.25
Jasset, Ryan J	0.00	0.00	4,709.00	4,709.00	Kent, Peter W	68,163.10	7,435.12	3,977.29	79,575.51

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>
Kenvin, Thomas C	151,016.84	0.00	32,831.35	183,848.19	Lapalme, Tessa L	6,220.45	585.00	0.00	6,805.45
Kerner, Annette K	109,437.88	0.00	0.00	109,437.88	Laplante, Lisa M	33,091.65	0.00	0.00	33,091.65
Kerner, Casey A	87,249.92	0.00	0.00	87,249.92	Lappen, Shoshana K	60,614.53	0.00	0.00	60,614.53
Kerr, David D	0.00	0.00	700.00	700.00	Laracy, David A	136,953.91	177.09	25,525.12	162,656.12
Kerr, Robert D	71,453.34	17,246.02	1,389.31	90,088.67	Larkin, Patricia A	5,213.55	0.00	0.00	5,213.55
Kerrigan, Carol A	17,186.71	0.00	0.00	17,186.71	Larose, Christina M	89,127.81	12,819.11	0.00	101,946.92
Kerrigan, Kaitlin	110,625.18	0.00	0.00	110,625.18	Larson, Gina M	38,040.54	0.00	0.00	38,040.54
Khung, Karen M	6,936.04	0.00	0.00	6,936.04	Latosek, Jr. Andrew J	0.00	0.00	544.00	544.00
Kilroy, Jeffrey P	0.00	0.00	2,133.50	2,133.50	Laursen, Steven J	71,307.56	16,547.64	800.00	88,655.20
Kilroy, Kerry A	100,211.44	1,053.86	32,345.00	133,610.30	Lavallee, Edward A	89,994.76	0.00	0.00	89,994.76
King, Jason A	0.00	0.00	560.00	560.00	Lavery, Brooke M	2,257.50	0.00	0.00	2,257.50
King, Jonathan M	0.00	0.00	6,939.50	6,939.50	Lavita, Jason N	0.00	0.00	717.50	717.50
King, Justin L	0.00	0.00	1,225.00	1,225.00	Lavoie, Julie P	19,949.52	0.00	0.00	19,949.52
King, Kristina	19,869.38	0.00	0.00	19,869.38	Law, Rebecca	16,332.25	0.00	0.00	16,332.25
Kinney, Jr. Donald	2,000.00	0.00	0.00	2,000.00	Lawrence, James O	0.00	0.00	6,793.00	6,793.00
Kinney, Erron Q	0.00	0.00	1,072.00	1,072.00	Lawson, Trey	12,783.50	0.00	0.00	12,783.50
Kirby, Amy C	0.00	0.00	11,604.00	11,604.00	Leanues, Steven A	0.00	0.00	6,987.00	6,987.00
Kirby, Kerri	55,297.07	0.00	0.00	55,297.07	Leary, Alex B	0.00	0.00	780.00	780.00
Kirrane, Meagan E	69,235.70	0.00	0.00	69,235.70	Leazott, Benjamin P	0.00	0.00	1,569.00	1,569.00
Klemm, Erin E	18,028.07	0.00	0.00	18,028.07	Lebeau, Hannah L	52,660.00	0.00	0.00	52,660.00
Knowles, Hayley E	94,307.70	0.00	0.00	94,307.70	Leblanc, Kerri A	97,506.84	0.00	0.00	97,506.84
Koch, James J	0.00	0.00	536.00	536.00	Leblanc, Sophilia M	65,849.83	0.00	0.00	65,849.83
Koczela, Nancy J	36,892.00	0.00	0.00	36,892.00	Leblanc, Thomas L	58,167.64	2,034.96	3,175.85	63,378.45
Kokansky, Kevin R	0.00	0.00	560.00	560.00	Lebretton, James E	0.00	0.00	2,224.00	2,224.00
Kominsky, Jr. Michael	25,803.08	0.00	0.00	25,803.08	Leddin, Connor F	0.00	0.00	560.00	560.00
Kuran, Dominic	0.00	0.00	1,222.75	1,222.75	Lee, Kathleen A	4,958.53	0.00	0.00	4,958.53
Kurker, Iqbal	109,403.79	0.00	0.00	109,403.79	Lee, Nicole M	2,973.00	0.00	0.00	2,973.00
Kusleika, Vickie A	46,031.16	737.73	0.00	46,768.89	Lee, Patrick R	0.00	0.00	770.00	770.00
Lacava, Jessica A	80,112.55	0.00	0.00	80,112.55	Leighton, Cole R	0.00	0.00	544.00	544.00
Lacerda, Kenneth W	106,309.61	0.00	0.00	106,309.61	Lemanski, James T	0.00	0.00	14,136.50	14,136.50
Lacerda, Paul	3,975.00	0.00	0.00	3,975.00	Lemenager, Michael J	0.00	0.00	560.00	560.00
Lacivita, Bryan P	0.00	0.00	686.75	686.75	Lemon, Gilbert D	0.00	0.00	564.00	564.00
Lacivita, Danielle L	15,226.89	0.00	0.00	15,226.89	Lemos, Helder	27,385.79	0.00	0.00	27,385.79
Lacroix, Michaela M	43,918.57	0.00	0.00	43,918.57	Lennerton, Nicholas P	38,508.40	0.00	0.00	38,508.40
Lacure, Michael E	0.00	0.00	612.50	612.50	Leonard, Leo Scott	0.00	0.00	9,663.00	9,663.00
Laffey, Kyra C	40,633.49	0.00	0.00	40,633.49	Lestan, Patricia M	4,078.90	0.00	0.00	4,078.90
Lagoa, Paul J	0.00	0.00	7,379.00	7,379.00	Leurini, George A	0.00	0.00	28,008.00	28,008.00
Lagoa, Tara E	0.00	0.00	3,842.50	3,842.50	Lewicke, Marsha J	1,815.00	0.00	0.00	1,815.00
Lai, Noa	107,637.97	0.00	0.00	107,637.97	Lewis, Andrew J	0.00	0.00	4,882.50	4,882.50
Lally, Joseph P	1,860.00	0.00	0.00	1,860.00	Libucha, Jessica L	77,225.43	0.00	0.00	77,225.43
Lamb, Michael F	0.00	0.00	4,707.50	4,707.50	Lidonni, Sophia A	5,654.21	325.25	0.00	5,979.46
Lamothe-Vaughn, Kaitlin	47,786.24	0.00	0.00	47,786.24	Light, Jennifer F	109,331.79	0.00	0.00	109,331.79
Lamson, Harrison E	861.90	0.00	0.00	861.90	Lightbody, Kaitlyn R	8,993.75	0.00	0.00	8,993.75
Lamson, Sydney E	916.50	0.00	0.00	916.50	Lima, Brandon W	0.00	0.00	1,172.50	1,172.50
Lancaster, Diane L	1,950.00	0.00	0.00	1,950.00	Lima, Kevin M	0.00	0.00	1,753.00	1,753.00
Lancaster, Lisa M	111,313.09	0.00	0.00	111,313.09	Lima, Ricardo C	0.00	0.00	15,442.00	15,442.00
Landry, Craig A	0.00	0.00	9,195.00	9,195.00	Lindelof, James R	0.00	0.00	2,854.00	2,854.00
Landry, Michelle C	11,366.82	0.00	0.00	11,366.82	Lippolis, Jennifer L	6,175.00	0.00	0.00	6,175.00
Lane, Margaret I	14,790.00	0.00	0.00	14,790.00	Lisowski, Geraldine	1,408.90	0.00	0.00	1,408.90
Lang, Kathleen	92,742.08	0.00	0.00	92,742.08	Littlefield, David C	18,225.44	0.00	0.00	18,225.44
Langton, Janice M	42,659.51	0.00	0.00	42,659.51	Locchi, Gino J	0.00	0.00	8,966.00	8,966.00
Lanoué, Judith	20,188.00	0.00	0.00	20,188.00	Loebelenz, Lynda M	3,389.28	0.00	0.00	3,389.28

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>
Lonerган, Marla S	81,635.83	0.00	0.00	81,635.83	Manning, Elaine	900.00	0.00	0.00	900.00
Lopes, II James L	0.00	0.00	4,691.50	4,691.50	Manocchio, Mark J	0.00	0.00	11,748.00	11,748.00
Lord, Beverley	1,218.75	0.00	0.00	1,218.75	Manos, Sophia C	255.00	0.00	0.00	255.00
Lorenz, Traci P	46,038.57	4,332.31	0.00	50,370.88	Manuel, Kevin J	0.00	0.00	5,234.00	5,234.00
Lovell, Kyle S	0.00	0.00	536.00	536.00	Marble, William D	0.00	0.00	11,626.00	11,626.00
Lowey, Kathleen D	50,209.32	1,122.11	0.00	51,331.43	Marcelonis, Deborah	79,551.56	0.00	0.00	79,551.56
Lucas, Jr. Robert T	94,060.50	25,263.28	19,209.00	138,532.78	Marcelonis, John R	5,142.42	420.35	0.00	5,562.77
Lucie, Anthony J	0.00	0.00	11,738.00	11,738.00	Markie, Kevin E	0.00	0.00	1,225.00	1,225.00
Luis, Kevin C	0.00	0.00	560.00	560.00	Marland, Ian J	0.00	0.00	1,072.00	1,072.00
Luther, Blake R	0.00	0.00	536.00	536.00	Marshall, Harold H	0.00	0.00	14,096.50	14,096.50
Lutz, Caroline F	89,700.39	0.00	0.00	89,700.39	Marsinelli, John W	0.00	0.00	2,434.00	2,434.00
Lydon, David W	0.00	0.00	1,085.00	1,085.00	Marston, Thomas	0.00	0.00	6,432.50	6,432.50
Lydon, Patrick J	86,311.90	13,125.88	18,701.00	118,138.78	Martell, Gregory S	0.00	0.00	7,177.50	7,177.50
Lydstone, John E Iv	0.00	0.00	7,125.50	7,125.50	Martin, Nancy E	67,799.91	0.00	0.00	67,799.91
Lynch, Aanton W	0.00	0.00	560.00	560.00	Martinelli, Jr. John B	17,675.00	0.00	0.00	17,675.00
Lynch, Christine M	44,280.70	0.00	0.00	44,280.70	Martinelli, Brian J	5,861.00	0.00	0.00	5,861.00
Lynch, Dennis D	40,587.44	2,221.02	7,214.25	50,022.71	Masciarelli, Steven J	104,936.46	0.00	0.00	104,936.46
Lynch, Thomas J	0.00	0.00	8,667.00	8,667.00	Mastrogiacono, Stacy M	78,991.35	0.00	0.00	78,991.35
Lynes, Elizabeth	1,942.50	0.00	0.00	1,942.50	Matthews, Tara L	93,371.97	0.00	0.00	93,371.97
Macdonald, Garry D	20,178.42	0.00	0.00	20,178.42	Mattson, James P	85,516.16	2,619.44	17,780.00	105,915.60
Macdonald, Matthew W	0.00	0.00	1,088.00	1,088.00	Maurice, Paula J	32,615.01	0.00	0.00	32,615.01
Macdonnell, Lisa A	111,939.41	0.00	0.00	111,939.41	Maxwell, Jennifer L	82,521.04	0.00	0.00	82,521.04
Machado, Lucas N	0.00	0.00	544.00	544.00	Mayer, Samantha H	89,862.72	0.00	0.00	89,862.72
Macie, Kiley J	111,865.11	0.00	0.00	111,865.11	Mcalister, Jessica R	38,085.18	0.00	0.00	38,085.18
Mackinnon, Karen C	113,134.69	0.00	0.00	113,134.69	Mcalister, Jonathan R	0.00	0.00	4,042.50	4,042.50
Maclean, Joseph F	0.00	0.00	14,572.50	14,572.50	Mcauliffe, Barbara A	3,982.00	0.00	0.00	3,982.00
Maclean, Kate E	2,187.00	0.00	0.00	2,187.00	Mcauliffe, Lenore G	30,476.74	0.00	0.00	30,476.74
Macmaster, Robert S	29,245.46	0.00	0.00	29,245.46	Mccabe, Jon A	118,152.31	0.00	0.00	118,152.31
Macneil, Emily	13,823.19	0.00	0.00	13,823.19	Mccafferty, Paul E	0.00	0.00	686.75	686.75
Maconi, John P	57,936.23	0.00	0.00	57,936.23	Mccallum, Justin C	0.00	0.00	2,648.00	2,648.00
Madden, Carly J	3,567.00	0.00	0.00	3,567.00	Mccarthy, Anne M	2,000.00	0.00	0.00	2,000.00
Madden, Marianne	18,515.63	0.00	0.00	18,515.63	Mccarthy, Lee S	85,383.88	12,508.55	31,032.00	128,924.43
Maddock, Emily Rose	3,500.00	0.00	0.00	3,500.00	Mccauley, Christopher J	0.00	0.00	1,540.00	1,540.00
Madrugа, Michael J	0.00	0.00	1,624.75	1,624.75	Mccauley, Pamela A	14,880.73	0.00	0.00	14,880.73
Maguire, Mark D	6,981.00	0.00	0.00	6,981.00	Mccomb, Harrison W	84,282.64	21,249.92	15,177.75	120,710.31
Maguire, Samantha M	0.00	0.00	560.00	560.00	Mccormack, Thomas R	51,358.41	2,500.27	0.00	53,858.68
Mahan, Steven R	0.00	0.00	2,819.00	2,819.00	Mccoy, Edmund J	6,020.25	51.76	0.00	6,072.01
Mahoney, Ann E	45,899.43	0.00	0.00	45,899.43	Mccue, Wendy	38,018.04	0.00	0.00	38,018.04
Mahoney, Kelvin	0.00	0.00	18,351.00	18,351.00	Mccullough, Kathleen M	6,981.00	0.00	0.00	6,981.00
Majenski, David G	0.00	0.00	49,416.50	49,416.50	Mcdermott, Joshua J	0.00	0.00	612.50	612.50
Makepeace, Marvis A	99,455.71	0.00	0.00	99,455.71	Mcdonough, John K	0.00	0.00	2,903.50	2,903.50
Malcomson, Ryan T	42,978.36	13,425.25	10,295.50	66,699.11	Mcdowell, Kimberly L	108,858.25	0.00	0.00	108,858.25
Maling, Melissa L	4,569.00	0.00	0.00	4,569.00	Mcginnis, Erin A	24,302.52	0.00	0.00	24,302.52
Malloy, Ellen T	1,980.00	0.00	0.00	1,980.00	Mcgovern, Jason J	0.00	0.00	2,975.00	2,975.00
Malo, Alexander D	0.00	0.00	1,732.50	1,732.50	Mcgovern, Megan L	98,344.09	0.00	0.00	98,344.09
Maloney, Paula J	117,343.66	0.00	0.00	117,343.66	Mcgowan, Daniel J	0.00	0.00	665.00	665.00
Maloney, Samuel W	11,311.52	0.00	0.00	11,311.52	Mcgowan, Kelly C	10,245.00	0.00	0.00	10,245.00
Maloney, William J	0.00	0.00	1,172.50	1,172.50	Mcgowan, Richard O	0.00	0.00	1,343.00	1,343.00
Mancini, Lidia R	807.50	0.00	0.00	807.50	Mcgowan, Stephanie A	540.00	0.00	0.00	540.00
Mancini, Nicholas A	0.00	0.00	2,530.00	2,530.00	Mcgrath, Amber M	29,276.15	0.00	0.00	29,276.15
Mangion, Kailey M	18,944.64	0.00	0.00	18,944.64	Mcgrath, Barry	0.00	0.00	5,792.50	5,792.50
Manna, Nicole	5,641.00	0.00	0.00	5,641.00	Mcgrath, Ryan P	85,361.36	18,532.01	14,802.00	118,695.37

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>
Mcgraw, Nancy J	892.50	0.00	0.00	892.50	Minton, Jessica M	83,823.22	0.00	0.00	83,823.22
Mcguire, Brennan J	14,710.00	5,235.52	250.00	20,195.52	Miranda, Noelani K	39,157.00	0.00	0.00	39,157.00
Mcguire, Pamela R	79,214.30	0.00	0.00	79,214.30	Mirliss, Dorothy G	9,247.75	0.00	0.00	9,247.75
Mcguire, Sean J	0.00	0.00	5,780.25	5,780.25	Mitchell, Caroline M	56,797.40	0.00	0.00	56,797.40
Mcgurr, Patricia	37,582.58	0.00	0.00	37,582.58	Mitchell, Paula A	1,860.00	0.00	0.00	1,860.00
Mcirney, Katelyn	12,721.79	0.00	0.00	12,721.79	Mitchell, Tyler M	0.00	0.00	927.50	927.50
Mckenna, Mark F	0.00	0.00	536.00	536.00	Mocharnuk, Alyssa N	129,793.89	0.00	0.00	129,793.89
Mckim, Lisa	101,935.54	0.00	0.00	101,935.54	Moloney, Patrick T	0.00	0.00	2,992.50	2,992.50
Mckinnon, George P	0.00	0.00	2,696.75	2,696.75	Monett, Derek E	7,446.40	372.32	0.00	7,818.72
Mclaughlin, Constance	55,298.24	0.00	0.00	55,298.24	Montanaro, Jonathan D	100,090.37	0.00	0.00	100,090.37
Mclaughlin, James G	0.00	0.00	686.75	686.75	Monteiro, Maiuca A	73,454.52	1,189.22	4,324.00	78,967.74
Mcleish, Nicole	26,256.58	0.00	0.00	26,256.58	Monterroso, William G	95,119.94	16,507.40	32,325.50	143,952.84
Mcmahon, Elise M	75,034.09	0.00	0.00	75,034.09	Montione, Murielle B	102,685.12	0.00	0.00	102,685.12
Mcmanus, Gregory J	7,300.00	0.00	0.00	7,300.00	Moore, Philip A	300.00	0.00	0.00	300.00
Mcmullen, William	0.00	293.69	11,223.75	11,517.44	Moore, Stephanie L	104,280.27	0.00	0.00	104,280.27
Mcnamara, Christopher M	74,526.10	14,217.52	9,631.75	98,375.37	Morey, Maria-Elena	112,322.48	0.00	0.00	112,322.48
Mcnamara, Erica L	87,095.54	0.00	0.00	87,095.54	Morgan, Caroline E	62,415.52	0.00	0.00	62,415.52
Mcnamara, Stephen P	0.00	0.00	1,330.00	1,330.00	Morr, Rynne A	60,610.69	0.00	0.00	60,610.69
Merae, Michael D	0.00	0.00	586.25	586.25	Morris, Daniel	0.00	0.00	12,230.50	12,230.50
Mctigue, Heather A	97,172.74	0.00	0.00	97,172.74	Morris, Jr. Roy V	0.00	0.00	15,331.00	15,331.00
Mcvicar, Victoria M	0.00	0.00	560.00	560.00	Morris, Scott R	91,739.56	0.00	0.00	91,739.56
Meadows, Daniel T	0.00	0.00	1,680.00	1,680.00	Morrison, Jennifer M	95,627.77	0.00	0.00	95,627.77
Medard, Jean J	75,433.66	10,617.72	18,453.00	104,504.38	Morrison, Patrick J	104,558.15	15,643.40	7,357.50	127,559.05
Medeiros, Richard M	0.00	0.00	1,517.00	1,517.00	Morrissey, Danielle A	145,862.52	0.00	0.00	145,862.52
Medina, Joseph A	0.00	0.00	1,120.00	1,120.00	Morse, Elmer	2,000.00	0.00	0.00	2,000.00
Meincke, John	0.00	0.00	18,043.50	18,043.50	Morse, Lawrence J	4,835.00	0.00	0.00	4,835.00
Meiselman, Colin	3,088.00	0.00	0.00	3,088.00	Moselsky, Megan E	60,865.41	1,837.28	0.00	62,702.69
Meleski, Raymond M	0.00	0.00	9,080.50	9,080.50	Mosher, William D	0.00	0.00	536.00	536.00
Mello, Lauren A	5,153.75	0.00	0.00	5,153.75	Mosher, Zachary W	0.00	0.00	4,344.50	4,344.50
Melo, Susan M	53,241.05	89.34	0.00	53,330.39	Moussalli, Anthony E	121,339.01	0.00	0.00	121,339.01
Melucci, Thomas D	0.00	0.00	737.00	737.00	Mowbray, Maegan N	73,150.43	0.00	0.00	73,150.43
Melvin, Heleana N	4,925.54	213.29	0.00	5,138.83	Mucciarone, James M	0.00	0.00	4,644.50	4,644.50
Meneses, Jimmy O	0.00	0.00	11,355.00	11,355.00	Mueller, Madelyn J	33,952.42	0.00	0.00	33,952.42
Merrigan, Kathy M	90.00	0.00	0.00	90.00	Muirhead, Renee	104,877.46	0.00	0.00	104,877.46
Merriott, Mark W	1,392.75	0.00	0.00	1,392.75	Mulcahy, Catherine A	102,113.56	0.00	0.00	102,113.56
Merritt, Parker R	91,319.60	40,063.32	23,156.00	154,538.92	Muldowney, Amy M	93,731.65	0.00	0.00	93,731.65
Messier, Myles D	0.00	0.00	536.00	536.00	Mulkern, Liam T	8,353.32	840.96	0.00	9,194.28
Metzger, Cathryn	101,873.15	0.00	0.00	101,873.15	Mullen, Jr. James G	150.00	0.00	0.00	150.00
Meyer, Richard H	2,000.00	0.00	0.00	2,000.00	Munchbach, Steven L	0.00	0.00	6,879.00	6,879.00
Mezhberg, Michael G	0.00	0.00	1,504.75	1,504.75	Murphy, Angela C	89,815.13	0.00	0.00	89,815.13
Mikolazyk, Cory	141,042.85	0.00	0.00	141,042.85	Murphy, Brendan J	0.00	0.00	30,712.50	30,712.50
Miksich, Michael R	0.00	0.00	12,305.50	12,305.50	Murphy, George B	6,110.00	0.00	0.00	6,110.00
Milano, Michael A	0.00	0.00	3,062.50	3,062.50	Murphy, James R	2,287.50	0.00	0.00	2,287.50
Miller, Asa C	4,895.20	0.00	0.00	4,895.20	Murphy, Jamie B	0.00	0.00	536.00	536.00
Miller, Carol A	630.00	0.00	0.00	630.00	Murphy, Myles M	0.00	0.00	30,594.50	30,594.50
Miller, Catherine M	2,956.55	0.00	0.00	2,956.55	Murray, Erin E	96,621.52	0.00	0.00	96,621.52
Miller, James N	0.00	0.00	11,703.50	11,703.50	Murray, Thomas R	109,486.15	0.00	0.00	109,486.15
Miller, Jesse T	0.00	0.00	1,120.00	1,120.00	Musto, Melanie S	20,841.99	0.00	0.00	20,841.99
Miller, Kevin C	52,803.32	5,537.06	2,307.60	60,647.98	Mutter, Danielle A	13,639.60	0.00	0.00	13,639.60
Miller, Robert C	0.00	0.00	15,573.00	15,573.00	Nagle, Patrick J	78,013.15	14,020.44	19,656.00	111,689.59
Mills, Michael J	1,050.00	0.00	0.00	1,050.00	Nagpal, Nikunj	877.50	0.00	0.00	877.50
Minelli, Edward T	0.00	0.00	3,443.00	3,443.00	Nally, Elaine	108,237.97	0.00	0.00	108,237.97

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>
Nanton, Petula A	1,806.70	0.00	0.00	1,806.70	O'Neil, Jessica L	15,310.64	0.00	0.00	15,310.64
Napoli, Elizabeth F	1,759.26	0.00	0.00	1,759.26	O'Neill, Elisabeth G	120,298.47	0.00	0.00	120,298.47
Nash, Benjamin M	45,208.20	0.00	0.00	45,208.20	O'Neill, Patrick	97,910.54	0.00	0.00	97,910.54
Nash, Kathleen A	54,309.78	0.00	0.00	54,309.78	Ortiz, Tenika D	107,520.70	0.00	0.00	107,520.70
Naughton, Claire B	150.00	0.00	0.00	150.00	Osborne, Margaret V	1,350.00	0.00	0.00	1,350.00
Navarro, Alicia K	52,132.77	0.00	0.00	52,132.77	Ostis, Stacy	25,675.70	0.00	0.00	25,675.70
Neagle, Brenda R	95,367.74	0.00	0.00	95,367.74	Ostolaza, Josue	0.00	0.00	1,120.00	1,120.00
Neely, Christopher J	124,493.25	0.00	0.00	124,493.25	Ostrander, Kianna B	65,977.60	0.00	0.00	65,977.60
Neipris, Stephanie A	2,100.00	0.00	0.00	2,100.00	Ouimet, Charles P	1,743.75	0.00	0.00	1,743.75
Nelson, Isaac S	0.00	0.00	2,002.75	2,002.75	Ouimet, Jane E	1,803.75	0.00	0.00	1,803.75
Nelson, Kylie C	88,356.11	0.00	0.00	88,356.11	Owens, Annabelle	2,526.50	0.00	0.00	2,526.50
Nettnay, Matthew T	0.00	0.00	560.00	560.00	Ozkaynak, Amanda C	77,712.33	0.00	0.00	77,712.33
Ng, Wee Siang	6,540.05	0.00	0.00	6,540.05	Pacheco, Richard A	0.00	0.00	5,814.50	5,814.50
Nicholas, Thomas A	0.00	0.00	260.00	260.00	Pacific, Travis L	0.00	0.00	260.00	260.00
Nichols, Keith A	0.00	0.00	9,098.00	9,098.00	Pacitti, Janet	108,861.16	0.00	0.00	108,861.16
Nihan, John F	0.00	0.00	2,852.50	2,852.50	Pacitti, Taylor K	78,921.20	0.00	0.00	78,921.20
Nisbet, Barbara A	135.00	0.00	0.00	135.00	Pacitto, Anthony G	0.00	0.00	1,120.00	1,120.00
Nolan, David L	0.00	0.00	260.00	260.00	Padula, Christopher J	0.00	0.00	4,092.00	4,092.00
Noll, Kaitlynn L	30,470.47	0.00	0.00	30,470.47	Page, Michael K	70,205.18	12,112.27	1,342.56	83,660.01
Noonan, Alexander P	81,067.87	12,699.15	14,280.75	108,047.77	Palladini, Christopher P	0.00	0.00	770.00	770.00
Noonan, Allison M	67,825.36	0.00	0.00	67,825.36	Palladino-Brown, Susan R	10,605.00	0.00	0.00	10,605.00
Noonan, Diane C	114,986.39	0.00	0.00	114,986.39	Pantano, Jake D	89,436.31	7,988.75	14,546.25	111,971.31
Noonan, Jr. Richard H	182,113.02	0.00	73,769.35	255,882.37	Papianou, Kristin M	270.00	0.00	0.00	270.00
Noonan, Ryan M	0.00	0.00	737.00	737.00	Papp, Clarice	1,012.00	0.00	0.00	1,012.00
Noone, Cathryn P	3,674.25	0.00	0.00	3,674.25	Parah, James L	84,422.08	0.00	0.00	84,422.08
Noone, Matthew	104,475.57	0.00	0.00	104,475.57	Parisien, Dayana	40,667.50	0.00	0.00	40,667.50
Noreck, Christine M	16,185.00	0.00	0.00	16,185.00	Parsons, Holly M	76,344.59	0.00	0.00	76,344.59
Norlin, Eric M	0.00	0.00	1,122.25	1,122.25	Parziale, Robert F	54,680.41	0.00	0.00	54,680.41
Normandin, Tyler V	0.00	0.00	1,642.25	1,642.25	Paschal, Stephen C	0.00	0.00	5,569.00	5,569.00
Norton, Ryan M	89,299.20	0.00	0.00	89,299.20	Pasco, Brendan P	0.00	0.00	1,890.00	1,890.00
Nota, Mark J	0.00	0.00	544.00	544.00	Passafaro, Diane M	62,478.33	327.63	0.00	62,805.96
Nova, Juan A	64,836.56	5,057.50	0.00	69,894.06	Patriarca, Cynthia	8,528.75	0.00	0.00	8,528.75
Novio, Richard M	0.00	0.00	10,365.50	10,365.50	Patrick, Elaine M	2,000.00	0.00	0.00	2,000.00
O'Brien, Catherine	66,429.40	0.00	0.00	66,429.40	Patten, James M	0.00	0.00	1,809.00	1,809.00
O'Brien, Jr. Joseph G	0.00	0.00	5,145.00	5,145.00	Paul, Jerry N	0.00	0.00	2,278.75	2,278.75
O'Brien, Kathleen	1,062.50	0.00	0.00	1,062.50	Paul, Wayne	0.00	0.00	1,576.00	1,576.00
Obrien, Paul D	0.00	0.00	9,912.50	9,912.50	Paula, Tiani F	0.00	0.00	1,874.00	1,874.00
O'Brien, Warren J	0.00	0.00	50,335.50	50,335.50	Payne, James D	0.00	0.00	13,503.00	13,503.00
Occhipinti, Alexander M	0.00	0.00	2,836.50	2,836.50	Peabody, Tyler J	0.00	0.00	6,163.00	6,163.00
Oconnell, Jr. Robert B	0.00	0.00	9,823.50	9,823.50	Pechavar, Dennis J	62,020.84	10,283.59	0.00	72,304.43
O'Connor, Meaghan M	113,023.72	0.00	0.00	113,023.72	Peck, Michelle N	5,368.00	0.00	0.00	5,368.00
O'Connor, Melissa J	98,519.05	8,451.30	30,656.43	137,626.78	Pelland, Jennifer E	84,743.09	0.00	0.00	84,743.09
O'Donnell, Robert L	3,756.00	0.00	0.00	3,756.00	Pellerin, Kristen A	71,467.21	0.00	0.00	71,467.21
Ohlson, Jamie E	0.00	0.00	1,525.00	1,525.00	Pelletier, Andrew J	0.00	0.00	560.00	560.00
O'Keefe, John	1,690.00	0.00	0.00	1,690.00	Pelletier, Holly L	10,327.74	332.36	0.00	10,660.10
O'Keefe, Kasey	31,023.17	0.00	0.00	31,023.17	Pelley, Brett A	0.00	0.00	9,158.50	9,158.50
O'Keefe, Stephanie A	104,113.29	0.00	0.00	104,113.29	Peltier, Mathew C	18,307.66	0.00	0.00	18,307.66
Oleary, Alexander R	100,684.20	47,366.16	47,325.52	195,375.88	Pennellatore, Julie	103,283.84	0.00	0.00	103,283.84
Olien, Matthew D	0.00	0.00	260.00	260.00	Penney, Steven A	71,238.88	13,691.91	1,000.00	85,930.79
Olsen, Helen E	1,425.00	0.00	0.00	1,425.00	Pereira, Christina	110,549.96	0.00	0.00	110,549.96
Olsson, Donna K	38,652.54	0.00	0.00	38,652.54	Perry, Andrew W	0.00	0.00	1,072.00	1,072.00
Oneil, James	0.00	0.00	646.00	646.00	Peter, Kevin E	0.00	0.00	1,524.25	1,524.25

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>
Peterson, Elizabeth C	27,637.58	0.00	0.00	27,637.58	Raymond, Brian J	97,236.74	0.00	0.00	97,236.74
Peterson, Meridien S	49,776.00	69.60	0.00	49,845.60	Reardon, Michele C	104,403.21	0.00	0.00	104,403.21
Peterson, Walter	0.00	0.00	544.00	544.00	Reddington, III Donald E	0.00	0.00	697.00	697.00
Petty, Theresa A	84,362.90	0.00	0.00	84,362.90	Reed, Darlene J	89,168.96	0.00	0.00	89,168.96
Philbin, Sean M	93,925.26	6,646.67	11,126.50	111,698.43	Regonlinski, Kayla M	85,115.81	0.00	0.00	85,115.81
Phillips, Debra J	63,056.79	0.00	0.00	63,056.79	Reid, Raymond A	0.00	0.00	665.00	665.00
Phillips, Macie K	1,593.00	0.00	0.00	1,593.00	Reilly, Jason C	0.00	0.00	25,402.00	25,402.00
Piazza, Lisa M	16,999.76	0.00	0.00	16,999.76	Reimann, Theodore H	0.00	0.00	2,374.00	2,374.00
Picanco, Antonio A	61,320.84	579.40	0.00	61,900.24	Reynolds, Nancy S	103,143.68	0.00	0.00	103,143.68
Picard-Hart, Donna J	15,791.25	0.00	0.00	15,791.25	Rezendes, Andrew G	0.00	0.00	4,742.50	4,742.50
Pierce, Jane S	64,267.78	0.00	0.00	64,267.78	Rhodes, Brian T	0.00	0.00	665.00	665.00
Pierre, Clifford	61,365.20	0.00	0.00	61,365.20	Ribeiro, Thamiris B	0.00	0.00	1,680.00	1,680.00
Pignato, Carol A	607.50	0.00	0.00	607.50	Ricci, Leigh M	108,604.29	0.00	0.00	108,604.29
Pike, Mary L	1,155.00	0.00	0.00	1,155.00	Rice, Helen M	2,000.00	0.00	0.00	2,000.00
Pinardi, Scott D	0.00	0.00	1,072.00	1,072.00	Rice, Jane E	38,355.46	0.00	0.00	38,355.46
Pino, Michael A	0.00	0.00	2,607.50	2,607.50	Rice, Matthew J	0.00	0.00	997.00	997.00
Piper, Diane M	2,864.00	0.00	0.00	2,864.00	Ricker, Alyne T	690.00	0.00	0.00	690.00
Pires, Valter M	0.00	0.00	1,976.00	1,976.00	Rida, Lillian	2,100.00	0.00	0.00	2,100.00
Pitts, Michael J	42,673.82	0.00	0.00	42,673.82	Riley, Caden M	0.00	0.00	268.00	268.00
Pizzuto, Catherine E	3,610.00	0.00	0.00	3,610.00	Rioux, Jonathan E	0.00	0.00	2,800.00	2,800.00
Plasmati, Richard B	1,417.50	0.00	0.00	1,417.50	Ritter, Douglas B	15,463.17	0.00	0.00	15,463.17
Poidomani, Linda T	96,304.84	0.00	0.00	96,304.84	Rivera, Desiree M	75,882.67	5,468.09	21,663.50	103,014.26
Poirier, Brett	0.00	0.00	1,277.50	1,277.50	Rivera, Vida	46,818.68	0.00	0.00	46,818.68
Poirier, Thomas H	68,945.84	3,051.93	0.00	71,997.77	Roach, Jason M	0.00	0.00	4,213.00	4,213.00
Poitras, Michael R	66,061.61	13,566.58	1,400.00	81,028.19	Robbins, Jason P	0.00	0.00	2,814.75	2,814.75
Politsopoulos, Paul	96,916.23	39,241.37	28,157.50	164,315.10	Robbins, Joan	2,482.00	0.00	0.00	2,482.00
Polliester, Kurt L	83,996.47	25,121.80	2,601.00	111,719.27	Robblee, Joshua B	50,118.45	8,015.96	1,500.00	59,634.41
Polseno, Richard A	86,599.06	0.00	0.00	86,599.06	Robert, Shawn W	0.00	0.00	1,785.00	1,785.00
Polseno, Sheri L	96,116.18	0.00	0.00	96,116.18	Roberts, Brandon M	99,900.00	0.00	0.00	99,900.00
Porro, Richard A	0.00	0.00	18,033.00	18,033.00	Roberts, Sharon E	106,435.79	0.00	0.00	106,435.79
Portillo, Gretchen P	3,743.39	0.00	0.00	3,743.39	Roberts, Suzanne L	79,208.67	1,446.36	0.00	80,655.03
Powers, Jennifer T	111,158.46	0.00	0.00	111,158.46	Robillard, Michael J	0.00	0.00	14,855.00	14,855.00
Powers, Mark J	1,031.25	0.00	0.00	1,031.25	Rockett, Kyle D	0.00	0.00	13,623.50	13,623.50
Powers, Stephen	0.00	0.00	1,040.00	1,040.00	Rogers, Scott R	90,632.18	15,083.73	11,859.25	117,575.16
Prairie, Kylee A	69,857.47	0.00	0.00	69,857.47	Rolfe, Susan K	1,144.92	0.00	0.00	1,144.92
Pratap, Ramey	1,636.47	0.00	0.00	1,636.47	Romans, Jason M	0.00	0.00	1,156.00	1,156.00
Principe, Jacob E	0.00	0.00	560.00	560.00	Rookard, Jr. Nathaniel A	0.00	0.00	4,484.50	4,484.50
Puntini, Andrew R	59,096.34	4,824.57	4,781.25	68,702.16	Rosa, Andressa F	0.00	0.00	3,538.00	3,538.00
Purcell, Patrick J	0.00	0.00	1,758.75	1,758.75	Rose, Linda M	43,238.77	0.00	0.00	43,238.77
Quadrozzi, Paul S	0.00	0.00	18,940.00	18,940.00	Rosenberg, Evan S	0.00	0.00	560.00	560.00
Quarles, Jon-Randel	0.00	0.00	3,177.25	3,177.25	Rosenberg, Jennifer R	92,869.26	0.00	0.00	92,869.26
Quattrini, Jamie B	78,780.00	0.00	0.00	78,780.00	Ross, David A	0.00	0.00	1,487.50	1,487.50
Quimby, Jennifer	14,663.01	0.00	0.00	14,663.01	Rossetti, Margaret A	4,702.78	0.00	0.00	4,702.78
Quin, Nicole C	36,633.12	0.00	0.00	36,633.12	Rouillard, Lisa	22,798.63	0.00	0.00	22,798.63
Quinn, Kerri-Ann	102,248.78	0.00	0.00	102,248.78	Rouille, Adam J	99,126.80	25,000.80	0.00	124,127.60
Racca, Michael J	0.00	0.00	612.50	612.50	Rouille, Audrey J	4,161.00	0.00	0.00	4,161.00
Radke, Stephanie E	91,408.42	0.00	0.00	91,408.42	Rouille, Danica M	4,656.93	408.28	0.00	5,065.21
Rafferty, Helena R	0.00	0.00	30,734.00	30,734.00	Rovaldi, Matthew B	0.00	0.00	9,393.00	9,393.00
Rafferty, John M	0.00	0.00	544.00	544.00	Roy, Colby P	0.00	0.00	4,725.00	4,725.00
Rakoski, Matthew J	0.00	0.00	1,840.25	1,840.25	Roy, Kailey E	0.00	0.00	2,768.00	2,768.00
Ramsey, Alan P	74,409.69	20,224.95	1,283.31	95,917.95	Rozak, Tracy L	43,077.83	0.00	0.00	43,077.83
Raposo, Katelyn N	12,596.62	670.90	0.00	13,267.52	Rudy, Emily A	30,464.74	0.00	0.00	30,464.74

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>
Ruggiero, Tyler J	0.00	0.00	268.00	268.00	Shea, Jane	495.00	0.00	0.00	495.00
Rushton, Matthew T	0.00	0.00	9,400.50	9,400.50	Shea, Mariam	65,349.07	0.00	0.00	65,349.07
Ryan, Annmarie	2,545.00	0.00	0.00	2,545.00	Shea, Michael J	0.00	0.00	586.25	586.25
Ryan, Benjamin A	90.00	0.00	0.00	90.00	Shea, Patricia A	1,305.00	0.00	0.00	1,305.00
Ryan, Christopher R	0.00	0.00	7,631.50	7,631.50	Shepard, Sheree R	15,650.00	0.00	0.00	15,650.00
Ryan, John R	0.00	0.00	714.00	714.00	Shepardson, Cory E	97,535.21	31,623.45	23,482.00	152,640.66
Ryan, Kara M	113,620.70	0.00	0.00	113,620.70	Sheridan, Karin A	81,969.24	0.00	0.00	81,969.24
Ryan, Robert G	37,330.68	0.00	0.00	37,330.68	Sheridan, Mallory	5,250.00	0.00	0.00	5,250.00
Ryan, Thomas F	1,385.00	0.00	0.00	1,385.00	Shewry, Christina M	63,597.69	0.00	0.00	63,597.69
Ryle, Julie A	66,214.65	0.00	0.00	66,214.65	Shiebler, Julia C	90,994.91	0.00	0.00	90,994.91
Sacchetti, William J	300.00	0.00	0.00	300.00	Shippey, Scott C	121,753.60	0.00	1,104.00	122,857.60
Saia, Mark D	0.00	0.00	697.00	697.00	Sholes, Jaclyn M	103,180.02	0.00	0.00	103,180.02
Salerno, Michael D	28,211.99	3,092.00	21,061.00	52,364.99	Shumway, Tab E	0.00	0.00	536.00	536.00
Saliba, Annmarie	23,948.11	0.00	0.00	23,948.11	Shurtleff, Lauren B	62,022.79	0.00	0.00	62,022.79
Salisbury, Adrienne R	2,973.00	0.00	0.00	2,973.00	Shweiri, Linda C	24,190.44	193.71	0.00	24,384.15
Sallie, Jessica M	37,831.62	0.00	0.00	37,831.62	Siddle, Kristen L	108,840.34	0.00	0.00	108,840.34
Sampson, Scott J	0.00	0.00	8,917.50	8,917.50	Sigrist, Richard D	2,070.00	0.00	0.00	2,070.00
Sanborn, Julia J	41,804.54	0.00	0.00	41,804.54	Silva, Adrianna C	4,095.75	0.00	0.00	4,095.75
Sandell, Nicole	0.00	0.00	4,989.00	4,989.00	Silva, Alberto B	0.00	0.00	612.50	612.50
Sanders, Joseph R	26,152.54	0.00	0.00	26,152.54	Silva, Jeffrey P	0.00	0.00	14,646.50	14,646.50
Santucci, James E	0.00	0.00	1,140.00	1,140.00	Silva, John M	0.00	0.00	3,414.00	3,414.00
Sargent-Tracy, Janet I	48.75	0.00	0.00	48.75	Silva, Matthew J	0.00	0.00	536.00	536.00
Sarni, Jenna N	9,496.58	0.00	0.00	9,496.58	Silva, Tyler M	0.00	0.00	3,902.75	3,902.75
Saulnier, Michael A	96,731.08	9,714.70	10,622.50	117,068.28	Simmons, Jacqueline	109,992.68	0.00	0.00	109,992.68
Saunders, David P	1,830.00	0.00	0.00	1,830.00	Simmons, Shawn R	0.00	0.00	536.00	536.00
Sawyer, Zachary K	35,612.52	0.00	0.00	35,612.52	Simoneau, Ricky J	0.00	0.00	3,449.00	3,449.00
Sayers, Alissa P	0.00	0.00	612.50	612.50	Simpson, Kurt W	0.00	0.00	1,828.00	1,828.00
Scanlan, Jacob I	0.00	0.00	1,225.00	1,225.00	Siracusa, Kayla L	51,983.90	0.00	0.00	51,983.90
Scanlon, Jessica L	101,980.02	0.00	0.00	101,980.02	Siracusa, Nancy	41,217.37	0.00	0.00	41,217.37
Scarboro, Maura	86,076.18	0.00	0.00	86,076.18	Skinner, Jr. Robert E	0.00	0.00	4,272.00	4,272.00
Scharman, Alan J	111,784.97	0.00	0.00	111,784.97	Slade, Daniel J	6,494.64	310.50	0.00	6,805.14
Schepis, David J	0.00	0.00	6,639.50	6,639.50	Sloan, Phillip D	78,801.98	8,918.65	7,743.50	95,464.13
Scherneck, William	0.00	0.00	1,222.75	1,222.75	Sloan, Phillip E	0.00	0.00	20,954.50	20,954.50
Schindler, Maggie B	0.00	0.00	544.00	544.00	Sloan, Steven D	96,211.26	20,994.24	355.58	117,561.08
Schlittler, John J	0.00	0.00	11,610.00	11,610.00	Smith, Christine M	128,176.53	0.00	0.00	128,176.53
Schmall, Samantha L	32,827.89	0.00	0.00	32,827.89	Smith, Connor J	0.00	0.00	1,648.00	1,648.00
Schmidt, Harrison W	0.00	0.00	6,922.50	6,922.50	Smith, Daniel E	0.00	0.00	6,903.50	6,903.50
Schuster, Clara J	109,608.93	0.00	0.00	109,608.93	Smith, Gregory T	0.00	0.00	1,257.00	1,257.00
Scott, Laura E	88,462.71	0.00	0.00	88,462.71	Smith, Lydia J	59,782.14	0.00	0.00	59,782.14
Scott, Mariah E	82,468.54	0.00	0.00	82,468.54	Smith, Matthew W	15,713.00	0.00	0.00	15,713.00
Scozzaro, Joseph L	128,985.01	0.00	0.00	128,985.01	Smith, Michael E	57,036.20	6,238.23	0.00	63,274.43
Scully, Brian J	0.00	0.00	12,136.50	12,136.50	Smith, Michael C	86,733.61	22,655.60	2,349.19	111,738.40
Sederquist, Andrew C	0.00	0.00	9,301.50	9,301.50	Smith, Nada I	1,541.00	0.00	0.00	1,541.00
Seermon, Donna M	1,493.21	0.00	0.00	1,493.21	Smith, Wendy J	114,928.91	0.00	0.00	114,928.91
Seibold, Michael W	0.00	0.00	1,104.00	1,104.00	Smith, William J	0.00	0.00	13,621.00	13,621.00
Sergei, Maureen T	1,290.00	0.00	0.00	1,290.00	Smith, William M	1,308.96	0.00	0.00	1,308.96
Sergei, Richard	1,582.50	0.00	0.00	1,582.50	Smith, Zachary J	86,250.52	24,816.70	21,228.50	132,295.72
Servideo, Andrew T	127,813.69	0.00	0.00	127,813.69	Snell, David L	925.12	0.00	0.00	925.12
Sham, Alicia M	113,045.82	0.00	0.00	113,045.82	Sneyd, Sheila A	1,905.95	0.00	0.00	1,905.95
Sham, Mithcel P	1,803.20	0.00	0.00	1,803.20	Snow, Leah G	2,000.00	0.00	0.00	2,000.00
Share, Lauren	865.80	0.00	0.00	865.80	Snyder, Susan E	42,540.39	0.00	0.00	42,540.39
Sharkey, Katherine M	0.00	0.00	1,088.00	1,088.00	Soffayer, Christopher J	0.00	0.00	19,862.00	19,862.00

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>
Solomon, Karen A	38,742.81	0.00	0.00	38,742.81	Sweeney, Jr. Joseph B	17,445.63	2,596.75	0.00	20,042.38
Sousa, Jr. Mario P	0.00	0.00	13,615.50	13,615.50	Sweeney, Sheila M	9,900.00	0.00	0.00	9,900.00
Sousa, Tyler P	95,967.70	5,732.55	10,687.00	112,387.25	Sweeney, Timothy J	0.00	0.00	536.00	536.00
Spieler, Kyle J	0.00	0.00	520.00	520.00	Sweeney, Zachary J	0.00	0.00	1,088.00	1,088.00
Spinner, Renee C	55,768.68	0.00	0.00	55,768.68	Sweet, Sarah	1,365.00	0.00	0.00	1,365.00
Spinney, Janet M	243.75	0.00	0.00	243.75	Swenson, Eric A	0.00	0.00	840.00	840.00
Spinney, John	582.20	0.00	0.00	582.20	Sykes, Charles J	5,967.00	0.00	0.00	5,967.00
Sprague, Kenneth P	0.00	0.00	7,055.50	7,055.50	Sykes, Sarah E	109,599.56	0.00	0.00	109,599.56
Sprague-White, Michele E	3,943.04	0.00	0.00	3,943.04	Sylvestre, Kaitlin E	107,683.57	0.00	0.00	107,683.57
St. Fort, Jordan P	0.00	0.00	2,660.00	2,660.00	Tacey, Cheryl A	78,191.24	0.00	0.00	78,191.24
St. Germain, Darisa M	31,408.79	0.00	0.00	31,408.79	Taft, Susan M	24,623.93	0.00	0.00	24,623.93
St. Pierre, Christine	60,654.40	343.57	0.00	60,997.97	Tamkin, Andrew H	0.00	0.00	560.00	560.00
St. Pierre, Dominic M	6,906.88	0.00	0.00	6,906.88	Taparausky, Keith	0.00	0.00	11,633.00	11,633.00
St. Pierre, Joseph M	375.00	0.00	0.00	375.00	Taylor, Sean	96,559.29	16,379.96	52,506.11	165,445.36
Stanton, Michael J	146,656.56	0.00	0.00	146,656.56	Tedesco, Thomas M	0.00	0.00	612.50	612.50
Stanton, Richard B	0.00	0.00	9,925.50	9,925.50	Tedoldi, Cameron L	74,685.74	0.00	0.00	74,685.74
Starkey, Matthew	0.00	0.00	1,222.75	1,222.75	Tepper, Ryan M	0.00	0.00	13,089.50	13,089.50
Steeves, Paul W	3,510.00	270.00	0.00	3,780.00	Terry, John	0.00	0.00	2,128.00	2,128.00
Stein, Joel S	3,485.00	0.00	0.00	3,485.00	Tetreault, Tara J	106,794.46	0.00	0.00	106,794.46
Stephanian, Robert A	0.00	0.00	16,452.50	16,452.50	Theos, Sophie R	889.88	0.00	0.00	889.88
Sterling, Patrick K	0.00	0.00	7,370.50	7,370.50	Theriault, Tara J	1,711.20	0.00	0.00	1,711.20
Stern, Kathleen	57,349.20	0.00	0.00	57,349.20	Thibault, Brian	0.00	0.00	9,300.00	9,300.00
Stewart, Catelin A	8,662.86	0.00	0.00	8,662.86	Thies, Diane E	1,784.00	0.00	0.00	1,784.00
Stewart, Joseph H	4,035.00	0.00	0.00	4,035.00	Thies, Isabelle R	1,968.50	0.00	0.00	1,968.50
Stilwell, Frances E	9,630.00	0.00	0.00	9,630.00	Thomas, Erica D	0.00	0.00	1,533.00	1,533.00
Stoffel, Courtney M	1,980.28	0.00	0.00	1,980.28	Thompson, Craig P	0.00	0.00	544.00	544.00
Stoloff, Deborah T	38,422.54	0.00	0.00	38,422.54	Thrasher, James D	287.50	0.00	0.00	287.50
Stone, Matthew J	0.00	0.00	5,919.50	5,919.50	Tiberi, Domenic	0.00	0.00	544.00	544.00
Storer, Bruce A	330.00	0.00	0.00	330.00	Tierney, Kathryn A	1,455.03	0.00	0.00	1,455.03
Strachan, Renee P	19,692.80	0.00	0.00	19,692.80	Timmerman, II Edward F	0.00	0.00	1,785.00	1,785.00
Stroh, Cheri L	58,464.82	0.00	0.00	58,464.82	Timmons, Katie E	16,389.44	0.00	0.00	16,389.44
Struble, Matthew K	111,905.76	0.00	0.00	111,905.76	Timpany, Samantha L	92,491.51	0.00	0.00	92,491.51
Stryjewski, Susan C	86,960.11	0.00	0.00	86,960.11	Timulty, Connor J	0.00	0.00	2,640.00	2,640.00
Stukey, Derek J	0.00	0.00	260.00	260.00	Tinti, Laurie E	52,676.05	3,911.90	0.00	56,587.95
Suarez, Patricia A	31,907.21	0.00	0.00	31,907.21	Tocchio, Jackson J	0.00	0.00	612.50	612.50
Suess, Derek C	72,409.39	0.00	0.00	72,409.39	Tocci, Renee M	41,684.78	0.00	0.00	41,684.78
Suess, Douglas P	5,334.00	0.00	0.00	5,334.00	Tolland, Katherine M	5,080.00	0.00	0.00	5,080.00
Suess, Shannon D	4,493.38	0.00	0.00	4,493.38	Toma, Tara A	110,948.45	0.00	0.00	110,948.45
Sulham, Edmund N	300.00	0.00	0.00	300.00	Tracey, Ryan M	0.00	0.00	4,236.50	4,236.50
Sullivan, Brian P	1,017.90	0.00	0.00	1,017.90	Trahan, Michael S	0.00	0.00	1,120.00	1,120.00
Sullivan, Candace A	5,408.12	0.00	0.00	5,408.12	Travers, Elizabeth A	1,665.00	0.00	0.00	1,665.00
Sullivan, Courtney A	24,471.36	0.00	0.00	24,471.36	Treannie, III Donald R	101,527.30	19,160.33	13,356.25	134,043.88
Sullivan, Jennifer M	0.00	0.00	3,711.50	3,711.50	Treannie, Jr. Donald R	83,680.27	150.76	0.00	83,831.03
Sullivan, Kyle G	46,318.50	7,469.52	1,325.00	55,113.02	Treannie, Sr. Matthew D	96,755.14	19,051.06	13,602.75	129,408.95
Sullivan, Lois A	11,965.41	0.00	0.00	11,965.41	Triantafillidis, Dimitra	21,772.14	0.00	0.00	21,772.14
Sullivan, Susan M	39,822.67	0.00	0.00	39,822.67	Trice, Shawn	96,551.07	0.00	0.00	96,551.07
Sullivan, Timothy J	0.00	0.00	717.50	717.50	Troiano, Christopher J	0.00	0.00	7,704.50	7,704.50
Summers, Claire M	645.15	0.00	0.00	645.15	Troilo, Diane M	36,855.38	0.00	0.00	36,855.38
Surprenant, Casey W	0.00	0.00	560.00	560.00	Truss, Fiona E	1,417.50	0.00	0.00	1,417.50
Swansburg, Emma R	20,480.08	0.00	0.00	20,480.08	Truss, Jennifer M	61,308.18	0.00	0.00	61,308.18
Sweeney, Brendan E	0.00	0.00	3,621.00	3,621.00	Tuden, Richard D	0.00	0.00	14,236.00	14,236.00
Sweeney, Colin E	102,813.17	50,481.70	16,085.75	169,380.62	Tyo, Savannah E	81,455.29	0.00	0.00	81,455.29

<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>	<u>NAME</u>	<u>WAGES</u>	<u>OVERTIME</u>	<u>3RD PARTY</u>	<u>GROSS</u>
Uglialoro, Alma M	65,782.09	0.00	0.00	65,782.09	Wilensky, Ryan D	110,052.99	0.00	0.00	110,052.99
Urquidi, Aidan E	1,298.07	45.28	0.00	1,343.35	Willard, Evan D	0.00	0.00	2,278.75	2,278.75
Utorka, Edward P	840.00	0.00	0.00	840.00	Williams, Cameron J	0.00	0.00	3,030.50	3,030.50
Valmond, Giovanni W	0.00	0.00	3,046.50	3,046.50	Williams, Daniel E	105,578.26	0.00	0.00	105,578.26
Vanness, Eric S	0.00	0.00	1,470.00	1,470.00	Williams, Kelly L	103,744.04	0.00	0.00	103,744.04
Varetimos, Audra E	31,995.30	1,491.75	0.00	33,487.05	Williams, Megan L	66,423.29	0.00	0.00	66,423.29
Varricchione, Jennifer A	17,498.91	0.00	0.00	17,498.91	Wills, Shawn P	58,781.25	2,160.00	0.00	60,941.25
Velardo, Sandra K	952.50	0.00	0.00	952.50	Wills, Stephen A	14,694.27	0.00	0.00	14,694.27
Veo, Shamus T	0.00	0.00	697.00	697.00	Wilmot, Benjamin S	0.00	0.00	586.25	586.25
Vercosa Da Silva Lemos, Sam	6,642.00	0.00	0.00	6,642.00	Wilson, Jason O	0.00	0.00	1,122.25	1,122.25
Verdone, Robert A	0.00	0.00	21,988.50	21,988.50	Wimer, Karen Y	44,273.49	0.00	0.00	44,273.49
Verrochi, Nicholas T	55,685.12	19,390.33	2,025.00	77,100.45	Wivell, Judith A	4,011.99	0.00	0.00	4,011.99
Vieira, Richard J	0.00	0.00	26,517.50	26,517.50	Wood, Robert M	0.00	0.00	1,642.25	1,642.25
Viera, Zachary A	0.00	0.00	2,208.00	2,208.00	Woods, Katherine A	39,020.04	0.00	0.00	39,020.04
Vigorito, Caroline R	4,176.90	0.00	0.00	4,176.90	Worth, Robert W	124,618.44	0.00	0.00	124,618.44
Vogelgesang, Colin P	105,826.49	0.00	0.00	105,826.49	Worthley, Robert B	124,195.64	0.00	0.00	124,195.64
Vongsavath, Angela M	0.00	0.00	8,687.50	8,687.50	Wright, Joseph J	0.00	0.00	536.00	536.00
Voxakis, Polixeni	36,163.67	0.00	0.00	36,163.67	Wyllie, Chantel N	54,361.77	0.00	0.00	54,361.77
Wade, Jr. Thomas L	0.00	0.00	560.00	560.00	York, David B	58,979.40	5,715.38	0.00	64,694.78
Wadman, Elizabeth M	28,813.79	0.00	0.00	28,813.79	Young, Jr. James H	0.00	0.00	6,995.50	6,995.50
Waight, Kelly A	96,310.42	0.00	0.00	96,310.42	Young, Jr. Robert A	0.00	0.00	9,900.50	9,900.50
Walker, Marcia L	1,267.50	0.00	0.00	1,267.50	Yucatonis, Jack B	4,890.44	207.19	0.00	5,097.63
Walker, Scott R	111,242.71	0.00	0.00	111,242.71	Yukna, Pamela L	2,085.52	0.00	0.00	2,085.52
Wall, Michael L	0.00	0.00	665.00	665.00	Yukna, William F	148,418.41	0.00	0.00	148,418.41
Wallent, Cynthia L	60.00	0.00	0.00	60.00	Yunker, Richard E	0.00	0.00	520.00	520.00
Walsh, Betsey	13,981.78	0.00	0.00	13,981.78	Zabbo, Jaclyn	107,233.88	0.00	0.00	107,233.88
Walsh, Daniel J	0.00	0.00	780.00	780.00	Zagami, Antonia A	0.00	0.00	665.00	665.00
Walsh, Eric	50,120.44	2,006.28	628.30	52,755.02	Zagami, Elaine A	26,992.00	0.00	0.00	26,992.00
Walsh, Kristen L	115,162.28	0.00	0.00	115,162.28	Zawatsky, Donald F	82,908.66	9,022.17	1,125.00	93,055.83
Walsh, Libby	332.50	0.00	0.00	332.50	Zechello, Melissa A	110,901.67	0.00	0.00	110,901.67
Walsh, Patrick	28,966.81	0.00	0.00	28,966.81	Zeitler, Diane H	83,485.10	0.00	0.00	83,485.10
Walsh, Rebecca	20,166.45	0.00	0.00	20,166.45	Zielinski, John S	62,020.84	7,364.13	0.00	69,384.97
Walter, Erin	963.75	0.00	0.00	963.75	Zizza-Feinstein, Raffaella	641.25	0.00	0.00	641.25
Ware, Rachel J	0.00	0.00	1,785.00	1,785.00	Zupanick, Justin A	37,321.04	0.00	0.00	37,321.04
Warren, Allison L	96,528.18	0.00	0.00	96,528.18	Zwolenski, Meghan K	100,530.01	0.00	0.00	100,530.01
Washburn, Karen A	101,364.61	0.00	0.00	101,364.61					
Wasilewski, Shannon M	127,228.73	0.00	0.00	127,228.73					
Watson, Jeffrey N	0.00	0.00	15,996.50	15,996.50					
Watt, Janice E	93,563.92	0.00	0.00	93,563.92					
Way, Kara E	99,915.55	0.00	0.00	99,915.55					
Webb, Kaylie D	35,504.49	0.00	0.00	35,504.49					
Webster, Robert G	1,635.00	0.00	0.00	1,635.00					
Welch, Thomas	111,142.05	0.00	0.00	111,142.05					
Wellman, Thomas F	0.00	0.00	20,190.50	20,190.50					
Wendell, Deborah	2,000.00	0.00	0.00	2,000.00					
West Geary, Emily	10,563.70	0.00	0.00	10,563.70					
Wheeler, Jason R	0.00	0.00	5,264.50	5,264.50					
Whitehouse, Jeffrey T	69,536.56	8,226.91	997.60	78,761.07					
Whitehouse, Stephanie	101,876.63	0.00	0.00	101,876.63					
Whiting, Andrew	96,354.17	0.00	0.00	96,354.17					
Wigmore, Eva	55,182.04	0.00	0.00	55,182.04					
Wile, Margaret	22,424.22	0.00	0.00	22,424.22					
						\$1,676,163.69	\$24,468.87	\$28,402.00	\$1,729,034.56

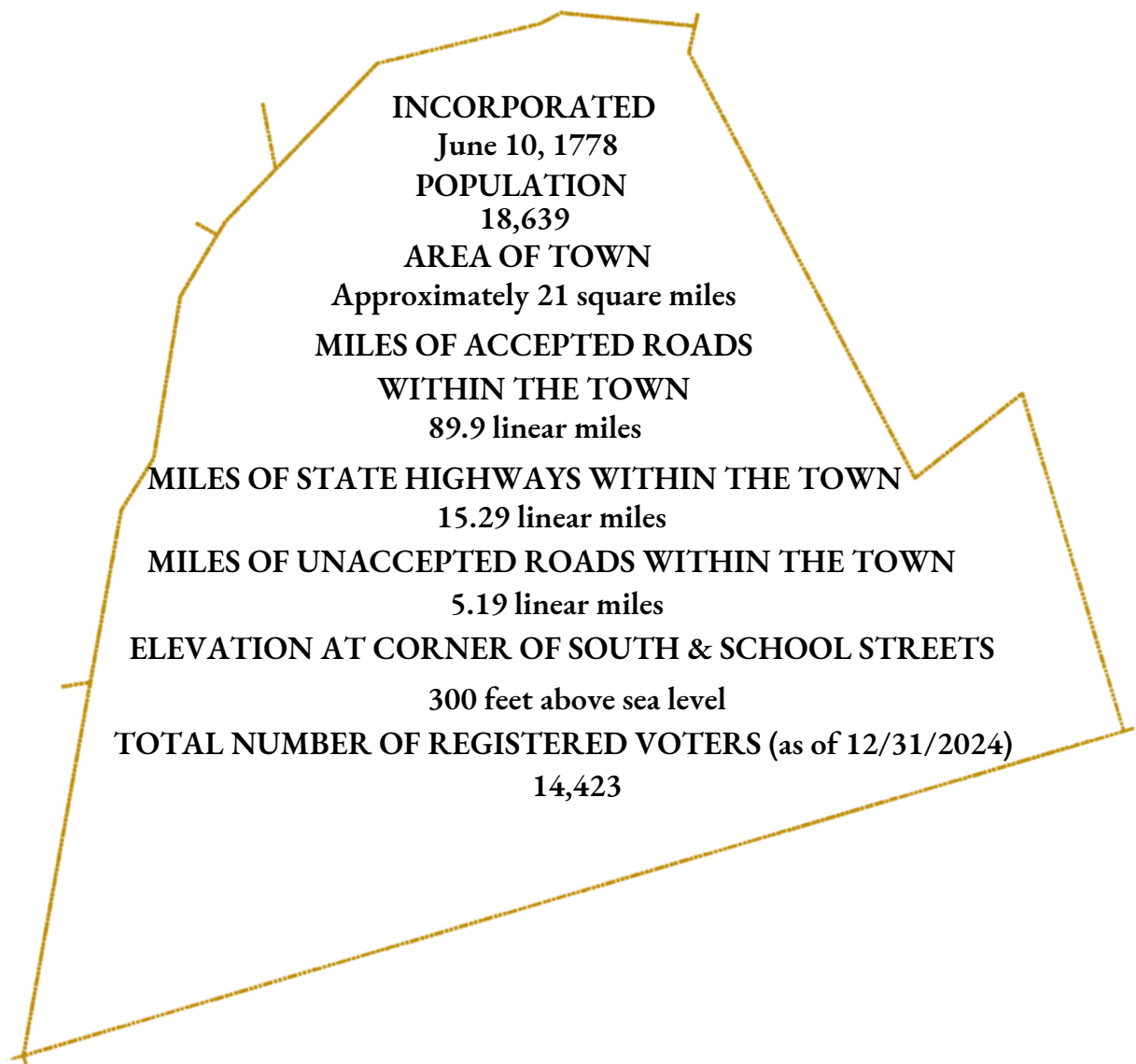
INDEX





20	ADVISORY COMMITTEE
68	AHERN MIDDLE SCHOOL
6	APPOINTED BOARDS & COMMITTEES
9	APPOINTED OFFICIALS
21	ASSESSOR
19	AUDIT COMMITTEE
92	BOARD OF HEALTH
86	BOARD OF RECREATION
90	BOYDEN LIBRARY
49	BUILDING
100	CHILD SEXUAL AWARENESS ABUSE COMMITTEE
101	COMMISSION ON DISABILITY
53	CONSERVATION
54	CONSERVATION COMMISSION
77	COUNCIL ON AGING & HUMAN SERVICES
81	COUNCIL ON AGING & HUMAN SERVICES ADVISORY BOARD
104	CULTURAL COUNCIL
27	ELECTED OFFICIALS
28	ELECTION - PRESIDENTIAL PRIMARY (MARCH)
26	ELECTION - TOWN (MAY)
34	ELECTION - STATE (NOVEMBER)
31	ELECTION - STATE PRIMARY (SEPTEMBER)
70	ELEMENTARY SCHOOLS
72	FACILITIES
17	FINANCE
145	FINANCIAL STATEMENTS
128	FIRE
108	FOXBORO CABLE ACCESS
58	FOXBOROUGH HIGH SCHOOL
64	FOXBOROUGH HIGH SCHOOL 2024 GRADUATES
95	HEALTH
48	HISTORIC DISTRICT COMMISSION
105	HISTORICAL COMMISSION
102	HOUSING AUTHORITY
45	LAND USE AND ECONOMIC DEVELOPMENT
97	LIFEWORKS
14	NEW BUSINESSES
15	NEW HIRES
99	NORFOLK COUNTY MOSQUITO CONTROL DISTRICT
52	PERMANENT MUNICIPAL & SCHOOL BUILDING COMMITTEE
47	PLANNING BOARD
113	POLICE
139	PUBLIC WORKS
82	RECREATION
189	SALARIES & WAGES
57	SCHOOL COMMITTEE
3	SELECT BOARD
71	SPECIAL EDUCATION
137	STADIUM ADVISORY COMMITTEE
73	TECHNOLOGY SERVICES
22	TOWN CLERK
26	TOWN ELECTION
11	TOWN MANAGER OFFICE
173	TOWN MEETING MINUTES - ANNUAL (MAY)
159	TOWN MEETING MINUTES - SPECIAL (NOVEMBER)
30	TOWN MEETING RECAP - ANNUAL (MAY)
30	TOWN MEETING RECAP - SPECIAL (NOVEMBER)
87	VETERANS' SERVICES
141	WATER & SEWER
50	ZONING BOARD OF APPEALS

Whereas a number of inhabitants belonging to the Towns of Wrentham, Walpole, Stoughton, and Stoughtonham, have represented to this Court the inconveniences that they labour under on account of their distance from the places of Public Worship in Several Towns to which they now belong and have earnestly and repeatedly requested that they may be incorporated into a Town, namely Foxborough, Norfolk County.





20
24



@TownofFoxboroughMA



@town_foxboroughma



[tinyurl.com/Foxborough
Common-Subscribe](https://tinyurl.com/FoxboroughCommon-Subscribe)