TOWN OF

HAMILTON

1995
ANNUAL
REPORT
Town of Hamilton

Essex County

Commonwealth of Massachusetts

Incorporated June 21, 1793
Area 14.99 Square Miles
Town Population: 7,494
Sixth Congressional District
Fifth Councillor District
First Essex and Middlesex Senatorial District
Fourth Essex Representative District

- State Officials -

Congressman: Peter Torkildsen of Danvers
Senator: Bruce E. Tarr of Gloucester
Co. Commissioners: Christopher T. Casey of Lynn
Marguerite P. Kane of Lawrence
John V. O’Brien of Beverly
Representative: James D. Colt of Wenham

- Town Hall Hours -

Monday to Thursday: 8 A.M. - 4:30 P.M.
Friday: 8 A.M. to 12 Noon
Monday: 7 - 9 P.M.
In Memoriam

Weston J. Burner

John Battiste Clemenzi

Francis Dolan

Donald Gates

Robert A. Greeley

Virginia Lougee

Richard E. Moore

Virginia Smith
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1995 Annual Report - Board of Selectmen

The 1995-96 year for the Board of Selectmen has been extremely productive and rewarding. With the reelection of Peter Twining to a second term, the Board’s composition has remained constant for the last two years. This, along with a working relationship among members based on mutual respect, has enabled the Selectmen to get momentum on several projects and to see many others to completion.

Our first order of business was last year’s Annual Town Meeting and ballot votes. The Town approved the purchase of a new fire truck, ambulance, and phase one of the de-leading and re-clapboarding of the Town Hall. Town Hall also got the go-ahead for the purchase of a computer software system that will increase coordination through the networking of town financial and accounting departments.

The ballot votes of last year also proved unprecedented in that two issues remained unresolved due to tie votes. After two years of study, the Government Study Committee brought forth recommendations to streamline Town government. Voters approved the appointment of the Treasurer-Collector position and revocation of the Board of Public Works. To be revoted at the ballot this May includes the appointment of the Boards of Assessors and Health, and the transfer of DPW oversight to the Board of Selectmen. Until the latter is resolved, an interim Board of Public Works will be elected for a one-year term.

One major issue that did come to resolution, with overwhelming support from the communities of Hamilton and Wenham, was the approval to build a new middle school. In a two-year effort, citizens banded together to thoroughly study options and make a final recommendation to the Towns. With approval of this building project, construction is slated to begin at the high school site in 1997 with completion in two phases by the year 2004. The old middle school will then revert back to its original use, that of an elementary school.

Meanwhile, the old Jr. High building on the corner of Linden and Union Streets may soon be the site of a new Hamilton-Wenham Joint Library. Concept and design phases have been completed and will soon be presented to the Towns for approval. Cost-sharing agreements between the Towns have been in the works over the past two years to include not only the library but a joint recreation program as well. To ensure parity, apportionment of these costs will be based on an assessed valuation formula.

Three other new projects that are currently in the works have also had implications beyond our Town’s boundaries. One long-term project has included our efforts with the Town of Manchester through an appointed Conservation Coalition to acquire for conservation Gordon College land currently on the market. Another project that has a shared interest with the Town of Essex concerns the possible future dredging and management of Chebacco Lake. Due to the complexities and enormity of this project, County and State agencies along with State and local representatives are
1995 Annual Report-Board of Selectmen

working hand in hand towards a positive outcome. Lastly, the issue of inadequate downtown and railway parking has sparked recent interest. MBTA representatives, downtown merchants, and interested citizens from both the Towns of Hamilton and Wenham will continue to look at possible long-term solutions.

Another regional issue that continues to involve countless hours of attention has centered around the proposed renegotiation of our trash disposal contract with NESWC. With only half of our 20-year contract fulfilled, the Town is forced to pay well over market cost per ton for trash disposal. With costs about to further escalate, due to the need for stack scrubbers at the incinerator facility, NESWC representatives are proposing a restructuring of fees with the intent of saving towns money in the long run. However, the long run that they propose will mean an additional 10 years added to our contract obligations. The 23-community consortium is slated to vote soon regarding interest in further pursuing this option.

Another definite theme this year that has galvanized interest within the entire community has been the quality of our Town’s drinking water. In November of this past year, contamination was discovered within our distribution system. With increased chlorination and eventual repair of the well in question, the situation was quickly resolved. With the recent resignation of our Town Engineer, the Town of Essex has been contracted to oversee our Water Department operation until such time as a new Public Works Director is hired. In the meantime, outside experts are studying our present facilities and will be making recommendations for short-term and long-term goals to improve our overall water quality and distribution system. We expect these recommendations and associated Town actions to be presented to voters at a fall Town Meeting.

As one can readily observe, the Town’s business over the years has become increasingly diverse and complex. The Selectmen have assumed a role that is not confined to business within the walls of Town Hall or even within the Town’s boundaries. Our efforts this year in particular have involved several meetings with our bordering communities to discuss shared concerns and to coordinate solutions through mutually beneficial joint efforts.

Within Town, we rely heavily on the involvement of countless volunteers. The Selectmen make over 90 appointments each year. Each elected and appointed individual working within our Town government deserves tremendous recognition and praise. Oftentimes, their efforts are not always visible to the public at large. However, due to this ever-growing group of dedicated individuals, the spirit of our Town continues to flourish.

The Selectmen also wish to recognize the tireless efforts of our Executive Secretary, Candace Wheeler, and Administrative Assistant, Ann Freitas. Candace is
1995 Annual Report-Board of Selectmen

responsible for research and follow-through on all matters within the Selectmen’s jurisdiction, coordination between the Town’s Departments, and response to countless issues that arise. She does her job with true professionalism, sincerity, and integrity. Ann provides the vital, day-to-day structure of our department, handling communications, public information, scheduling and agenda preparation, the minutes and documents that comprise our legal records, all licensing and collaboration with Candace in many projects including procurement, building maintenance, and development of Town Meeting Warrants. Together, Candace and Ann have done an exceptional job of keeping the wheels of the Selectmen’s Office rolling through the year. We are very fortunate to have the able, professional assistance of a fine support staff at Town Hall, as well as in all other Departments.

Looking to the future, the Selectmen have identified long-range planning as one area that will be concentrated on over the next several years to come. With our present efforts of bringing interest groups, neighboring communities, and State and local agencies together to discuss and formulate plans for a more coordinated future, the Selectmen continue to be committed toward this end. We strongly believe that with the proper process in place the best solution will evolve.

To our Townspeople: It has been a pleasure and privilege to represent you over this past year. Again, we thank the many individuals who have participated in Town government and encourage and invite new faces and those with new ideas to join us as we begin a new year of business for the Town.

Respectfully submitted,

Margaret L. Stedman
David G. Neill
Peter P. Twining
TOWN OF HAMILTON
COMBINED BALANCE SHEET
JUNE 30, 1995

<table>
<thead>
<tr>
<th>GOVERNMENTAL FUNDS</th>
<th>PROPRIETARY FUNDS</th>
<th>FIDUCIARY FUNDS</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>GENERAL</td>
<td>SPECIAL</td>
<td>WATER</td>
<td>TRUST &amp;</td>
</tr>
<tr>
<td></td>
<td>REVENUE</td>
<td>ENTERPRISE</td>
<td>AGENCY</td>
</tr>
</tbody>
</table>

**ASSETS**

Current Assets:

Cash & Investments 1,447,170 147,165 265,282 1,182,814 3,042,437
Accounts Receivable:

Taxes 5,211,713
Water rates and services 182,641
Due from other funds 5,241 4,500 9,741

**TOTAL ASSETS** 6,664,124 147,165 447,923 1,187,314 8,446,524

**LIABILITIES AND FUND BALANCE**

LIABILITIES:

Current liabilities:

Accrued expenses 456 45
Tailings 4,539 4,539
Deferred revenue 4,832,794 30,933 4,863,727
Tax overlay for abatements 303,675 303,675
Warrants payable 145,766 8,003 20,042 173,811
Due to other funds 4,500 5,241 9,741

**TOTAL LIABILITIES** 5,291,730 8,003 50,975 5,241 5,355,947

FUND BALANCE:

Reserved for continued appropriations 245,966 245,966
Reserved for endowments 1,182,073 1,182,073
Reserved for expenditures 301,485 301,485
Reserved over/under estimates 10,529 10,529
Unres-Designated for capital exp 396,948 396,948
Unreserved and undesignated 814,414 139,162 953,576

**TOTAL LIABILITIES AND FUND BALANCE** 6,664,124 147,165 447,923 1,187,314 8,446,524

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## TOWN OF HAMILTON
### COMBINED INCOME STATEMENT
### JUNE 30, 1995

<table>
<thead>
<tr>
<th>GOVERNMENTAL FUNDS</th>
<th>PROPRIETARY FUNDS</th>
<th>FIDUCIARY FUNDS</th>
<th>TOTAL (MEMORANDUM ONLY)</th>
</tr>
</thead>
<tbody>
<tr>
<td>GENERAL</td>
<td>SPECIAL REVENUE</td>
<td>WATER ENTERPRISE</td>
<td>TRUST &amp; AGENCY</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revenue</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property taxes</td>
<td>8,789,160</td>
<td></td>
<td>8,789,160</td>
</tr>
<tr>
<td>State government</td>
<td>518,701</td>
<td></td>
<td>518,701</td>
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<tr>
<td>Local</td>
<td>1,102,808</td>
<td></td>
<td>1,102,808</td>
</tr>
<tr>
<td>Water rates &amp; services</td>
<td>113,819</td>
<td>474,460</td>
<td>474,460</td>
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<tr>
<td>Other</td>
<td>75,442</td>
<td>72,971</td>
<td>72,971</td>
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<tr>
<td>Total Revenue</td>
<td>10,410,669</td>
<td>262,232</td>
<td>483,113</td>
</tr>
<tr>
<td>Expenditures</td>
<td>10,468,303</td>
<td>209,552</td>
<td>707,587</td>
</tr>
<tr>
<td>Total Expenditures</td>
<td></td>
<td></td>
<td>32,341</td>
</tr>
<tr>
<td>Excess (Deficiency) of Revenue over Expenditures</td>
<td>(57,634)</td>
<td>52,680</td>
<td>(224,474)</td>
</tr>
<tr>
<td>Other Financing Sources (Uses)</td>
<td>303,173</td>
<td>(30,000)</td>
<td>(99,663)</td>
</tr>
<tr>
<td>Net Other Financing Sources (Uses)</td>
<td>303,173</td>
<td>(30,000)</td>
<td>(99,663)</td>
</tr>
<tr>
<td>Excess (Deficiency) of Revenues and Other Financing Sources over Expenditures and Other Financing Uses</td>
<td>245,539</td>
<td>22,680</td>
<td>(324,137)</td>
</tr>
<tr>
<td>Fund Balance July 1, 1994</td>
<td>1,126,855</td>
<td>116,482</td>
<td>721,085</td>
</tr>
<tr>
<td>Fund Balance, June 30, 1995</td>
<td>1,372,394</td>
<td>139,162</td>
<td>396,948</td>
</tr>
</tbody>
</table>

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We have provided shopping trips each month for Senior Citizens of Hamilton to the North Shore and Liberty Tree Malls. We average about 14 people for these trips. We increased these trips to twice a month in 1994. The trips are scheduled for the 2nd and 4th Tuesday of each month. Through the courtesy of Lawrence Lamson, we received a van for our use to travel to the malls, doctors visits, and hospital calls. This is a very helpful way for the seniors to make appointments that they would normally not be able to do.

We entertained and served dinner to 180 Senior Citizens in October at the Methodist Church. We also delivered 11 baskets of fruit at Christmas time to those over 90 years of age who are living at home.

We make a presentation to the oldest living man and woman in May, which is Senior Citizens’ Month.

We have provided the following activities:

1) Breakfast at the Beverly Hospital
2) Dinner and a play at Giordano’s
3) Dinner at the Commodore for Seniors at the Elderly Housing
4) Cruise on the Essex River and Salem Harbor
5) A day at Rockingham Park

Since we have only the van with volunteer drivers or individuals with transportation, we have to limit our trips to 25 people and we have 10 or more on the waiting lists for these trips.

We have a count of 1,050 Senior Citizens over the age of 62 currently living in Hamilton.

We receive and try to find solutions to problems from the elderly concerning day care, activities, housing and ambulance service. There have been many more requests this year which need to be addressed, but due to our limited funding we were not always able to be solved.

Many thanks to Ruth Hopping who took over for Virginia Lougee on the Shopping Trip Reservations.

Respectfully submitted,

Dorothy Lamson, Chairperson

Mary Wedgwood, Secretary
Betty Bagley
Edward Hopping
Andy Teshko

Mary Watson (96-Yr Old Honoray Member)
Francis Dolan [deceased 1995]
Virginia Lougee [deceased 1995]
A. Wendall Day
In 1995 the Zoning Board of Appeals issued a total of 40 decisions. 4 petitions for Site Plan Review were approved with conditions; 1 petition for extension of a Site Plan was granted; 1 petition for Site Plan Review was withdrawn without prejudice by permission of the Board. 2 petitions for Abbreviated Site Plan Review were granted with conditions. 24 petitions for Extension of a Non-conforming Use or Structure were granted; 1 petition for Extension of a Non-conforming Structure was withdrawn without prejudice by permission of the Board. 1 variance was granted; 2 petitions for a Variance were withdrawn without prejudice with permission of the Board. 2 petitions for a Special Permit to Construct a Garden Apartment were granted with conditions. 1 appeal of the Denial of a Building Permit to Construct a Caretaker Apartment was granted with conditions. 2 Special Permits for Temporary Signs were granted.

Hamilton has approximately 1,100 residential lots which are non-conforming as being smaller than the minimum lot size required under the current Zoning By-Law. Owners of these undersized lots should be aware that because of recent court decisions, before they can obtain a building permit for any construction which will increase the "footprint" or "envelope" of the building, they must apply to the Board of Appeals for Extension or Alteration of a Non-Conforming Structure. This process takes about 6 to 8 weeks. Homeowners should keep this in mind in scheduling any construction.

William F. Bowler, Chairman
Winifred Whitman
Beth Ganister
David R. Sullivan
James A. Manzi, Jr.
For 1995, the total assessed valuation of Hamilton was $561,589,621. The property tax levy was $9,103,366. The fiscal year 1996 tax rate as certified by the Department of Revenue was $16.21 per thousand dollars of value. With respect to new construction activity, there were 226 building permits pulled in 1995. As a result of our systematic procedure for building permit review, over $75,000 growth dollars were added to the property tax levy.

Under the direction of the Board of Assessors, this Department completed its second year of the State-mandated decennial revaluation program. The Board’s revaluation plan includes a complete re-collection of all real estate inventory data as well as the procurement, installation, and maintenance of an in-house computer assistance mass appraisal network. We will begin 1996 developing assessed valuations designed to insure that the Town of Hamilton remain in compliance with Department of Revenue standards regarding assessment level and uniformity.

The Board of Assessors is pleased with its staff of, Tom Hogan, Pam Plummer and Ermenia Maher; the professionalism, experience and dedication they use in serving the public. Together we have gone through an installation of new appraisal software, networked the assessors office and set up a counter terminal for the general public.

After being delayed by a long winter, we again have data collectors in the field. We are happy with the progress and confident we will complete the job in the allotted time. The Board and its staff look forward to the challenge ahead. We appreciate the cooperation of the Hamilton property owners and other Town boards in completing this task for fiscal 1997.

In closing we’d like to say we will continue to serve each and every property owner in a fair and equal manner.

Respectfully submitted,

Robert H. Trussell, Chairman  5/96
George E. Cantwell  5/97
Gelean M. Campbell  5/98
THE HONORABLE BOARD OF SELECTMEN

FEBRUARY, 1996

HAMILTON TOWN HALL
HAMILTON, MASSACHUSETTS 09136


VOLUNTEER HOURS DONATED TO THE TOWN BY THE AUXILIARY IN 1995 WAS 1,671.5 HOURS. AVERAGE COST TO THE TOWN FOR THE GROUP OF VOLUNTEERS WAS $.75 PER HOUR.

NO MAJOR EVENTS IN 1995 NECESSITATED THE NEED TO CALL OUT THE AUXILIARY AS A UNIT DURING 1995. INDIVIDUAL TRAINING, SHOOTING, RIDING WITH THE FULL TIME OFFICERS IN THE CRUISER AND AMBULANCE AND ASSISTING AT CIVIC FUNCTIONS WERE THE YEARS ACTIVITIES.

THOSE FUNCTIONS INCLUDED MEMORIAL DAY, ARTS AND CRAFTS SHOW, THE TWO TOWN FOURTH, ST. PAUL’S HORSE SHOW, HALLOWEEN AND HAMILTON’S SECOND FOOD DRIVE FOR THE ACCORD FOOD PANTRY.

WITH THE DEDICATION OF THIS VOLUNTEER UNIT AND THE POSITIVE HELP AND GUIDANCE RECEIVED FROM THE FULL-TIME POLICE OFFICERS, HAMILTON IS ON THE RECEIVING END OF A WIN WIN SITUATION, SHOULD THERE BE THE NEED TO CALL THE AUXILIARY UNIT OUT IN THE EVENT OF A MAJOR EMERGENCY.

RESPECTFULLY SUBMITTED,

Edward “DUKE” Seaver, Captain
HAMILTON AUXILIARY POLICE
Hamilton Conservation Commission

Annual Report - Calendar 1995

The Hamilton Conservation Commission is pleased to provide the following summary of its activities to the residents of Hamilton, and to the Board of Selectmen.

During the past year the Hamilton Conservation Commission continued to fulfill its primary responsibilities for wetland protection, and to maintain and grow its interests in related programs that benefit Town residents.

In consideration of these efforts, and our needs to attract members with varied interests and talents, we are pleased to welcome Lisa Press and Jim Hankin as new members of the Hamilton Conservation Commission. Their various skills have already made a contribution to our efforts, and we look forward to their continuing valuable input.

At the same time we are sorry to lose the talents and dedication of Larry Souci, whom due to relocation resigned from the Commission. Among other contributions, Larry was largely responsible for moving the Discover Hamilton trails program from a plan to reality.

COMMISSION MANDATE

The Hamilton Conservation Commission's primary responsibility is protection of the Town's wetlands and wildlife residing within its jurisdiction. This includes all activities occurring in or within 100 feet of defined wetlands within the Town of Hamilton, and within those areas where wildlife may be impacted by alteration.

Commission jurisdiction and responsibility is based on three state laws:

The Conservation Commission Act (MGL Ch.40 s.8C)
The Wetlands Protection Act (MGL Ch 131 s 40)
The Forest Cutting Practices Act (MGL Ch. 132 s.40-46)
Local By-Law (Ch 17)

Responsibilities of the Commission include:

Processing of Applications
Investigation of Complaints
Emergency Projects
Enforcement Orders
Consultation with other Town Boards
Educational Programs
Participation in MACC Seminars and Workshops
The Commission's responsibility and response to the filing of a typical application for activity within its jurisdiction is to:

- Accept the filing of an applicant
- Review the application and assess the applicable fee
- Institute legal notification in appropriate publications
- Conduct site review by Commission members
- Hold required public meetings/hearings
- Vote to establish its official position
- Provide written notice of findings to applicant within 21 days
- Issue a Certificate of Compliance upon completion and review

995 SPECIAL EVENTS AND PROJECTS

During last year the Hamilton Conservation Commission in addition to its legal responsibilities for wetland protection continued to broaden activities in conservation related programs that not only protect or enhance the natural resources of the Town, but provide access to its residents and others to share in the end results of preservation efforts.

During the year, the new "Title 5" regulations of the State Environmental Code, entitled "Standard Regulations for the Siting, Construction, Inspection, Upgrade and Expansion of On-Site Sewage Treatment and Disposal Systems and for the Transport and Disposal of Septage" became law. This regulation promises to increase the number of site inspections and permits in areas involving wetland issues in the years ahead.

The planned sale of substantial acreage owned by Gordon College, to be known as the "Gordon Woods Property" posed both the potential threat of significant residential development, and the opportunity for a joint Hamilton/Manchester commitment to purchase the property and maintain its existing integrity, which maintains its natural state and also provides hiking and other recreational access to local residents.

In conjunction with the Trust for Public Lands acting on behalf of the two towns, a proposal has been made to purchase the approximately 168 acres of property. While negotiations may extend for a lengthy period of time, and a final agreement may involve other interests, we are hopeful of reaching an agreement that will largely maintain the existing character of this property, and its availability to residents of Hamilton and Wenham as a recreational resource.

To support this effort, the Conservation Commission, subject to the agreement of the Town of Hamilton, and support of the donors, will pledge a portion of the Conservation Fund, whose assets represent interest income from the Clark Property Fund.
ON-GOING PROGRAMS

One of the Commission's core priorities continues to be the environmental education of our young people. To meet that objective, we continue to support the Massachusetts Audubon's Hamilton-Wenham Environmental Education Program.

Presently structured to develop an understanding of environmental issues that dovetails with existing curriculum, the program involves classroom and field exposure to important present and future issues. At this time the program involves 6 grade levels, including lower, middle and upper schools.

The "Discover Hamilton" program continues to be a popular experience for those interested in a range of walking and hiking activities, finding active and growing use among residents.

We expect to once again coordinate and find sponsorship for the National Trails Day event which has become popular for not only Hamilton & Wenham, but surrounding and distant cities and towns who enjoy the use of outdoor facilities.

In addition, as in past years, Commission members either as a group, or individually, participated in numerous workshops and seminars. These events and the annual Massachusetts Association of Conservation Commissions meeting continue to be valuable sources of new ideas and review of existing regulations for the management and protection of our natural resources.

FUND RAISING

During the current calendar, we expect to undertake a fund raising effort that will help to support and enhance the Audubon program, as well as to fund others whose expenses would exceed our budget. In addition, this joint fund raising effort with the Town of Wenham will assist them in raising the required amount to cover Audubon program and other costs.
CALANDR YEAR 1995 FILINGS

During 1995 the Conservation Commission processed:

- 22 Requests for Determination
- 10 Notices of Intent
- 1 Abreviated Notices of Intent
- 5 Certificates of Compliance

Looking ahead, notable projects that may over time require a significant commitment, are the proposed Devon Glen (Donovan) property development, and that proposed by Gordon College. It is also probable that "Title 5" regulations will render eligible certain properties for development formerly not meeting then existing requirements, which will require regulatory review and possible action on the part of the Commission.

SUMMARY

The level of Conservation Commission activity continues to increase as we become more involved in conservation related projects that reach beyond our mandate. We are fortunate to have the breadth of talent, and energy among the Commission members, encouraging us to participate in such a broad range of activities. These not only support our efforts to carry out regulatory responsibilities, but expand that role to an understanding of regional issues and a cooperative effort with other cities and towns to jointly manage them.

Respectively submitted,

Hamilton Conservation Commission

Virginia Cookson, Chairperson
Robert Cronin
Peter Dana
Jim Hankin
Doris Nason
Lisa Press
John Rhoads
John Hendrickson (Auxiliary)

Paul Krashefski (Commission Coordinator)
The Hamilton Historic District Commission met on an “as needed” basis in 1995. The following matters were presented to the Commission for action.

In February, the Commission granted a certificate of appropriateness to Mr. and Mrs. Robert Pirie to replace the windows at 639 Bay Road.

In addition to the above action, the Commission met to review further details of the renovation of 684 Bay Road by Mr. and Mrs. Donald Wells.

Respectfully submitted,

Hamilton Historic District Commission
Donna MacKenna, Chairman
Lucinda Witt, Vice-Chairman
Harry Walton, Secretary
Thomas Catalano
Virginia Cogger
Stephen Homer
Mark Whitmore
THE BOARD OF FIRE ENGINEERS HEREWITH SUBMITS OUR ANNUAL REPORT FOR 1995.

The Hamilton Fire Department has the following apparatus available for service.

ENGINE 1 * 1965 Mack 1000 GPM Fire Pumper  
ENGINE 2  1985 International/Ranger 1000 GPM Fire Pumper  
ENGINE 3  1975 Howe 1250 GPM Fire Pumper  
LADDER 1  1947 Maxim Aerial on a 1981 International chassis  
SQUAD 1  1991 Ford Forestry Truck  
CASCADE 1  1994 Ford Air Supply Van  

* See below

The Department responded to 277 calls for assistance in 1995. This represents a slight increase in activity over 1994. No one area of response stands out, overall activity continues upward.

The Board of Engineers and members of the Department spent many hours drafting the specifications for the new Fire Engine approved at Town Meeting. With special thanks to Candace Wheeler for her assistance, bids were advertised and accepted. Pierce Manufacturing of Wisconsin was awarded the contract to build "Engine 1". Delivery of the new truck should be February of 1996.

Fire prevention responsibilities continue to increase. Requirements for inspections and incident reporting continue to become more stringent and involved. Coordinated with Fire Prevention Week and the Schools, Deputy Chief Parsons continues to present an excellent fire safety education program for all elementary students. Smoke detectors continue to be our number 1 ally in fire prevention. The early detection of fire saves both lives and property.

We have added a few new members during the year. The following new members have successfully completed our recruit training program:

FF Michael Davis  
FF Mark Wagner  
FF Jody Spiewak  
FF Robert Marino
We remain very confident in the management style provided by a Board of Fire Engineers. The benefits of coordinating our diverse knowledge into a team effort is truly evident. We are proud of the progressive state of the Hamilton Fire Department.

Our function is made considerably easier with the cooperation of all the other town departments. Thank you to them, with a special thanks to the Honorable Board of Selectmen.

In closing, we would like to thank the Firefighters of the Hamilton Fire Department for their dedication and willingness to serve the town. Additionally, thank you, the Citizens of this fine community for your continued support. Without your backing, it would be impossible to maintain the excellent level of Fire Protection afforded our residents.

Respectfully Submitted,

Douglas A. Woodman
Gordon W. Lamson                   Philip W. Stevens
Kenneth R. Brand                  Daniel E. Parsons
The Hamilton Housing Authority herein submits their report of the year ending December 31, 1995.

The office is located at 121 Railroad Avenue in the lower level of the Robert H. Brooks House.

The Elderly Housing consists of 40 apartments. Over the past year we have had nine vacancies. This year we were able to hire part-time summer help, work included sanding and repainting the cast iron hand railings to most of the Elderly buildings. Improvements made: replacement of the boiler at Lamson Hall. The septic system failed, we are currently using the original system. Commonwealth of Massachusetts, Executive Office of Communities and Development and the Hamilton Housing Authority has executed a Contract in the amount of $117,989.00 for a new septic system. This work will begin sometime in 1996. We had a total of 33 applications on the waiting list.

The Robert H. Brooks House is Congregate Housing, which offers independent living for seniors and handicapped adults who may have some limitations which make it difficult to live alone. We have a total of twelve bedrooms. At the current time there are ten units filled. We had a few applications on the waiting list.

The Family Housing located at 31 Union Street, which consists of a three story building. All apartments are two-bedrooms. This year we had one vacancy. At the current time all apartments are filled. Improvements made: a door alarm system and tree pruning and trimming. We had a total of 45 applications on the waiting list.

The DesVeaux House located at 117 Railroad Avenue, is managed by the Family Continuity Programs. The Program is directed by Dawn Stanwood. The ideal goal is for residents to move on to a more independent setting as they are able, and to continue to be supported by the DesVeaux House staff.

The Harris Avenue Development will consist of four, three-bedroom units, this project remains in litigation. The Housing Authority is committed in completing the project.
New appointments this year, Robert Poole.

The members of the Board of Commissioners and the staff of the Hamilton Housing Authority appreciates the continued supports from the Citizens and the Town of Hamilton.

All programs offer preference to local residents as well as preference to minorities in programs where affirmative action goals have not been meet. We are an Equal Housing Opportunity Authority.

If anyone is interested in obtaining information for public housing for any of our programs please call the office at 468-3981.

Respectfully submitted:

Chairman / State-Appointee, Leon Purington 1998
Vice-Chairman, Carol Mazzetta 1999
Treasurer, George Ricker Jr. 2000
Assistant Treasurer, William Stechenfinger 1996
Robert Poole 1997
Executive Director, Lisa Bright
Maintenance, Robert Irvine
Maintenance, Diane McGrath
1995 proved to be an unusually busy year for the Hamilton Public Library. We received a grant from the Board of Library Commissioners for Planning and Design of a joint library with Wenham. We submitted a Letter of Intent for an Application Round II Building Grant for a joint library with Wenham. This year’s focus has been on discussion with Wenham for joining the Boards of Library Trustees and for merging the two libraries. Since this has never been done in Massachusetts, there were no guidelines and many issues needed to be resolved. An excellent Hamilton Wenham Joint Library Committee chaired by Scott Maddern worked diligently to pursue answers that were agreeable to all. Alan D. Reid, Chairman of Hamilton Trustees, and Elizabeth R. Colt, Chairman of Wenham Trustees, worked untold hours with the Chairman and the Committee.

In 1995 Hamilton Public Library has a total of 50,703 books, and 2,694 other items. All are squeezed into a space that was built for 20,000 volumes. We circulated 87,666 items directly, sent out 1,966 to other libraries and ordered 1,281 from other libraries for our patrons. 35 items were ordered from the Boston Public Library, the library of last resort. Children’s circulation alone accounted for 38,333 items. It seems that Hamilton parents realize the importance of reading to their offspring.

One interesting trend to note is that books-on-tape are one of the most popular items requested on a daily basis. As people become increasingly busy, they don’t stop reading, they want their reading to be mobile.

Our active Friends of Hamilton Library group, (under the leadership of Dorothy Chainey), have worked very hard this year sending out newsletters, supporting the joint library with good publicity, supplying the Children’s Librarian with story-hour materials, providing speakers and programs throughout the year, paying for the museum passes (available free to the public), and for the wonderful support they provide to the library. They are a loyal and dedicated group, and they have our sincere thanks.

Many thanks too, to our wonderful Trustees of Hamilton Library, Chairman Alan D. Reid, Blanche M. Day, and Ann M. St. Germain, for countless hours spent on Library matters, and to my industrious and loyal Staff.
In 1995, the Hamilton Public Library had another busy year serving the needs of the Town. Circulation was heavy for the sixth straight year.

The main focus this year was centered on planning and designing a new joint library with Wenham. The Joint Library Committee is chaired by Scott Maddern and includes four other Hamilton residents: Bill Burridge, Randy Gowman, Al Reid, and Peggy Stedman. In 1995, we submitted a Grant Request to the Massachusetts Board of Library Commissioners for Planning and Design funds. Subsequent to the near-unanimous support from the two Town Meetings, the Commonwealth approved our grant request. Associated Library Consultants was selected to assist in developing the Library Building Plan. When the Plan, designed to identify the Library needs of the two communities for the next 20 years was completed, the Design Selection Committee began interviewing architects. Strekalovsky & Hoit was the final selection, and it is their responsibility to prepare the plans that will accompany the 1996 Construction Grant request.

We want to thank the Town for their continued support of the Hamilton Public Library; both through increased circulation and at Town Meetings.

The Friends of the Hamilton Library once again were dynamic in their support of the Library. Under the enthusiastic leadership of President Dorothy Chainey, the Friends conducted successful book sales, and once again provided the Library with the funding for many other programs along with the popular passes to the museums.

The Library staff, led by Director Annette Janes, should also be cited for their continued good work. Whether it be providing help for a research project, conducting a children’s reading hour, or just processing items for circulation, the staff has been exemplary in serving the town’s citizens.

In conclusion, the Trustees pledge continued service to the community while exercising their responsibilities with the Library—your cultural center of Hamilton.

Respectfully submitted,

Alan D. Reid, Chairman
Blanche Day
Ann M. St. Germain

-20-
In fiscal year 1995, the Hamilton-Wenham Cultural Council funded a variety of programs serving diverse populations at no or minimal cost. Included in this year’s programs were: the outdoor band concert series, children’s and adults’ programs at the Hamilton Library, children’s programs at the Wenham Library, the Brown Bag concert series featuring Hamilton-Wenham student performances, a grant to the Essex County Symphony, “Paintbrush Diplomacy” (an international student art exchange), “Open the Door” conflict resolution program for grades K-8, assistance in purchasing a slide projector and educational materials for the Wenham Museum, and presentations of the life of Marie Curie.

All of these programs were funded by the Massachusetts Cultural Council (a state agency) which receives its funding from the proceeds of the Megabucks lottery. We hope that you have enjoyed some of these programs, and will look forward to programs in the next fiscal year.

Respectfully submitted,

Judith King, Chair
Julie Bishop
Christine Burns
Norman Jones
Paula Keller
Carol McIntyre
Mary Polsonetti
Kali Reynolds
The Hamilton-Wenham Emergency Center, because of the strong support from our communities, has a state of the art communications center. During the past year, we replaced the console with a Motorola Centracom II console. The police departments are now, after many years of waiting, on the Boston Area Police Emergency Radio Network known as BAPERN This allows us direct radio communication with area police departments. Because of this change, the fire departments have a channel which is now less busy. The new system allows each department to have its own frequency, yet in an emergency, all can be patched together allowing Police, Fire, EMS and Public Works to communicate on a single channel.

Enhanced 9-1-1 is proving to be everything we expected. The name and the address of the caller appears on the screen almost immediately. During the past year this feature has given us the necessary information to get to a domestic disturbance when we were unable to ascertain an address, send medical help to an elderly party who was in pain and unable to speak and to help a child who didn't know his address. Each of these situations has occurred more than once during the year.

Alarms are a large part of our work load. Applications to be connected into the Emergency Center are always accepted. We accept burglar, fire and medical alarms and will work with the fire departments on the standards for carbon monoxide. CO will be received as long as it is properly identified as not showing as a fire alarm. Any homeowner or business owner who is interested in the alarm system should stop in or call the Emergency Center for further information.

Hamilton and Wenham Public Safety held the second annual Food Drive for Acord. It was successful beyond our expectations. Thank you to the citizens of Hamilton and Wenham and with your help we hope to make the third annual even more successful.

We regularly have school classes in to see how we work. We also welcome the townspeople to visit and learn about how your communications center works.

The dispatchers who work for the two towns are a dedicated group. The residents can feel confident that when help is needed at any hour of the day or night, a qualified and caring person will be on the other end of the telephone to render assistance.

The co-operation of town employees, officials and citizens of Hamilton and Wenham help immeasurably in the performance of this department and is deeply appreciated.

Respectfully submitted,

Anne Marie Cullen
CENTRAL ADMINISTRATIVE OFFICE

MAILING ADDRESS: Superintendent of Schools
775 Bay Rd.
So. Hamilton, MA 01982

TEL: (508) 468-5310

Patricia A. Alger
Paul Lengieza
Charles E. Cooke III
Jean M. Vitale
Nancy A. Smith
Lois E. McIntyre
Margaret A. Patch

Superintendent of Schools
Administrative Assistant
Business Administrator
Secretary to Superintendent
Payroll Supervisor
Bookkeeping Supervisor
Secretary/Bookkeeper

NONDISCRIMINATORY POLICY UNDER TITLE IX OF THE
EDUCATION AMENDMENTS OF 1972 AND CHAPTER 622,
STATE OF MASSACHUSETTS

Federal law prohibits discrimination on the basis of sex in educational programs or activities receiving Federal financial assistance. In accord with requirements of Title IX of the Educational Amendments of 1972, as well as Chapter 622, State of Massachusetts, the Hamilton-Wenham Regional School District hereby serves notice that it does not discriminate in any educational programs or activities or in employment therein. Paul Lengieza, Hamilton-Wenham Regional School District, 325 Bay Rd., South Hamilton, Massachusetts 01982 (TEL: (508) 468-5340) has been designated as the employee responsible for coordinating the Hamilton-Wenham Regional School District’s efforts to implement the nondiscriminatory policy.
HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT COMMITTEE

TERM EXPIRES

M. Elizabeth Reilly (Chairman) 1996
68 Rock Maple Ave., Hamilton 01982 (468-7458)

Jaclyn Finocchio (Vice-Chairman) 1998
13 Conrad Circle, Wenham 01984 (468-3031)

Don Gallant (Treasurer) 1998
28 Mayflower Dr., Wenham 01984 (468-2357)

Robert Whittier (Secretary) 1998
35 Waldingfield Rd. P.O.Box 2608
So. Hamilton 01982 (468-4020)

Frank Cause 1997
28 Juniper St., Wenham 01984 (468-3897)

Carolyn Chouinard 1996
16 Hamilton Ave., So. Hamilton 01982 (468-2256)

Elizabeth Crosbie 1997
7 Donald Rd. So. Hamilton 01982 (468-1079)

Catherine Harrison 1996
49 Pleasant St., Wenham,, MA 01984 (468-3359)

John McWane 1997
175 Woodbury St., So. Hamilton 01982 (468-2612)
AGE OF ATTENDANCE

Pupils entering the kindergarten in September must have been at least five years of age on September 1st preceding entrance in September. Parents registering a child for kindergarten must present to the principal the child’s birth certificate, and a statement from a doctor of the result of the physical examination which was given during that current year of registration. The schools hold a regular registration for kindergarten each spring.

NO SCHOOL SIGNAL

As a matter of policy, school will be in session whenever possible. When weather conditions are questionable, parents are urged to exercise their own judgment as to whether or not their children attend school.

If it seems inadvisable to have school in session, the following procedure for no school signals will be observed. Radio Stations WEEI, WESX, WBZ, WMJX, WVBF, and TV Stations, WBZ (Channel 4), WEEI (Channel 5), WHDH (Channel 7), and Channel 11 on Cable TV will be notified not later than 7:00 a.m. so that notification may be broadcast by them between 7:15 a.m. and 7:30 a.m. At 7:00 a.m. the no school 22-22 will be sounded on the local fire alarm. In the event of a delayed opening, which will be announced on the same stations, school will start two hours later and A.M. Kindergarten will not be in session.

VACCINATION

According to Legislative Acts of 1967, Chapter 590: unless otherwise exempted, each child to be admitted to school shall present a physician’s certificate that the child has been successfully vaccinated against smallpox and immunized against diphtheria, pertussis, tetanus, measles, and poliomyelitis and such other communicable diseases as may be specified from time to time by the department of public health. Beginning in September 1995, a second dose of measles vaccine will be required for entry into seventh grade until 2002.
SUPERINTENDENT OF SCHOOLS
1994-95

To the Citizens of Hamilton and Wenham:

The Hamilton-Wenham Regional School District faced many challenges during the 1994-95 school year the most challenging of which, was the district’s plan to build a new Middle School and to renovate the Regional High School. Increasing enrollments at both the elementary and middle school levels have created a serious space shortage at these facilities. On two separate occasions, the School Committee presented its building needs to the Towns and both times the project failed to gain the majority support. Enrollments continued to grow during the fall and the shortage of appropriate classroom and special needs space remained a problem throughout the year.

During the school year, the district continued to implement its five year curriculum review plan. Elementary school science, reading and student assessment were either revised or implemented. Technology became a primary tool for integrating research and thinking skills into the curriculum. The Regional High School continued its preparation for its ten year accreditation review. A team of professional evaluators will visit the high school in May 1996 to evaluate the high school’s programs and facilities. At the Buker Middle School science, language arts and writing were reviewed.

In addition to the yearly review of curriculum, the district provided staff development programs for all faculty in such areas as: Successful Teaching Practices, Technology, Reading and Learning Styles. All district and building level goals continued to emphasize high academic standards for all students.

The district witnessed many changes in its faculty and administration during the the 1994-95 school year. Mark Kaufman, Curriculum Director, left to assume a new position as a Director for a Cambridge Technology firm. The district hired new teachers to replace those on personal or maternity leaves or to meet the needs of a growing special needs population.

Our students brought both academic and athletic recognition to the district in the form of Merit Scholars, State History competition winners, Music, Art, Science and Community Service awards. Our high school Girls Cross Country Team and Swim Team became the Cape Ann League champions. In addition to our students being recognized for their hard work and academic prowess, our faculty also garnered awards and recognition in the area of math, geography, foreign language, technology and science. Jean Bailey, art teacher at the high school and elementary school was named Teacher of the Year by the Peter Farrelly Foundation. We are justly proud of all our students and teachers.

Community volunteers worked at all level of the school district offering their skills and expertise to many of our programs and students. The schools belong to the
communities of Hamilton-Wenham so it is gratifying, to see so many of our community members participating in school activities.

This will be my last Report to the Towns. After fifteen years of service to the District, I plan to retire in August 1996. The School Committee began the search process for a new Superintendent last fall and I fully expect to assist in the smooth transition of leadership.

I wish to take this opportunity to thank the people of Hamilton-Wenham for valuing and supporting their schools. Together, we have created a school district which is highly respected and admired throughout the Commonwealth. Thank you for the honor of having served as your Superintendent of Schools. In particular, I want to thank the members of my School Committee for their patience and encouragement over the years, the faculty for their dedication and hard work on behalf of our students and the administrators who taught me the true meaning of loyalty and teamwork.

Respectfully submitted,

Patricia A. Alger
1995 was a productive and challenging year for the Special Education Department. The department served 341 students, which represents 15% of the total school population.

The Hamilton-Wenham Integrated Preschool Program saw a dramatic increase in the number of children with multiple special needs who require services. The program - which also includes children with disabilities - is designed to promote the physical, social, emotional and cognitive development of young children, has reached maximum capacity under State guidelines. In order to serve the increasing numbers of youngsters requiring special education programming, an afternoon section of the program is planned.

Twelve regular classrooms at Winthrop and Cutler were supported by teaching assistants for either all or part of the school day in an effort to serve students with challenging disabilities in the least restrictive environment. Teaching assistants help the classroom teacher provide the necessary specialized instruction and curriculum adaptation which is required to meet the unique and often complex needs of students with special needs. In an effort to clarify roles and responsibilities in the inclusive classroom, a Resource Guide was developed. This guide also serves as a vehicle to improve collaboration between teachers, teaching assistants and special education liaisons. Training was provided for the teaching assistants throughout the year. This initiative has strengthened our programs and has improved the District's ability to serve its diverse student population.

Students with learning disabilities often find it difficult to successfully adjust to the rigorous demands of the curriculum and academic requirements at the High School. The Resource Room at the Regional provided assistance to over one hundred students thus circumventing the cycle of frustration and failure. A course was developed and piloted that systematically provides opportunities for students at the Junior and Senior levels to master the organizational strategies and study skills required to work independently in the high school and college years. While we have been successful with students with learning disabilities, students with alternative learning styles and complex emotional problems remain a serious challenge.

Several grants from the Massachusetts Department of Education provided the resources required to implement an intensive staff development program:
- All teachers in grades 3, 4 and 5 were trained to use the written expression strand of Project READ, a multisensory approach to improve writing skills.
- The Center for Assistive Special Technology (CAST) introduced software which improves writing skills. Forty teachers attended the two workshops.
- The school psychologists met on a regular basis with a consultant to discuss topics such as collaborative consultation, cognitive behavioral therapy, social skills training, and self-monitoring.
- The Special Education Department received training throughout the year to prepare
for the implementation of the new State mandated Individualized Educational Plan.  
• To insure a smooth transition of students from the secondary to post secondary life, High School staff received training on transition techniques.

We would like to thank the Special Education Parent Advisory Committee, the community, and Superintendent Pat Alger for their enthusiastic support of our programs.

Susan Rees, Director of Special Education

CUTLER SCHOOL 1995 TOWN REPORT

1995 was an exciting and challenging year for the Cutler School Community. Students, staff, and parents worked hard to maintain and enhance an effective learning community which both challenged and enriched students.

The Cutler School Council met monthly to discuss issues and advised the principal on school practices and policies. Our goals focused on space issues, a safe and orderly environment, and enhanced communication between home and school. The members of The Cutler School Council were: Susan Cooke, Pam McCormickck, Molly Markley, Mary Landry, Dolores Boghdan and Kathy Sullivan.

Our space needs continued to grow with increased enrollment. Our realistic capacity is 350 students. In 1995, 417 students were enrolled. All classes in grades one, two and three exceeded the School Committee guidelines for recommended class size.

Staff changes were few. Maryanne Hawkes, reading teacher at Buker and more recently at Cutler School, retired after 25 years of service to our district and students. To resolve some budget issues, Mrs. Hawkes' position was assumed by the Winthrop reading teacher, Cheryl Sweeney who serviced both schools. The elementary instrument lesson was also cut and is now offered after school for a fee. Our elementary chorus program was changed to include 4th and 5th graders and was held before school two days a week.

Our district continued to attend to students' learning styles as we designed effective instructional experiences. Staff members attended inservice seminars to enhance their repertoire of instructional strategies. Teachers worked to integrate technology with curriculum. We introduced a new hands-on physical science curriculum in grades K-5.

Elementary students were introduced to a Conflict Resolution and Peer Mediation program. The program was funded by a state grant which helped to train students and teachers in the art and science of peacefully resolving conflicts.

The elementary schools, after two years of study, wrote a draft of a new elementary
The purpose of a new report card is to communicate students' progress in acquisition of skills in curriculum areas. It has been implemented this year and will be revised with input from parent surveys and focus groups.

The Friends of Cutler, our parent support group, continued to support many areas of our school. Last year, they donated many hours of time on The Cutler Jog-a-Long, Banbury Cross Book Fair, Family Fund Day, and The Cutler School Quilt Raffle. These activities raised approximately $15,000. These funds were used to purchase technology hardware and proved cultural arts events and residencies. In addition, the Friends provided support staff and students as volunteers in classrooms, the Tech Center, Library and throughout our school community.

We thank the citizens of Hamilton and Wenham for their support. We invite community members to visit Cutler School during 1996 and join us in this challenging educational adventure.

Susan Cooke, Principal

WINTHROP SCHOOL 1995 TOWN REPORT

The Winthrop School maintains its high numbers of students. The total enrollment as of January 1, 1996 is 505 students in grades Kindergarten to Grade Five. There are four classes at every grade level. The facility is totally utilized with some spaces used for dual purposed such as the library for music and the cafeteria for small instructional groups. There is still a need for space for support services for special education. Winthrop School continues to operate at capacity in all areas.

This year, several staff members have taken leaves of absence. Cathy Sedgwick, Nancy Duffy and Nancy Ellis were granted leaves of absence for the year. Ms. Maryann Giannotti replaced Cathy Sedgwick and Mrs. Becky DiPietro replaced Nancy Ellis. Mrs. Donna Kinney transferred from teaching grade five to grade four. Mrs. Kathy McArdle resigned to accept another position and Mrs. Irene Raber transferred from the Cutler School to take her place. Ms. Lisa Sratouly was hired to teach grade five. Mr. Jim Madore resigned as School Psychologist and was appointed as a special education administrator with the North Shore Consortium. Mrs. Marcia Audette replaced Mr. Madore as part time School Psychologist at the Winthrop and the Buker Schools. Mrs. Jean Jones transferred from the High School as a School Adjustment Counselor three days a week. Mr. David Pimentel was appointed Head Custodian to replace Mr. Andre Schiller who retired last year.

There have been several maintenance projects completed over the course of the year. Of particular note, the cracked walkway under the overhang was completely replaced last summer. There were several beams repaired in various locations at the school. Another noticeable change was the removal for unsafe wooden and metal playground structures. A committee of parents met throughout the year to determine how the playground structures. Thanks to the Departments of Public Works in Hamilton and Wenham, these structures were removed last summer.
New playground equipment has been purchased and is waiting to be installed as soon as the weather permits.

The playground Committee is one of the many committees of parent volunteers that have been organized this year. Our Friends' Coordinators, Mrs. Roz Parry and Mrs. Kate Meader have worked with many other parents to plan a variety of activities for Winthrop School Families. We at Winthrop School are truly appreciative of all their efforts and the support of all of our Winthrop School Parents.

As always, teachers and administrators continually review the curriculum and participate in a variety of training to provide the most positive educational experiences for our students. This year, all teachers participated in “Project Read” training which offers an organized and sequential program to strengthen students’ ability to write. This training was offered on a monthly basis all fall. Teachers continue to implement the new inquiry-based science curriculum and will add a second strand after the first of the year. This year teachers are piloting a new report card at the elementary level. This report card represents the efforts of all teachers over the last two years. A group of teachers presented the card to parents last fall and produced a cable presentation to inform the community at large. This program was aired on local cable television. Teachers plan to survey parents in March to gain their opinion of the card. Final revisions will be made by June, 1996. There have been two different groups working on the math curriculum and spelling instruction. These committees met regularly all year to assess how to best teach these skills. Thanks to the efforts of Susan Cooke, a study group of teachers was formed to work with a professor from Lesley College to determine how best to assess students’ abilities to think mathematically. Teachers and administrators continue to participate in various workshops to sharpen their skills of instruction.

The Winthrop School Council completed a comprehensive Needs Assessment last March. This survey was distributed to staff and parents. We received a 37% response from those distributed. The response was very favorable. Parents included many thoughtful comments which were shared with the Council and the staff. Using this information, the School Council developed a School Improvement Plan with specific objectives to focus our efforts. One area of concern was the drop off and pick up traffic pattern. After consulting with Chief Cullen, a new traffic pattern was developed that has made us all feel much safer. Other objectives included increased communication between school and home, using various instructional strategies in the classroom and creating a respectful school climate.

We continue to work to strengthen a sense of community at the School. This year we adopted a theme of “Where In The World Is The Winthrop School?”. We hope to have our students develop a greater sense of where we are in relation to other places in the world. We are fortunate to have a group of retired NYNEX Volunteers paint a colorful map of the United States on a black top area at the back of the school. Students participated in a mini residency with Giles Larouche, a children’s book illustrator. Mr. Larouche worked with students to create murals of
people of the world. Our Friends continue to fund cultural arts programs such as this residency. In December, children celebrated Beethoven’s Birthday with a person who presented the character of Beethoven. Everyone shared a piece of birthday cake at lunch that day. Our Friends also planned a “Snowflake Sing Along” with Pingree Community Singers leading families from the Culter and Winthrop Schools in song. Several of the Pingree Singers are parents of students at the Culter and the Winthrop Schools.

Students in Grade Five have the opportunity of participating in a Leadership Program with Mrs. Cesarz, the Principal. Students meet every Wednesday during lunch and recess. Each week there are discussions about leadership. The students also volunteer their services at the school and help plan different events. This year, students organized the Holiday Reception, an annual event on the last day of school before winter vacation, and “Winthrop Warms Others”, a clothing and food drive to help Acord. This group also works with a High School Student Leader each week. The Leaders Club is open to any grade five student who wished to learn skills to become an effective leader.

The spirit of volunteerism at the Winthrop School is truly remarkable. In addition to the many parents who volunteer on a regular basis, there is a group of retired persons and community members who volunteer on a weekly basis to work with small groups of students or with teachers on special projects. Each of these people brings a special gift to our school community. We value their efforts. Our school is a better place because of their presence.

All in all, it has been a busy and exciting year at the Winthrop School. Our teachers and other staff members are always seeking better ways to teach our children and to make the Winthrop School the best that it can be. I wish to express my sincere appreciation to all of the staff, parents and community members who do so much for our school. Winthrop School is a wonderful place because of the people who make it that way. Our school continues to reflect the commitment to quality education for which the communities of Hamilton and Wenham are known.

Martha Cesarz, Principal

BESSIE BUKER MIDDLE SCHOOL 1995 TOWN REPORT

The 1994-95 school year was a very successful for the Buker Middle School. The new mathematical materials and grade seven literature program were implemented which enriched our curriculum program. Approximately 50% of the students participated in the intramural program, and our band and chorus enrollment peaked at 150.

A school-wide theme entitled, “Community”, involved both students and Buker families. Two community workdays were organized, and a great deal of interior hallway painting in the Buker building was accomplished. Other efforts also included landscaping and gardening projects. A brick walkway between the Center
and Buker buildings was installed by students, parents and community members. The materials for this walkway were purchased through a fundraiser organized through the Friends of Buker. Donations of $10.00 per brick were made as a memorial or to honor family members.

New staff members included Nancy Koch, Special Education teacher; Jennifer Hearson, French teacher; Susan DiSanto, technology assistant. Mr. Thomas O’Brien was appointed as Buker’s Assistant Principal. Mr. O’Brien served as a teacher and assistant principal at the O’Malley Middle School in Gloucester.

Buker continues to uphold high curriculum standards and expectations. As part of our multi-year curriculum process, recommendations were made for the sixth and eighth grade Language Arts program. The science curriculum review process compared the state frameworks with the Buker program. Our peer leader program was expanded to include the seventh grade.

The District is invested in staff development which helps to maintain high standards and expectations. Buker faculty focused on special education topics and report card revisions. Technology pedagogy in the field of science and teacher-sharing of successful practices about the writing were also addressed.

The School Improvement Council, the Friend’s of Buker and the Buker Administration worked collaboratively to produce the first Parent handbook. Parent’s helped to organize and present an orientation program for incoming parents/families. A volunteer program was organized and 87 volunteers responded. Parent education forums were offered on the topics learning styles, brain dominance, communication and conflict resolution.

Since the student enrollment increased, the middle school facilities have become outgrown. Space is at a critical level of concern and is interfering with the implementation of quality programming. In addition, the Center building continually presents costly facility problems.

We would like to thank the Friends of Buker, the Wenham police and Highway departments, the volunteer program, and community citizens for their commitment to the education of our children. Buker Middle School welcomes you to visit at any time.

Janice C. DeSantis, Principal

HAMILTON-WENHAM REGIONAL HIGH SCHOOL 1995 TOWN REPORT

I am pleased to report to the citizens of Hamilton and Wenham that 1995 was a busy and productive year for Hamilton-Wenham Regional High School.

Once again our students brought distinction to themselves and their school community. In the national Merit Scholarship Competition four seniors, Sarah
Kalloch, John Popadic, Daniel Reilly, and Joshua Rowe achieved Semi-Finalist status. In the State History Day Competition a third place in Group Media was earned by Dan Scholnick, Eric Scott, and John Popadic while Nicole Donovan, Sarah Kalloch, and Amy Martin gained first place in the group performance category and went on to the National Competition at the University of Maryland in June. Selected by their peers, Sarah Kalloch was awarded the Jewish War Veterans Classmates Today, Neighbors Tomorrow Award while Darlene Gallant was chosen to receive the Daughters of the American Revolution Award. At the high school’s annual Science Fair over one hundred students exhibited in our gymnasium with four students going on to receive awards at the State Science Fair. Courtney Schusheim earned a third place, Marybeth Maney and Brett Maney each earned second places, and Dan Reilly earned a first place and a two-week summer internship to study super conductivity. In the NYNEX Science and Technology Competition Gayle Anderman, Marybeth Maney, Sarah Kalloch, and Courtney Schusheim earned Semi-Finalist status and a $2,000 scholarship. Our high school Recycling Club received the 1995 Environmental Award from the Ipswich River Watershed Association for their extensive recycling efforts at the high school. In the Boston Globe Scholastic Art Competition our art students once again fared well with Stanislave Trufanov, Cassandra Allen, Laura Kerivan and Kelly Coletti receiving Honorable Mention while Kristin Thomsen received an Honorable Mention and a Gold Key. In the area of Community Service over one hundred students have committed to volunteering their time, energy and skills to community organizations, activities, and functions.

Hamilton-Wenham athletic programs and athletes continue to set a standard of excellence. During the winter season the General’s Swim Team were Cape Ann League Champions while the Boys Basketball Team qualified for the State Tournament. In the spring the Girls Tennis Team qualified for the State Tournament with the Boys Track Team earning Co-Champion status at the Cape Ann League meet. Our Girls Track Team was Cape Ann League Champions while the Relay Team was Class C State Champions and took second place at the State All Class meet and fifth place at the New England meet. This past fall season the General’s Field Hockey Team was Cape Ann League Division 1 Champions and competed in the State Tournament. In addition, our Volleyball Team and Boys Soccer Team qualified for State Tournament play. The Girls Cross Country Team was champions of the Cape Ann League Meet and earned a third place at the All States Meet. These team accomplishments serve to underscore the excellent sportsmanship which our coaches, athletes, and fans have demonstrated throughout the year. Frequently staff from other schools comment positively on the excellence and class which the General’s athletic program represents.

Several new staff members joined us this year. Joanne Grant was hired as Physical Education teacher replacing Amy Costa who took a full-time job in Newburyport. Eleanor Zuberek with an English and Chemistry background filled a part-time Chemistry background filled a part-time Chemistry position. Lee Karpa was hired to fill the vacant English position when Dick Hodges resigned to become an administrator in the Lynnfield School System. (I would be remiss if I did not thank Dick Hodges for his twenty-five years of dedicated service to the Hamilton-
Wenham Regional School District.

Due to a generous grant Galina Yevstifeeva, a teacher from Yaroslavl, Russia, was able to join our faculty for the 1995-96 school year. Galina’s presence in our school has been a wonderful opportunity for our students to broaden their international perspectives.

With over fifty businesses and occupations represented a Career Fair in the fall under the direction of Karen Lowrie, Counselor and Career Education Coordinator, was held at the high school.

Our staff continues to be in the forefront of educational progress and changes. Harry Daniels, Mathematics Department Chairperson, was invited by Hewlett-Packard to attend a week-long workshop in San Jose, California on state-of-the-art graphing calculators. Upon his return to the east coast Mr. Daniels was responsible for training over one hundred teachers on the use of these calculators. In the biology area Malvina Liebert continues to volunteer her time preparing students for the Biology Achievement Exams where her students consistently and significantly perform above the state and national norms. Norm Zaniboni, who revamped the Applied Technology curriculum, has been invited, along with staff member Bill Corley, to do workshops at state and regional Technology Association conferences. Earl Berg and Mike Mulroy have developed a new Biology curriculum integrating technology into a multi-faceted, self-paced hands on curriculum. In the same vein, Kevan Sano has fully integrated computers in her Spanish classes and has been asked to present at Foreign Language conferences and workshops. Dick Aieta, Social Studies Department Chairperson, continues to give presentations on National and State Geography Standards to social studies groups around the state. Hamilton-Wenham is fortunate to have staff members who are committed to their continued professional development and who are recognized leaders in their fields.

As I did in last year’s report I feel compelled to alert the citizens to several serious needs and issues at the high school. First, as I stated last year, there will be a need to increase funding as the Hamilton and Wenham populations continue to grow and School Choice is phased out. In order to maintain programs of excellence the communities of Hamilton and Wenham will have to make up the revenue currently generated through the School Choice program. Secondly, the high school will soon be thirty-five years old and is in desperate need of renovation. Our roof, ventilation units, pipes, floor tiles, and fixtures are deteriorating rapidly. While our science labs are outdated. If we are to educate properly our children we must ensure that the facility is safe, efficient, and up-to-date. We cannot expect our students to be prepared for the challenges of an increasingly technological and information generated age if our facilities impede us from that mission. We desperately need renovated facilities for science, art, computer rooms, and media production. I am confident that with the vision and continued support of Hamilton and Wenham citizens, the high school will be able to continue its tradition of academic excellence.

I could not close without publicly thanking our retiring Superintendent, Pat Alger,
for her vision, guidance, and leadership during my tenure as principal and to thank you the citizens for your continued support.

John Elwell, Principal
BUKER MIDDLE SCHOOL GRADUATES

Matthew Abbott
Judd Abts
Tiffany Allen
Todd Anderman
Thomas Armington
Justin Arnold
Katherine Babcock
Douglas Bacon
Jillian Baker
Jacqueline Belleau
Melissa Bilo
Daniel Birarelli
Jesse Blanchette
Heather Brokvist
Courtney Brooks
David Brown
Robert Brown
Jamie Broyles
Justin Budrow
Nicole Burnett
Alexandra Capachietti
Linsley Clark
Chalmers Congdon
Melissa Cook
Sean Cowhig
Colleen Cragen
Jenna Crotty
Dane Dronin
Neiliz Davila
Rebecca DeAngelis
Iris deHamer
Alexander DeJong
Salvatore DeMarco
Lisa DePaola
David DeRoche
Christine DeSalvo
Sharon Donovan
Richard Dorato
Meghan Duffy
Carly Dwyer
Amanda Egan
Elizabeth Fanning
Nathan Fanning
Trevor Fischer
Jami Flint
Katelyn Foley
Jennifer Foley
Timothy Frankland
Alicia Frasca
Sayaka Fukutoku
Michael Gaspar
Donald Gerolamo
Timothy Goehlert
Nicholas Goodwin
Joel Gowman
Yoo Jean Han
Katherine Hargrave
Katherina Harlov
Alyssa Hartley
Paul Heerlein
Amanda Herrick
Emily Hill
Andrew Hilton
Scott Hyde
Terrence Jacobsen
James Kent
Alison Kosinski
Kate Kronenberg
Nicholas Lauranzano
Mathew LeBlanc
Alissa Lee
Patrice LeTourneau
Patrick Lithgow
Christine Lovelace
Kristin MacGregor
Brian MacKenzie
Alanna Maestranzi
Mark Maestranzi
David Marks
John Mattern
Corey McBain
Jean McKinley
Jonathan Model
Holeigh Morin
Matthew Muollo
Jane-Alice Murray
Alissa Napoleone
Daniel Nathan
Andrew Noone
Kara O’Brien
Samantha O’Connell
Gamaliel Ortiz
Priscill Outcault
Elizabeth Papadoyianis
Jongdai Park
Christine Parker
John Pedra
Julie Power
Eric Ramsey
Robert Rawston
Natasha Reilly
Andrew Rhoades
Andrea Riccardi
Seth Roberts
Derek Ropes
Kimberly Ryan
Jennifer Sargent
Sara Schmidt
Monica Scott
Scott Seiter
Matthew Shedden
Maria Simon
Michael Smith
Jessica Sousa
Craig Spence
Kyle Stanley
Hilary Sutcliffe
Zoe Swenson
Rachel Tannebring
Barry Theriault
Brooke Tobiasz
Kristin Tuneburg
Joel Tyack
Mary Vyn
Paul Weaver
Jessica Weinhold
Jennifer Weinhold
Alexander Westra
Alexander Whitman
Courtney Wilkins
Marian Williams
Jamie Winer
Stephen Winer
Jillian Winfrey
1995 HAMILTON-WENHAM REGIONAL HIGH SCHOOL GRADUATES

Jeremee Alexander
Gayle Anderman
Christen Bennett
Kevin Bilo
Amanda Binda
Kristopher Birarelli
David Boghdan
Christen Borgman
Andrew Boroff
James Broadnax
Zachery Bubany
Renee Bulloch
Matthew Burke
Benjamin Burrige
Sean Butler
David Caldwell
Jennifer Campbell
Rosemary Cate
Brandon Clark
Nicholas Cloutman
Kelley Coletti
Brenna Collins
Elizabeth Cowhig
Laurie Craigen
Martinque Devereaux
Kathryn Dix
Amanda Dodge
Conor Donnelly
Roger Doucette
Shannon Doucette
Taryn Doucette
Marie Dumas
Michelle Dumas
Peter Dunskey
Brendan Edwards
Darlene Edwards
Todd Eina
Jessica Fallon
Lori Favazza
Michael Favazzo
Douglas Feener
Daniel Ferrant
Matthew Franklin
Bethany Frontierro
Christopher Gajeski
Katherine Gammons
Brent Godfrey
Mary Goggin
Jane Goldman
Jeremy Goodwin

Jaclyn Guidos
Jerusha Hall
Michael Hammond
Susan Herrick
Emily Hertz
Christopher Hildonen
Emily Hilton
Shirene Hodgson
Deborah Holmes
Andrew Horan
Melissa Horvitz
Marie Kane
Amy Karahalis
Heather Kaszuba
Brian Kelly
Kristen Kelly
Ethan Kennett
Tasha Keough
Matthew Kevin
Sung Kim
Travis Knope
Simon Koch
Alison Larchez
Robert Lasonde
Eric Latusky
Joseph Lauranzano III
Gregory Lauria
Michelle Lawler
Jason LeBlanc
Stephen LeBlanc
Jacob Lindmark
Emily Lombara
Paul Long
Heather LoPiccolo
Jennifer Lordan
Haley Lovasco
Sarah Luecke
Karen Lyness
Casey MacGilvary
Michele Madera
Jacques Maltais
Catherine Manzi
Kevin Martell
Dakota Martin
Heather McGinness
David McWane
Brian Mehrten
Kimberly Mello
Katherine Melville
William Mertens

Jennifer Miles
Noel Mitchell
Karina Montoya
Sarah Moore
Christina Morais
Danielle Murray
Michael Napoleone
Andrew Neill
Meghan Noone
Miles Norton
Elizabeth O'Keefe
Sarah Outcault
Jon Peina
Alyssa Perreault
Michael Picard
Stephen Pitman
Edward Politis
Krista Keenan-Polley
Joseph Premo
Glenn Preston
Michelle Princi
Joseph Ramsey
Jessica Rich
Madelaine Richards
Tania Rodrigues
Marko Rosenfeldt
Wilhelmina Sauer
Stephen Shea
Lucas Simmons
Carrie Stallard
Joshua Steeves
Annmarie Stevens
Jane Swanson
Jason Tarricone
Nathan Teel
David Thompson
Kristin Thomsen
Erik Van Ness
Jeremy Veno
Joshua Wallick
Jeffrey Weisberg
Rebecca White
Michael Whiteacre
Daniel Whitney
Eric Wilhelm
Kimberly Wilson
Robin Young
Marianne Zwicker

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The Board of Health is responsible for the overall stewardship of the public health and environmental protection of the town and its responsibilities are defined both by local bylaws and state law. The Board promotes, enacts, and enforces health and environmental rules and regulations, additionally the Board of Health conducts health clinics, participates in education programs wherever possible and administers the contracts for Health Agent services, a food inspection program, a public health nurse and communicable disease follow-up program, animal inspection, and community mental health service.

The Board consists of three members elected for three year terms in rotation. Robert Daigneault served as Chairman until October 1, when as a result of moving to Amesbury his resignation was regretfully accepted. The Board and Town is grateful for Rob’s service and dedication. Richard Goehlert was elected Chairman for the remainder of the term. James Campbell was elected to a three year term and Anthony Madera, a former member was appointed to fill the remainder of Mr. Daigneault’s term. Martin Fair, R.S., C.H.O., continued as Health Agent and Doris Nason as Administrative Assistant. The Animal Inspector, Reed Wilson was nominated by the Board and approved by the State Department of Agriculture, Division of Animal Health and Dairying. Carol Larocque served as Assistant Animal Inspector.

Over sixty percent of the Board’s funds and effort are concerned with the enforcement of the laws and regulations for sewage disposal. This included many site visits to existing and proposed home sites, review and approval of plans, and the issuing of disposal works permits. Our role also includes the inspection of construction of the disposal works and involvement in the permit process for work on existing and new homes. The changes in the State Regulation governing on site sewage disposal, known as Title V (Five), have meant a greatly increased workload to this office. Required inspections of systems at time of property transfer has resulted in many properties being upgraded to current requirements. While the workload has strained the resources of the Board we believe the new regulations to be in the best interest of protecting the public health and environment of the town.

The Board acquired the responsibility for administering the grant that Hamilton and Wenham received from the Massachusetts Tobacco Control Program. The grant has supported several educational and prevention community initiatives. The main focus of the tobacco control program is your access to tobacco and prevention. Some of these programs include: participation in World No Tobacco Day at Buker School with students signing up for Smoke Free cards for discounts at retailers in area malls;
educational materials were distributed; in conjunction with the Recreation Department poster contests were held and speakers presented programs at summer park program; a study group for middle school girls on media messages and the influence of advertising; educational programs were held in all schools, collaboration with peer education leaders in middle and high schools brought successful programs for the Great American Smokeout; two Cable TV shows discussing the program and concern for youth access, local compliance checks, and our teens participating in them in another town.

Massachusetts Tobacco Control Program and the Board of Health are currently in the process of developing smoking regulations for Hamilton with a hearing scheduled in February. Upcoming plans include continued collaboration with schools, recreation and youth groups and worksites.

Semi-annual food inspections were performed by Werby Laboratories, Inc. at all permanent, limited and temporary establishments that sell and/or prepare food. This program continues to provide at no cost to the School District, inspections at the three public schools. These services are valued at $600.00.

ABL Visiting Nurse Association (formerly Bay Area Visiting Nurse Association) provided public health, preventive health and health promotion services to the residents of Hamilton. These included:

- influenza immunization of elders and high risk individuals home and at clinics, funded by the Board of Health. A total of 295 people were vaccinated at our two clinics, in their homes and at the ABL Visiting Nurse Association Office.

- tuberculosis screening;

- immunization against other communicable diseases

- communicable disease follow-up by telephone and/or home visits with completion of epidemiological survey;

- one time home visits to high risk mothers and their newborns;

- occasional home visits to assess an individuals' health and safety and grief visits.
ABL also participates in/or provides community screenings (glucose, cholesterol, blood pressure); education offerings; and health fairs in other sites in the North Shore which are open to Hamilton residents. Most of these endeavors are a service of ABL and are seldom funded.

In May a rabies immunization clinic for dogs and cats were offered at the Town garage. The clinic was sponsored by the Veterinary Association of the North Shore. Assistance was provided by Animal Inspector Reed Wilson and Animal Control Officer Albert Doran and Doris Nason, Administrative Assistant.

The Mid-Atlantic rabies epizootic among raccoons and other ground animals peaked in Hamilton during the Spring and Summer of 1994. However, the danger of rabies remains with us as any area with raccoon rabies will likely see cycles with peaks in rabies incidence every three to four years as raccoon populations are reduced by raccoons and then replenish themselves. The Board cannot over emphasize the absolute need for dog and cat owners to obtain rabies vaccinations for their pets and revaccinations on the required schedule. Please have your cats and dogs vaccinated not only to protect their health but to prevent rabies in humans as pets are the bridge between ground animals and humans. Pets must be revaccinated within one (1) year of their initial vaccination and revaccinated as recommended by the Veterinarian or vaccine manufacturer thereafter.

The Commonwealth of Massachusetts, Department of Food and Agriculture, Division of Animal Health and Dairying requires all horses, ponies, cattle, sheep, goats, swine, and flocks of poultry numbering twenty-five (25) or more to be inspected and an annual census completed. The Inspector of Animals conducted inspections of the animals and their housing conditions at fifty-eight (58) sites or addresses in the Town.

<table>
<thead>
<tr>
<th>Animal Type</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beef Cows</td>
<td>6</td>
</tr>
<tr>
<td>Beef Heifers under one year</td>
<td>5</td>
</tr>
<tr>
<td>Beef Heifers one to two years</td>
<td>5</td>
</tr>
<tr>
<td>Beef (one animal constitutes a herd)</td>
<td>1</td>
</tr>
<tr>
<td>Horses</td>
<td>366</td>
</tr>
<tr>
<td>Ponies</td>
<td>26</td>
</tr>
<tr>
<td>Donkeys</td>
<td>6</td>
</tr>
<tr>
<td>Goats</td>
<td>4</td>
</tr>
<tr>
<td>Sheep</td>
<td>14</td>
</tr>
<tr>
<td>Swine</td>
<td>8</td>
</tr>
<tr>
<td>Poultry Flocks of 25 or more birds</td>
<td>0</td>
</tr>
<tr>
<td>Dairy Cows over two years</td>
<td>1</td>
</tr>
<tr>
<td>Dairy Heifers one to two years</td>
<td>0</td>
</tr>
</tbody>
</table>

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During the year the Board performed the following reviews and issued the types and numbers of licenses listed below.

- Disposal Works Construction (New) 24
- Disposal Works Construction (Repair) 67
- Disposal Works Construction (Renewal or Transfer) 4
- Subdivision Review 0
- Food Establishment 30
- Temporary Food Establishment 14
- Disposal Works Installers 40
- Exams for Disposal Works Installers 8
- Septage Pumpers 12
- Portable Toilets 4
- Keeping of Animals & Stables 30
- Wells 4
- Soil Testing 20
- Pool Permits 1
- Recreational Camps 1

The Board also distributed the following number of doses of vaccines and biologics.

<table>
<thead>
<tr>
<th>HepB</th>
<th>DTP</th>
<th>OPV</th>
<th>Hib</th>
<th>MMR</th>
<th>DT</th>
<th>Td</th>
<th>PPD</th>
<th>LSG</th>
</tr>
</thead>
<tbody>
<tr>
<td>330</td>
<td>450</td>
<td>240</td>
<td>150</td>
<td>380</td>
<td>100</td>
<td>690</td>
<td>800</td>
<td>50</td>
</tr>
</tbody>
</table>

Total fees collected in calendar year 1995 were $26,745.00. These moneys were turned into the Town Treasurer and receipts were received for the same.

We thank the Town Boards, employees and citizens for their support and cooperation during the year.

Respectfully submitted,

Richard Goehlert, Chairman
James Campbell
Anthony Madera

I herewith submit the report of the Building Inspector for the year ending December 31, 1995.

<table>
<thead>
<tr>
<th></th>
<th>TOTAL PERMITS ISSUED</th>
<th>TOTAL ESTIMATED COST</th>
<th>TOTAL PERMIT FEES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dwellings</td>
<td>12</td>
<td>$3,059,200.00</td>
<td>$28,458.00</td>
</tr>
<tr>
<td>Barns/Sheds</td>
<td>10</td>
<td>$331,330.00</td>
<td>$2,961.00</td>
</tr>
<tr>
<td>Pools</td>
<td>6</td>
<td>$79,000.00</td>
<td>$546.00</td>
</tr>
<tr>
<td>Signs</td>
<td>5</td>
<td>$5,000.00</td>
<td>$214.00</td>
</tr>
<tr>
<td>Vinyl Siding</td>
<td>8</td>
<td>$55,500.00</td>
<td>$330.00</td>
</tr>
<tr>
<td>Roofing</td>
<td>31</td>
<td>$216,825.00</td>
<td>$1,090.00</td>
</tr>
<tr>
<td>Residential - Add/Alter</td>
<td>131</td>
<td>$3,050,489.00</td>
<td>$29,829.20</td>
</tr>
<tr>
<td>Non-Residential - Add/Alter</td>
<td>17</td>
<td>$7,118,360.00</td>
<td>$13,533.00</td>
</tr>
<tr>
<td>Garages</td>
<td>2</td>
<td>$96,000.00</td>
<td>$845.00</td>
</tr>
<tr>
<td>Demolitions</td>
<td>4</td>
<td>$8,000.00</td>
<td>$50.00</td>
</tr>
<tr>
<td><strong>TOTALS:</strong></td>
<td>226</td>
<td><strong>$14,019,704.00</strong></td>
<td><strong>$77,856.20</strong></td>
</tr>
</tbody>
</table>

Respectfully submitted by Debra Paskowski, Administrative Assistant for the Building Inspector.
I herewith submit my report as Electrical Inspector for the year ending December 31, 1995.

<table>
<thead>
<tr>
<th>PERMITS ISSUED</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADDITIONS/ALTERATIONS</td>
</tr>
<tr>
<td>BARNS/SHEDS</td>
</tr>
<tr>
<td>BOILERS (Oil or Gas)</td>
</tr>
<tr>
<td>BURGLAR &amp; FIRE ALARMS</td>
</tr>
<tr>
<td>GARAGES</td>
</tr>
<tr>
<td>HOT WATER HEATERS</td>
</tr>
<tr>
<td>NEW DWELLINGS</td>
</tr>
<tr>
<td>NEW SERVICE/CHANGE/REPAIR OR TEMPORARY</td>
</tr>
<tr>
<td>NON-RESIDENTIAL ADDITIONS &amp; ALTERATIONS</td>
</tr>
<tr>
<td>SEWAGE PUMPS</td>
</tr>
<tr>
<td>SWIMMING POOLS</td>
</tr>
<tr>
<td>TOTAL PERMITS:</td>
</tr>
<tr>
<td>TOTAL FEES:</td>
</tr>
</tbody>
</table>

Respectfully submitted by Debra Paskowski, Administrative Assistant for:

Robert B. Brown, Jr.
Electrical Inspector

I herewith submit my report as Gas Inspector for the year ending December 31, 1995.

<table>
<thead>
<tr>
<th>PERMITS ISSUED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ranges</td>
</tr>
<tr>
<td>Heater Ranges</td>
</tr>
<tr>
<td>Ovens</td>
</tr>
<tr>
<td>Grilles</td>
</tr>
<tr>
<td>Heating Boilers</td>
</tr>
<tr>
<td>Furnaces</td>
</tr>
<tr>
<td>Unit Heaters</td>
</tr>
<tr>
<td>Water Heaters</td>
</tr>
<tr>
<td>Dryers</td>
</tr>
<tr>
<td>Gas Generators</td>
</tr>
<tr>
<td>Laboratory Cocks</td>
</tr>
<tr>
<td>Conversion</td>
</tr>
<tr>
<td>Burners</td>
</tr>
<tr>
<td>Roof Top Units</td>
</tr>
<tr>
<td>Vented Room Heaters</td>
</tr>
<tr>
<td>Direct Vent Heaters</td>
</tr>
<tr>
<td>Pool Heaters</td>
</tr>
<tr>
<td>Tests</td>
</tr>
<tr>
<td>Other</td>
</tr>
</tbody>
</table>

TOTAL FIXTURES: 128
TOTAL FEES: $1,295.00

I wish to express my appreciation to all I have come in contact with for their cooperation during the performance of my duties.

Respectfully submitted by Debra Paskowski, Administrative Assistant for:

William C. Thomas, Jr.
Gas Inspector
I herewith submit my report as Plumbing Inspector for the year ending December 31, 1995.

### PERMITS ISSUED

<table>
<thead>
<tr>
<th>Fixture Type</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Water Closets</td>
<td>111</td>
</tr>
<tr>
<td>Kitchen Sinks</td>
<td>36</td>
</tr>
<tr>
<td>Lavatories</td>
<td>128</td>
</tr>
<tr>
<td>Bathtubs</td>
<td>66</td>
</tr>
<tr>
<td>Shower Stalls</td>
<td>36</td>
</tr>
<tr>
<td>Dishwashers</td>
<td>26</td>
</tr>
<tr>
<td>Disposers</td>
<td>6</td>
</tr>
<tr>
<td>Laundry Trays</td>
<td>9</td>
</tr>
<tr>
<td>Wash. Mach. Conn.</td>
<td>27</td>
</tr>
<tr>
<td>Hot Water Tanks</td>
<td>53</td>
</tr>
<tr>
<td>Tankless</td>
<td>2</td>
</tr>
<tr>
<td>Slop Sinks</td>
<td>3</td>
</tr>
<tr>
<td>Floor Drains</td>
<td>4</td>
</tr>
<tr>
<td>Gas Traps</td>
<td></td>
</tr>
<tr>
<td>Urinals</td>
<td>4</td>
</tr>
<tr>
<td>Drinking Fountains</td>
<td></td>
</tr>
<tr>
<td>Area Drain</td>
<td></td>
</tr>
<tr>
<td>Water Piping</td>
<td>22</td>
</tr>
<tr>
<td>Roof Drains</td>
<td></td>
</tr>
<tr>
<td>Backflow Preventer</td>
<td>18</td>
</tr>
<tr>
<td>Other Fixtures:</td>
<td>27</td>
</tr>
</tbody>
</table>

**TOTAL FIXTURES:** 578

**TOTAL FEES:** $8,574.00

I wish to express my appreciation to all I have come in contact with for their cooperation during the performance of my duties.

Respectfully submitted by Debra Paskowski, Administrative Assistant for:

William C. Thomas, Jr.
Plumbing Inspector
Metropolitan Area Planning Council
Hamilton Town Report
1995

In order to increase its ability to serve its local communities, MAPC has made an increasing effort over the past year to add new programs and technologies that will enhance our existing programs. The agency recently purchased MassTrac and MuniLaw, two services that allow MAPC to answer questions on current legislative action and local zoning and general by-laws. Additionally, the agency continues to work with the Massachusetts Municipal Association’s Local Net to post information relevant to its communities. Communities that have a modem and are not yet part of the network may call MAPC in order to obtain a license that will allow them to participate in this program.

The agency’s Data Center has recently compiled new community profiles for each community and has developed new 25-year population age group and household forecasts for the region. These projections will be used in planning for new infrastructure, and in the delivery of municipal services in the region. MAPC’s Geographic Information Systems (GIS) department organized a municipal GIS user’s group that meets to share information and help one another. The department also received a state grant to conduct workshops providing technical assistance to local communities on how to best plan for their own GIS needs.

Transportation issues continue to be a major concern for local municipalities. MAPC works with them to help get their projects ready for the Transportation Improvement Program (TIP). The agency recently hosted a public meeting to provide information on the Transportation Enhancement Program so that local governments will have a better chance to make their projects competitive. In order to improve air quality, the federal and state governments encourage new and creative approaches under what is called the Transportation Demand Management Program. MAPC works with local communities to help them formulate their applications for funding under this program. Additionally, this year the agency introduced Commuter Check, a program that utilizes a federal subsidy to allow employers to provide their employees with a tax free transportation benefit. Employers can purchase up to $60 a month per employee in travel vouchers which their workers can use for commuting by bus, boat, subway, train or vanpool. The goal is to reduce the number of single occupancy vehicles on the road, thus improving air quality, conserving energy and easing the overcrowding of the roadways. Any size business can participate.

Two other transportation-related programs that MAPC has worked on over the past year are the Greater Boston Clean Cities Initiative and the Regional Bicycle/Pedestrian Committee effort. The Clean Cities Initiative is a national program that assists communities and public agencies in acquiring clean fuel vehicles by assisting with the incremental cost differences between these vehicles and conventional fuel vehicles.
Through this program, communities have the opportunity to acquire electric or compressed natural gas vehicles for use in their municipal fleets. The program, through the use of Congestion Mitigation/Air Quality funding in the TIP can subsidize the additional costs associated with purchasing clean fuel vehicles. The group is also working with the private sector to help set up the necessary infrastructure to support these new vehicles. MAPC has acted as the major staff support for the Boston effort. MAPC staff has also been very instrumental in helping with numerous bicycle planning efforts in the area including helping to develop a regional bicycle/pedestrian plan. The agency has assisted the Bicycle Coalition of Massachusetts in setting up a series of public meetings as part of their contract with the state to inventory existing and potential bicycles facilities throughout the state. The staff has also worked with a number of local groups and projects including: the North Shore Bicycle Coalition, the Assabet River Rail Trail organization, the MetroWest/SWAP bikeway and the Central Mass. Branch feasibility study.

MAPC continues to offer its pavement management program to all its communities. This year, in an effort to increase efficiency and be more compatible with the other regional planning agencies throughout the state, MAPC has changed the software it uses to VHB's Road Manager. For the first time, the agency hired and trained college students to carry out roadway inspections. This worked very well and the agency intends to continue the practice in the future.

The Council has continued its active legislative efforts on behalf of its cities and towns. On the state level, MAPC played an active role in passing, supporting, and/or initiating scores of planning-related efforts including: the Metropolitan Highway System, the Open Space Bond bill, the River Protection bill, the MegaBoston bill, the Budget, the Transportation Bond bill, and the Growing Smart legislation. A successful amendment proposed by MAPC to the Metropolitan Highway System bill requires the state to disclose the results of a feasibility study on creating a dedicated funding source for the Central Artery to local municipalities for their review before the state can take any legislative action.

This past year, MAPC placed an increasing emphasis on federal legislative priorities. MAPC met individually with six members of the Massachusetts delegation to discuss important federal legislative initiatives affecting local and regional efforts, including the Reauthorization of the Economic Development Act (EDA), the Safe Drinking and Clean Water Acts, Housing and Urban Development (HUD) reform, and the reorganization of the Department of Transportation among the issues.

The agency continues to review and comment on Environmental Impact Reports (EIRs) that are seen as having regional impacts. Staff handles hundreds of calls a year asking for information on a wide range of subjects. They also worked with a variety of local planning groups and sponsor or co-sponsor several dozen public meetings a year.
In addition to these activities, the agency works with its eight subregions on various projects generated by the local representatives who are members of the groups. The North Shore Task Force includes: Beverly, Danvers, Essex, Gloucester, Hamilton, Ipswich, Manchester, Marblehead, Middleton, Peabody, Rockport, Salem, Swampscott, Topsfield, and Wenham.

This past year, this group received a special grant from MAPC to conduct a North Shore Trails study. That study recommended establishing a continuous East-West greenbelt to link with the Bay Circuit and the Border to Boston Trail. The report and accompanying map has been presented to the local communities. Additionally, the Task Force secured a Department of Environmental Management (DEM) Greenways Grant to develop a guide for four of the groups' communities to help local officials secure linkages between inland trails and sea paths.

The subregion also sponsored an open space workshop to assist Open Space Committees and Conservation Commissions in developing open space plans so the communities would qualify for Land and Water Conservation Funds and Self-Help Funds. The North Shore Task Force meets the second Thursday of the month. These meetings are held in different communities each month.

MAPC discussed sources of information on training flagmen with the MAPC representative who was to follow-up on the discussion with the Mass. Electric company and the local road paving companies.
HAMILTON COMMUNITY PROFILE
Prepared by the Data Center of the Metropolitan Area Planning Council
60 Temple Place, Boston, MA 02111 (617) 451-2770
November 1995

POPCULATION AGE GROUP FORECASTS

(1995, MAPC)

<table>
<thead>
<tr>
<th>AGE</th>
<th>1990</th>
<th>2000</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-4</td>
<td>519</td>
<td>574</td>
<td>519</td>
</tr>
<tr>
<td>5-9</td>
<td>535</td>
<td>592</td>
<td>535</td>
</tr>
<tr>
<td>10-14</td>
<td>483</td>
<td>533</td>
<td>567</td>
</tr>
<tr>
<td>15-19</td>
<td>436</td>
<td>601</td>
<td>638</td>
</tr>
<tr>
<td>20-24</td>
<td>429</td>
<td>580</td>
<td>615</td>
</tr>
<tr>
<td>25-29</td>
<td>496</td>
<td>480</td>
<td>635</td>
</tr>
<tr>
<td>30-34</td>
<td>672</td>
<td>418</td>
<td>544</td>
</tr>
<tr>
<td>35-44</td>
<td>1,370</td>
<td>1,126</td>
<td>832</td>
</tr>
<tr>
<td>45-54</td>
<td>871</td>
<td>1,349</td>
<td>1,066</td>
</tr>
<tr>
<td>55-59</td>
<td>353</td>
<td>413</td>
<td>616</td>
</tr>
<tr>
<td>60-64</td>
<td>336</td>
<td>389</td>
<td>580</td>
</tr>
<tr>
<td>65-74</td>
<td>512</td>
<td>538</td>
<td>605</td>
</tr>
<tr>
<td>75+</td>
<td>268</td>
<td>414</td>
<td>459</td>
</tr>
<tr>
<td>Total</td>
<td>7,280</td>
<td>8,007</td>
<td>8,211</td>
</tr>
</tbody>
</table>

HOUSING PERMITS ISSUED

(1994, U.S. Bureau of the Census)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of Units</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1990</td>
<td>7</td>
<td>24</td>
<td>30</td>
<td>14</td>
</tr>
</tbody>
</table>

EMPLOYMENT, HOUSEHOLD & HOUSEHOLD SIZE FORECASTS

(1994, MAPC)

<table>
<thead>
<tr>
<th>Year</th>
<th>1990</th>
<th>2000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>1,237</td>
<td>1,500</td>
</tr>
<tr>
<td>Households</td>
<td>2,437</td>
<td>2,602</td>
</tr>
<tr>
<td>Average Household Size</td>
<td>2.99</td>
<td>3.08</td>
</tr>
</tbody>
</table>

MEDIAN HOUSEHOLD INCOME

(1995, MAPC)

<table>
<thead>
<tr>
<th>Year</th>
<th>1990</th>
<th>1994</th>
</tr>
</thead>
<tbody>
<tr>
<td>Median Household Income</td>
<td>$49,167</td>
<td>$57,378</td>
</tr>
</tbody>
</table>

EMPLOYMENT BY PLACE OF RESIDENCE

(1993, MA Dept. of Employment & Training)

<table>
<thead>
<tr>
<th>Place of Residence</th>
<th>1990</th>
<th>1994</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labor Force</td>
<td>4,369</td>
<td></td>
</tr>
<tr>
<td>Employed</td>
<td>4,220</td>
<td></td>
</tr>
<tr>
<td>Unemployed</td>
<td>149</td>
<td></td>
</tr>
<tr>
<td>Unemployment Rate</td>
<td>3.41%</td>
<td></td>
</tr>
</tbody>
</table>

* Mining and agricultural employment not presented
TAX RATE PER THOUSAND OF ASSESSED VALUATION

(1995, MA Department of Revenue)

Residential $15.79
Commercial $15.79
Composite $15.79

MEDIAN NON-CONDOMINIUM SALES PRICE

(1994, Banker & Tradesman)

\[
\begin{align*}
\text{MEDIAN MONTHLY CONTRACT RENT} & \\
(1994, \text{PHH Technology Services}) & \\
1 \text{ Bedroom Apartment} & $0 \\
2 \text{ Bedroom Apartment} & $0 \\
3 \text{ Bedroom Apartment} & $0 \\
\text{Single Family House} & $0 \\
\end{align*}
\]

PUBLIC SCHOOL ENROLLMENT

(1994, MA Department of Education)

\[
\begin{array}{cccc}
\text{K - 6}^* & \text{7 - 8} & \text{9 - 12} & \text{Total Public} \\
1990 & 616 & 176 & 334 & 1,126 \\
1991 & 661 & 182 & 343 & 1,186 \\
1992 & 671 & 172 & 358 & 1,201 \\
1993 & 662 & 177 & 340 & 1,179 \\
1994 & 690 & 183 & 325 & 1,198 \\
\end{array}
\]

* K - 6 enrollment includes ungraded students

RESIDENT BIRTHS BY RACE AND ETHNICITY

(1993, MA Department of Public Health)

\[
\begin{array}{cccccc}
\text{White} & \text{Non-Hispanic} & \text{Black} & \text{Hispanic} & \text{Asian} & \text{Other} & \text{Total} \\
1990 & 1,095 & 5 & 10 & 15 & 1 & 1,126 \\
1991 & 1,162 & 6 & 5 & 14 & 0 & 1,187 \\
1992 & 1,168 & 6 & 11 & 13 & 3 & 1,201 \\
1993 & 1,143 & 6 & 11 & 17 & 2 & 1,179 \\
1994 & 1,166 & 6 & 8 & 16 & 2 & 1,198 \\
\end{array}
\]

MAPC REPRESENTATIVE John C. Miller
North Shore Technical High School, which is operated by the North Shore Regional Vocational School District, is in its fourth year of operation in its Middleton facility. The District administrative offices are located adjacent to the high school. The physical plant, i.e., additional classrooms, shop space, and athletic fields need to be planned for and finished off. Students from sixteen member communities, as well as several other North Shore communities, receive both academic instruction leading to a high school diploma and vocational-technical education in a wide variety of program areas leading to a vocational certificate. Student placement in trade-related employment, the military, and further education averages 96% per year.

Increasing emphasis, with the passage of the School-to-Work Opportunities Act at both the state and national levels, on a successful transition for students from school to work, continues to highlight the positive results of vocational-technical education. North Shore Technical High School participates in the North Shore Tech Prep Consortium; along with North Shore Community College and area high schools. This is a local manifestation of a strong national program which fosters a clearly articulated transition from high school to college and advanced technical training. Local business involvement helps to ensure that programs meet present and future needs of North Shore employers, and provide students with skills for a changing workplace. The District takes full advantage of federal funding to augment local and state support for educational programs, and strives to ensure that all students receive an appropriate education which integrates academics and technical education, adapting the teachers' style to the individual learning style of each student.
The Personnel Board welcomes two new members to the Board this year: Bonnie Schultz and David Shaughnessy. They replace Pam Miles MacNaught and Henrietta Gates Robertson, both of whom added value and insight to the Personnel Board's goals and accomplishments.

There were seven Personnel Board By-Law changes recommended and approved at the 1995 Town Meeting. They included the adoption of the Family Medical Leave Act, which provides up to 12 weeks of unpaid leave for Town employees, an Harassment Policy, and a number of employee benefit accrual and payment changes which increased standardization within the Town.

During this past year the Personnel Board reviewed the job descriptions and/or compensation of the following positions: Director of Public Works, Health Agent, Recreation Director, Fire Inspector Assistant, Secretary to the Electrical and Building Inspectors, Planning Board Coordinator and the Animal Control Officer. As a result of the review of these seven positions, the Personnel Board will be recommending three compensation adjustments which will be presented for approval at the Annual Town Meeting.

The Personnel Board approved the hiring of nine employees during the year.

The Personnel Board recommended a Drug and Alcohol Policy and Procedure that includes the responsibilities of employees, supervisors and Department Heads with regard to drug and alcohol use in the workplace. In addition, this Policy outlines the responsibilities of the Town regarding the testing of employees in the safety sensitive positions in accordance with U. S. Department of Transportation regulations, issued under the Omnibus Transportation Employee Testing Act of 1991, and in accordance with the Drug-free Workplace Act of 1988. The Policy was discussed with, and has the support of, the Selectmen and the Board of Public Works and will be presented to the Town for approval.

We also researched and recommended to the Selectmen that the Town add as a benefit to our employees, an Employee Assistance Program. Given the changing nature of the workplace and the many issues our employees face in their work and personal lives we believe that this program will over time save the Town a multiple of its cost in added productivity, better management of employees and avoidance of litigation. With the support of the Selectmen we expect to have the program in effect for the FY’97.
On the training front, we recommended that the Executive Secretary attend the Donahue Institute of UMass/Boston municipal management course.

As required by the Personnel Board By-Laws we completed the Annual Survey of Benefits which included extensive telephone conversations with other towns on the North Shore. The conclusion of the survey was that the Town of Hamilton’s benefits are competitive with those of surrounding Towns.

During FY’95 the Personnel Board was involved in, and played an active role in, the mediation of several employee issues. With one exception, these issues were resolved to the satisfaction of the Town and the employees involved.

Based upon its discussion with surrounding Towns, and the general rate of inflation, the Personnel Board recommended an increase in the compensation of union and non-union employees of 2.5% to 3%. In the case of the union contracts, the Personnel Board recommended the Town negotiate three year contracts in exchange for annual increases in a range of 2 1/2% to 3%.

Respectively submitted by

Arthur Oberheim, Chairman
Bob Bullivant
Dan Parsons
Bonnie Schultz
David Shaughnessy
In 1995 the Planning Board approved just one new building lot with frontage on Highland Street. The Board denied one lot on a private way off Meyer Road, a decision under appeal to Land Court. One cluster development on Villa Road went through preliminary discussion but was not formally filed, once further engineering of the site was complete. One Perimeter Plan was approved. The Board approved lot line adjustments at six other locations. A Preliminary Plan for a lot at 21 Juniper Road was filed late in the year and is still under review.

The Planning Board reviewed and approved seven Site Plans and/or Abbreviated Site Plans, including an accounting firm on Railroad Avenue, a Day Care Center on Mill Street, a garden apartment on Cutler Road, an addition to the American Legion Building on School Street, a storage shed at the Patton Park Pool, reconstruction of the Meadowbrook Farm greenhouse on Essex Street, and alterations to the barn at 200 Asbury Street for a customary home occupation for honey production and candle making. One Special Permit for a shared driveway was issued at 49 Miles River Road. The Board in conjunction with the Town Tree Warden held a public hearing under the Scenic Roads Act to review the possible removal of 4 trees on Cutler Road in conjunction with Town road work; the request was denied.

Ongoing issues in previously approved subdivisions dealt with by the Board included the expenditure of the Town held bond for the final pavement of Woodland Meade; the issuance of performance bonds for Norris Road and Beech Street; and covenant release on Reinhalter Way.

The Board was very involved with the review of the plan proposed in 1995 for the construction of a new Middle School on the same lot as the present Regional High School. The Board held numerous additional meetings to deal solely with this significant project, and hired an outside consultant to assist them in their deliberations. The plan was ultimately turned down by the voters. Members of the Board were also involved in site walks and negotiations with regard to the possible sale of the Gordon Woods property.

The Planning Board proposed to increase the size of the Board from five to seven members; it was approved at Town Meeting and takes effect with the 1996 election. Several zoning bylaw amendments were proposed and approved at Town Meeting. They eliminated special permits for apartments and multi-family houses except those allowed as temporary living units or the conversion of large older homes. Minor changes were made to the bylaws which deal with temporary additional living area, driveways, agricultural uses and frontage.

The Board was involved with the Town’s Open Space Plan being developed by the Open Space Committee under the guidance of the Conservation Commission. Throughout the year the Board continued its ongoing review of the Town Subdivision Regulations and held preliminary discussions with regard to an update of the Town’s Master Plan by a Long Range Planning Committee. There were no changes in members on the Board in 1995. Evelyn Shuman continued on as Planning Coordinator and Maureen Hickey as minutes secretary.

Respectfully Submitted,
Evelyn Shuman for
Peter Britton, Chair Term Exp. 1996
Peter Clark, Term Exp. 1997

Robin Willcox, Term Exp. 2000
William Wheaton, Term Exp. 1998
Suzanne Richey, Term Exp. 1999
1995 Year End Statistics

In calendar year 1995 the Hamilton Police Department handled a total of 5602 recorded incidents. A synopsis of the department's response to these incidents is presented below.

<table>
<thead>
<tr>
<th>Type of Incident</th>
<th>1995</th>
<th>1994</th>
</tr>
</thead>
<tbody>
<tr>
<td>Open cases</td>
<td>27</td>
<td></td>
</tr>
<tr>
<td>Closed cases</td>
<td>5575</td>
<td>5602</td>
</tr>
<tr>
<td>Total cases</td>
<td>5602</td>
<td></td>
</tr>
</tbody>
</table>

Closed cases generally include;

- Criminal Activity (court action) .... 177
- General Criminal Activity* .... 347
- Motor Vehicle Activity** .... 1906
- Miscellaneous Complaints .... 1116
- Public Service .... 2056

*Includes unfounded, verbal warnings, attempted crimes, and clearance by extenuating circumstances of a host of activities ranging from vandalism to recreational vehicle complaints.

**Includes citations, warnings, accidents, hit and run, disabled, etc.

A more detailed breakdown of department activity is as follows:

GENERAL INVESTIGATIONS/CRIMINAL ACTIVITY

--------------------------------------------|------|------|
Murder                                      | 0    | 0    |
Rape                                        | 0    | 1    |
Robbery                                     | 0    | 1    |
Assaults                                    | 23   | 25   |
B+E Burglary                                | 30   | 33   |
Larceny                                     | 90   | 109  |
Motor vehicle Theft                         | 5    | 7    |
Other Crimes

<table>
<thead>
<tr>
<th>Crime</th>
<th>1995</th>
<th>1994</th>
<th>% change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vandalism</td>
<td>48</td>
<td>65</td>
<td>-26%</td>
</tr>
<tr>
<td>Sex Offenses</td>
<td>0</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Drug Violations</td>
<td>30</td>
<td>63</td>
<td>-52%</td>
</tr>
<tr>
<td>Liquor Law Violations</td>
<td>44</td>
<td>27</td>
<td>+63%</td>
</tr>
<tr>
<td>Drunk/Incapacitated</td>
<td>19</td>
<td>56</td>
<td>-66%</td>
</tr>
<tr>
<td>Disorderly Conduct</td>
<td>9</td>
<td>16</td>
<td>-43%</td>
</tr>
<tr>
<td>General Disturbance</td>
<td>278</td>
<td>202</td>
<td>+38%</td>
</tr>
<tr>
<td>Domestic Disturbance</td>
<td>82</td>
<td>105</td>
<td>-22%</td>
</tr>
<tr>
<td>Telephone Harassment</td>
<td>191</td>
<td>112</td>
<td>+70%</td>
</tr>
<tr>
<td>Animal Calls</td>
<td>261</td>
<td>349</td>
<td>-25%</td>
</tr>
</tbody>
</table>

This reflects a slight decrease of 3.7% in general criminal incidents as compared to the previous year. This however should not be allowed to overshadow the investigative efforts undertaken by the department which have led to the closure of many of the previous year's cases and presumably acted in a proactive manner to lessen the incidence of criminal activity within our community. A particular area of interest is that of the decrease in animal related calls which should be credited to the efficient efforts of the animal control officer; Albert Doran. The requirements of this office are handled quite efficiently which in turn allows the police force to concentrate on what is often considered more serious criminal investigations.

**MOTOR VEHICLE SUMMARY**

<table>
<thead>
<tr>
<th>Category</th>
<th>1995</th>
<th>1994</th>
<th>% change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vehicles Stopped by Cruiser</td>
<td>1369</td>
<td>1332</td>
<td>+ 2.7%</td>
</tr>
<tr>
<td>Citations Issued</td>
<td>606</td>
<td>450</td>
<td>+34.6%</td>
</tr>
<tr>
<td>Written Warnings Issued</td>
<td>175</td>
<td>464</td>
<td>-62.3%</td>
</tr>
<tr>
<td>Verbal Warnings Issued</td>
<td>476</td>
<td>348</td>
<td>+36.8%</td>
</tr>
<tr>
<td>Court Summons</td>
<td>34</td>
<td>32</td>
<td>+ 6.2%</td>
</tr>
<tr>
<td>Arrests*</td>
<td>45</td>
<td>38</td>
<td>+18.4%</td>
</tr>
</tbody>
</table>

*Includes 30 arrests for Operating Under the Influence vs. 28 in 1994.

Motor Vehicle Accidents (per incident not per vehicle)

<table>
<thead>
<tr>
<th>Category</th>
<th>1995</th>
<th>1994</th>
<th>% change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investigated by officer</td>
<td>91</td>
<td>70</td>
<td>+30.0%</td>
</tr>
<tr>
<td>Reported by not investigated</td>
<td>97</td>
<td>91</td>
<td>+ 6.6%</td>
</tr>
<tr>
<td>Involving Pedestrian/bicyclist</td>
<td>1</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Fatalities</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
</tbody>
</table>
| Motor Vehicle Hit and Run             | 33   | 8    | +312 % (!)
Overall motor vehicle related activity increased by just over 3.2%. Traffic enforcement is often looked upon by the motoring public as a nuisance but in all actuality it is intended to protect. Over the previous four years the highway safety enforcement efforts of this department have been targeted at reducing the incidence of death and injury on the roadways. The cost of equipment and manpower for this effort is frequently offset by grant funds generated through the Governor's Highway Safety Bureau which can greatly aid our department. As a result we have once again completed a fatality free year and additionally observed a decrease in the number of injuries specifically associated with motor vehicle crashes.

### PUBLIC SERVICE

<table>
<thead>
<tr>
<th>Category</th>
<th>1995</th>
<th>1994</th>
<th>% change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Burglar Alarms Answered</td>
<td>419</td>
<td>466</td>
<td>-10.1%</td>
</tr>
<tr>
<td>Assistance at Fire Calls</td>
<td>132</td>
<td>157</td>
<td>-15.9%</td>
</tr>
<tr>
<td>Lock-Outs Residential/MV</td>
<td>178</td>
<td>153</td>
<td>+16.3%</td>
</tr>
<tr>
<td>Ambulance Transports*</td>
<td>240</td>
<td>236</td>
<td>+1.6%</td>
</tr>
<tr>
<td>Animal Calls</td>
<td>261</td>
<td>349</td>
<td>-25.2%</td>
</tr>
<tr>
<td>General Assistance</td>
<td>1067</td>
<td>485</td>
<td>+120 %</td>
</tr>
<tr>
<td>Mutual Aid Other P.D.</td>
<td>79</td>
<td>125</td>
<td>-36.8%</td>
</tr>
</tbody>
</table>

*In 1995 the HPD Ambulance was dispatched a total of 415 times resulting in 240 patient transports, 43 treatment refusals, and 132 incidents where the ambulance was ultimately not required. As usual our minimal response time coupled with the high level of training maintained by our personnel has added to the pride of this unique police service.

Public service, now more appropriately labeled "Community Policing" is often considered the key to success in police work. This year the department activity reflected a healthy increase in this area as the process of identifying and addressing the needs of the community has become a more central issue in the day to day activities of the department. In 1995 the department saw an increase of 20.5% in public service activity which accounted for over 42% of the entire department activity. As usual the response to home and commercial false burglar alarms remains high although for the first time in many years there was a noticeable decrease from the previous year. This has hopefully resulted from the efforts of the department members who strive to remind those
responsible for the alarm activations that proper cancellation procedures can be followed in order to negate the police response and lessen the financial burden of false alarms.

CONCLUSION

Overall the citizens of the Town of Hamilton remain safe and secure in their homes. However it must remain current in the mind's of those who live in our community that we are not completely immune from the ills of society. The news media headlines on a daily basis tragic stories of domestic violence, drug abuse, and disruptive behavior (to name just a few) of which the citizens of Hamilton are rarely involved with as individuals. However the statistics outlined above clearly indicate that as a community we must be concerned with this type of behavior and not be lulled into a false sense of immunity which may evolve from specific incidents of decreased statistical numbers. Each member of this department remains steadfast in their concern and perhaps more importantly remains committed to bringing the community the highest level of professional service in dealing with these problems.

Respectfully Submitted,

Chief Walter D. Cullen
Lieut. Robert A. Nyland
Sergt. Robert A. Smith
Paul R. Grant
Donald D. Dupray
Ptlm. Edward B. Hopping
Arthur P. Hatfield
Scott G. Janes
Stephen Trepanier
Brian L. Shaw
Karen Wallace
Kenneth Nagy
Matthew C. Donovan

-59-
1995 ANNUAL REPORT OF THE BOARD OF PUBLIC WORKS

The Hamilton Board of Public Works submits their Annual Report for the year ending December 31, 1995. This Annual Report incorporates discussion and recommendations from the Department of Public Works, on behalf of the Board.

Highway Division Operations

Highway Reconstruction Program

In the spring of 1995, Department of Public Works staff worked with contractors to complete the Fiscal Year 1994 and 1995 Highway Reconstruction and Resurfacing Program. We completed the Fiscal Year 1994 Program in the Spring which included Railroad Avenue, Outer Asbury Street, Chestnut Street, Pine Street, Plum Street, Elm Street, Oak Street, Tally Ho Drive, Horseshoe Lane, Locust Street, Fox Run Road, Library and Police Station.

To start our third year in the Highway Reconstruction Program, All States Asphalts, Inc. was awarded the reprocessing and regrading portion of the contract. All States Asphalts completed their work on Forest Street, Old Cart Road, Cutler Road, Pleasant Street and Meyer Road. Roads Corporation was awarded the contract for paving. They paved the following streets with binder: Forest Street, Old Cart Road, Cutler Road and Pleasant Street. They also paved the following streets with bituminous surface course: Pleasant Street, Elliot Street, Home Street, Cummings Avenue, Hamilton Avenue, Cottage Street and North Street.

The Asbury Street and Walnut Road Project is being designed by the LEA Guertin Associates. The project is being funded by the Mass. Highway Department for the sum of $995,000 which includes curbing, concrete sidewalks, drainage improvements and may likely include stop signals at the intersections of Bay Road and Asbury Street.

Highway Regular Maintenance

The Highway Department did their usual street sweeping, catch basin cleaning, sign replacements and installations, pothole repairs, line painting, sidewalk and road repair and road side mowing. The department did their annual tree pruning, planting and removing dead trees through out the year. Also, the Highway crew added catch basins and drain pipe on Meyer Road before the road reconstruction program started. They also did other various assigned tasks and helped other departments when necessary.

Solid Waste Disposal/Recycling

Waste Management completed their second year of a three year contract. The amount of solid waste that a household or business may put out at curbside for pickup is four (4) bags, barrels or other container per week. You are allowed to put out one (1) bulky item (not metal goods) in-place of one of the four (4) containers of solid waste. The Town has a mandatory recycling program in-place which will help keep the tonnage down and allow the Town to save money.
In November, 1995, a "White Goods Day" was held at the DPW Yard, with excellent results. A total of 23 tons of metal appliances and scrap metal goods were collected and removed by Waste Management, Inc. at no cost to the Town.

Both Spring and Fall 1995 Leaf Collections were conducted by Waste Management, with leaves being collected in biodegradable paper bags. Once again, the Town was able to dispose of all leaves at facilities owned and operated by Peter Britton, (estimated at 200 tons in 1995).

The Department still has composting bins, which have been sold to residents at the price of $16.27 each. Approximately 140 units have been sold. There is still a good supply of the simple-to-use composters available at the Town Hall (contact Nancy Stevens at 468-5580 to place an order), and multiple-unit orders are still acceptable.

Park Division Operations

The Park Department formed a Patton Park Study Committee to recommend ideas for the future of the park. We are in the process of purchasing play equipment to upgrade our existing equipment. The committee has also committed to move the returnable box to behind the Library. There were many compliments received regarding the up-keep of the baseball fields, pool, and the grounds of the park.

Cemetery Division Operations

The Cemetery Division conducted the following transactions during 1995:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single Graves Sold..(23)</td>
<td>$6,900</td>
</tr>
<tr>
<td>Four Lot Graves Sold..(5)</td>
<td>$5,000</td>
</tr>
<tr>
<td>Eight Lot Graves Sold..(0)</td>
<td>0</td>
</tr>
<tr>
<td>Revenue From Grave Openings</td>
<td>$15,500</td>
</tr>
<tr>
<td>Revenue From Furnishing Foundations</td>
<td>$1,450</td>
</tr>
</tbody>
</table>

The Cemetery was especially clean and well groomed for Memorial Day 1995, in keeping with the Cemetery Division's usual reputation. Numerous compliments were received at the office for the quality of spring preparations.

Equipment Maintenance Operations

In the past year, the Town Equipment Maintenance Department performed routine maintenance and repairs on all Public Works and Police equipment. Most repairs were performed in-house and factory warranty's were used to their fullest extent. This past winter was exceptionally hard on the Public Works fleet and repairs were on going. In the future all equipment will receive a complete overhaul in preparation for another busy season. The recently purchased equipment (three snow plows and a pick-up truck) performed as expected and required little maintenance.
Water Division Operations

The Town's Water Division pumped 269,289,000 gallons of water from three (3) active and one (1) periodic Town well. Total pumpage for 1995 was 7,685,625 gallons less than 1994. This decrease was partially due to the corrective maintenance of the meter at the Caisson Well which was reading 250 to 300 gallons per minute off scale. The Water Department continues to "bleed" water from the end of asbestos cement lines to prevent build up of dissolved PCE's in customer's water.

Maintenance to the Towns wells included repairing the surge and gate valves to the well house at the School Street Well, rehabilitation to the Caisson Well due to the significant drop in the gallons per minute per foot ratio, and a complete rehabilitation to the Idlewood I Well as a result of well screening clogging.

The Water Division Staff relayed 200 feet of water main on Cutler Road to eliminate a hill in the road by the Rock Maple and Cutler Road intersection's allowing the Highway Department to proceed with its Cutler Road Reconstruction Program.

Regular programs continue such as Back Flow Prevention Tests which are mandated by the Department of Environmental Protection. The system wide flushing program continues on its Spring and Fall schedule. In 1995 the water staff was able to complete the replacement of 175 domestic water meters with electronic meters ("Rocks") and outside touch readers. In addition, there were 20 new services installed during the year, all equipped with ("Rocks") bringing this Town wide program closer to completion.

Our Water System Capital Improvement Program continues with the support of Weston & Sampson Engineers, Inc. of Peabody, Massachusetts. The project of cleaning the Reservoir has been scheduled for 1996.

The Sequestering Program is up and running. The Water Department is evaluating this process on a weekly basis. A full scale evaluation of this program has a target date of August 1996.

One of the major improvements in the system's operations would be staff development, training and certification. Two staff members have attained Grade II or Grade III licenses, and one member continues with the college level certification program in Water Treatment and Distribution. We wish to assure our customers that we will continue to encourage staff development to the fullest, partially in the ever-more technical and rapidly changing field of Water Treatment.

As the Water Department operates with three (3) people on staff and only one (1) vehicle, manpower and vehicle and equipment needs are still in high demand. A priority on the administrative end of the Water Department has been towards the implementation of a new water billing system which should be installed by early Spring of 1996.
Water Conservation is and shall be for a long time a major concern of the Water Department. Peak demand usage of water during the Summer months can deplete reservoir conditions to cautious levels, resulting, as in the previous year, the purchasing of water from the Essex Water Department. We thank the Town for their water conservation efforts, and ask that they continue.

Respectfully submitted,

BOARD OF PUBLIC WORKS

Gordon Thompson, Chairman
Paul Ricker
Nunzio Napoleone
Recreation and leisure activities are traditionally the ways our communities youngsters learn to grow and play, the way a stressed out adult workforce can relax, the way our families stay mentally and physically fit, and the way to address the important needs of our senior citizen population. Yet, parks and Recreation budgets continue to be among the first cut because services are not perceived as essential.

Those of us involved in The Joint Recreation program feel fortunate to have the support for our department and programs grow over the last few years. The chance to form a joint program, sharing costs, facilities, and talents, offers our community an exciting opportunity for the future. Through our family, senior, teen, and summer programs, the arts, and competitive and non-competitive sports, it is our mission to address the diverse needs of the citizens we serve in a safe environment.

This year has been busy to say the least. The Recreation committee continues to respond to the rapidly growing demand for increased recreation and leisure activities, and to keep costs affordable for those who need it most. While remaining "self-sustaining," budgetary concerns continue to be a juggling act, as the committee weighs safety, staffing, quality and space issues with each program it offers.

A newly formed Patton Park Design and Development committee has been working hard on long-term planning and improvements for the park. They have researched and purchased a beautiful new toddler playground, and coordinated the removal of the recycling dumpster which has increased safety at the Park. Future plans include repair of the tennis courts, further field development, and additional playground equipment.

The Recreation Center is constantly in use by a variety of groups including senior Aerobics, Men's and Youth Basketball, Parties, and Volleyball. The new locker rooms at the Recreation Center have opened and are being used on a regular basis.

Retuming programs are continuously being refined. Our brochure has taken on a new and improved look, and is now being delivered to every household and apartment within Hamilton and Wenham. Two very successful fund-raisers were sponsored by recreation—The Myopia Golf Tournament in October, and The Harlem Wizards not only raised funds for our programs, but also provided a great deal of entertainment for those who participated.

Once again this year Recreation and The Recreation and Leisure Studies Department at Gordon College collaborated on an event over April vacation. This partnership provided the students at Gordon College, and the many Hamilton/Wenham youth who enjoyed the day's events a great time making new friends and learning new games. This was a true example of partnership between community and schools.

Along these same lines The Recreation Department has continued its participation in Kevin Burke's Juvenile Diversion Program. This program offers an alternative to the court process for first time youth offenders, and refers eligible youth from our town to community agencies such as the Recreation Department. We then direct these youngsters to community service projects that in turn create opportunities for them to develop skills, self esteem and positive recognition for the contributions he/she makes to his/her community. We are proud to have been chosen to participate in such a worthwhile project.

One of our primary goals for the coming year is to expand opportunities for the Senior Citizen population of our town. This year's Senior, Stretch and Strengthen has record enrollment, and we've scheduled swim time for Seniors and a crafts class this summer at the Park.

The Recreation Department is committed to promoting the importance of Recreation within our town. As we look to the coming year we hope to be able to continue to offer the successful programs that so many of our residents participate in, and to address the growing needs of the community we serve.

Respectfully submitted
The Joint Recreation Board
Jeanne Abbott, Chairperson, Jack Mazzotti, Lori Dowley Hamilton
Stu Black, Bob Kerrigan Wenham
Pamela Beck, Administrative Assistant
I hereby submit my activities for the year ending 1995:

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Action</th>
<th>Count</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jan. 17</td>
<td>Star Mkt., Shopping Center Hamilton</td>
<td>Checked &amp; sealed</td>
<td>7 scales</td>
<td>$70.00</td>
</tr>
<tr>
<td>Jan. 17</td>
<td>Hungry Fox, Bay Rd. Hamilton</td>
<td>Checked &amp; sealed</td>
<td>1 scale</td>
<td>$10.00</td>
</tr>
<tr>
<td>Jan. 17</td>
<td>P.J. Hansbury Co., Willow St. Hamilton</td>
<td>Checked &amp; sealed</td>
<td>1 scale</td>
<td>$10.00</td>
</tr>
<tr>
<td>Jan. 17</td>
<td>Asbury Market Asbury St. Hamilton</td>
<td>Checked &amp; sealed</td>
<td>1 scale</td>
<td>$10.00</td>
</tr>
<tr>
<td>May 23</td>
<td>Green Meadows Farm Asbury St. Hamilton</td>
<td>Checked &amp; sealed</td>
<td>3 scales</td>
<td>$30.00</td>
</tr>
<tr>
<td>June 19</td>
<td>Meadowbrook Farm Essex St. Hamilton</td>
<td>Checked &amp; sealed</td>
<td>4 scales</td>
<td>$40.00</td>
</tr>
<tr>
<td>July 27</td>
<td>A. Burridge Maple St. Hamilton</td>
<td>Checked &amp; sealed</td>
<td>1 scale</td>
<td>$10.00</td>
</tr>
<tr>
<td>Oct. 24</td>
<td>Welch &amp; Lamson, Willow St. Hamilton</td>
<td>Checked &amp; sealed</td>
<td>3 Trucks, 1 pump</td>
<td>$115.00</td>
</tr>
<tr>
<td>Oct. 24</td>
<td>Allen Fuel Co. Maple St. Hamilton</td>
<td>Checked &amp; sealed</td>
<td>1 Truck</td>
<td>$35.00</td>
</tr>
<tr>
<td>Oct. 24</td>
<td>Stelline Oil Co. Hamilton</td>
<td>Checked &amp; sealed</td>
<td>1 Truck</td>
<td>$35.00</td>
</tr>
<tr>
<td>Oct. 24</td>
<td>Covert Oil Co. Hamilton</td>
<td>Checked &amp; sealed</td>
<td>1 Truck</td>
<td>$35.00</td>
</tr>
<tr>
<td>Oct. 31</td>
<td>Bob's Gulf Bay Rd. Hamilton</td>
<td>Checked &amp; sealed</td>
<td>5 Pumps</td>
<td>$60.00</td>
</tr>
<tr>
<td>Oct. 31</td>
<td>Richdale Bay Rd. Hamilton</td>
<td>Checked &amp; sealed</td>
<td>6 Pumps</td>
<td>$72.00</td>
</tr>
<tr>
<td>Oct. 31</td>
<td>A &amp; M Motors Highland St. Ham.</td>
<td>Checked &amp; sealed</td>
<td>12 Pumps</td>
<td>$144.00</td>
</tr>
<tr>
<td>Dec. 4</td>
<td>Tops Mass., 160 Union St. Ham.</td>
<td>Checked &amp; sealed</td>
<td>1 Scale</td>
<td>$10.00</td>
</tr>
<tr>
<td>Dec. 7</td>
<td>Connolly Pharmacy Bay Rd. Ham.</td>
<td>Checked &amp; sealed</td>
<td>Apothecary Scale</td>
<td>$15.00</td>
</tr>
<tr>
<td>Dec. 7</td>
<td>CVS Pharmacy, 15 Walnut Rd. Ham.</td>
<td>Checked &amp; sealed</td>
<td>Apothecary Scale</td>
<td>$20.00</td>
</tr>
<tr>
<td>Dec. 15</td>
<td>Hamilton/Wenham Reg. Dist.</td>
<td>Checked &amp; sealed</td>
<td>3 Scales</td>
<td>n/C</td>
</tr>
<tr>
<td>Dec. 15</td>
<td>Cutler School</td>
<td>Checked &amp; sealed</td>
<td>1 scale</td>
<td>n/C</td>
</tr>
<tr>
<td>Dec. 15</td>
<td>Winthrop School</td>
<td>Checked &amp; sealed</td>
<td>1 scale</td>
<td>n/C</td>
</tr>
</tbody>
</table>

Turned over to the Town Treasurer the sum of $721.00 for the Year 1995.

Respectfully submitted,

Harry MacGregor
Sealer of Weights & Measures
I hereby submit my report as Town Clerk for the Town of Hamilton for the year ending December 31, 1995. All Special and Annual Town Meetings and Elections are printed following this report. The tabulation of Marriage Licenses issued, Birth and Deaths recorded, Fish and Game Licenses and Dog Licenses issued is as follows: (I have included 1994 as a comparison)

### MARRIAGE LICENSES ISSUED

<table>
<thead>
<tr>
<th></th>
<th>1995</th>
<th>1994</th>
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</thead>
<tbody>
<tr>
<td>RESIDENTS (One or both parties from Hamilton)</td>
<td>23</td>
<td>20</td>
</tr>
<tr>
<td>NON-RESIDENTS</td>
<td>14</td>
<td>12</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>37</td>
<td>32</td>
</tr>
</tbody>
</table>

### BIRTHS RECORDED

<table>
<thead>
<tr>
<th></th>
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<th>1994</th>
</tr>
</thead>
<tbody>
<tr>
<td>MALE</td>
<td>47</td>
<td>46</td>
</tr>
<tr>
<td>FEMALE</td>
<td>46</td>
<td>49</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>93</td>
<td>95</td>
</tr>
</tbody>
</table>

### DEATHS RECORDED

<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>RESIDENTS</td>
<td>52</td>
<td>36</td>
</tr>
<tr>
<td>NON-RESIDENTS</td>
<td>3</td>
<td>7</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>55</td>
<td>43</td>
</tr>
</tbody>
</table>

### FISH & GAME LICENSES ISSUED

<table>
<thead>
<tr>
<th></th>
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<th>1994</th>
</tr>
</thead>
<tbody>
<tr>
<td>FISHING</td>
<td>106</td>
<td>118</td>
</tr>
<tr>
<td>HUNTING</td>
<td>31</td>
<td>38</td>
</tr>
<tr>
<td>SPORTING</td>
<td>15</td>
<td>22</td>
</tr>
<tr>
<td>DUPLICATE &amp; OVER 70</td>
<td>19</td>
<td>20</td>
</tr>
<tr>
<td>ARCHERY STAMPS</td>
<td>25</td>
<td>23</td>
</tr>
<tr>
<td>WATERFOWL STAMPS</td>
<td>20</td>
<td>37</td>
</tr>
<tr>
<td>WILDLAND STAMPS</td>
<td>151</td>
<td>174</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>367</td>
<td>432</td>
</tr>
</tbody>
</table>

### DOG LICENSES ISSUED

<table>
<thead>
<tr>
<th></th>
<th>1995</th>
<th>1994</th>
</tr>
</thead>
<tbody>
<tr>
<td>MALE</td>
<td>78</td>
<td>104</td>
</tr>
<tr>
<td>FEMALE</td>
<td>29</td>
<td>27</td>
</tr>
<tr>
<td>SPAYED</td>
<td>346</td>
<td>377</td>
</tr>
<tr>
<td>NEUTERED</td>
<td>269</td>
<td>257</td>
</tr>
<tr>
<td>KENNELS</td>
<td>16</td>
<td>16</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>738</td>
<td>781</td>
</tr>
</tbody>
</table>

FINES

<table>
<thead>
<tr>
<th></th>
<th>1995</th>
<th>1994</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>111</td>
<td>25</td>
</tr>
</tbody>
</table>

I wish to take this time to publicly thank my Board of Registrars, Poll Workers, and Wardens for their support and help during the past year with the many Special Town Elections. Due to their continued help everything ran very smoothly. So, again Thanks!

Respectfully submitted,

Theresa M. "Mimi" Fanning, CMC
Town Clerk
At the close of registration on March 3, 1995 there were 4,245 registered voters.

Precinct 1 - 2,145
Precinct 2 - 2,100

Counters were:
Left Side: William Safrin
Left Center: Brady Buckley
Right Center: Ron Hilton
Right Side: Al Reid
Cafeteria: Joe McCauley

Moderator Bruce Ramsey declaring a quorum being present opened the meeting at 7:55 P.M. with 661 registered voters checked present.

Precinct 1 - 330
Precinct 2 - 331

Moderator announced the warrant was duly served as directed on February 27, 1995.

Moderator requested the audience's indulgence for his being the new moderator for this Special Town Meeting and expressed his appreciation to his predecessor, Howard C.K. Spears who was moderator for the town for 20 years.

Due to the large number of voters present the overflow were directed to the cafeteria where they followed the proceedings on television. Moderator announced they would be allowed to speak and vote.

Moderator proceeded with Article 1 which follows:

To see if the Town will accept the following amendment to the Hamilton-Wenham Regional School District Agreement proposed by the Hamilton-Wenham Regional School District Committee on February 23, 1995:

The provisions of the foregoing paragraph shall apply to the apportionment of capital costs consisting of payments of principal and interest on bonds, notes or other evidences of indebtedness authorized by vote of the Committee before January 1, 1995. All other capital costs shall be apportioned annually to the member towns, one-half on the basis of each town's pupil enrollments on October 1 of the three preceding fiscal years and one-half on the basis of the total of each town's assessed valuations for the three fiscal years preceding the fiscal year for which the apportionment is determined. Each member town's share for each fiscal year shall be determined by computing to the nearest one-hundredth of one percent the sum of (1) one-half of the ratio which that town's aggregate pupil enrollment in the regional district schools on October 1 of the three fiscal years next preceding the beginning of the fiscal year for which the apportionment is determined bears to the total pupil enrollment from all the member towns on the same three dates and (2) one-half of the ratio which the total of the assessed valuations used for the purpose of computing that town's tax rates for the three fiscal years preceding the fiscal year for which the apportionment is determined bears to the aggregate total of the three assessed valuations so determined for all the member towns.

Or take any other action thereon or relative thereto.
The Agreement establishing the Hamilton-Wenham Regional School District, as amended, is hereby further amended, by inserting after the first paragraph of Subsection IV(B) the following new paragraph:

**ARTICLE 1**

Moved by Peter Twining, duly seconded that the Town accept the amendment to the Hamilton-Wenham Regional School District Agreement proposed by the Hamilton-Wenham Regional School Committee on February 23, 1995, the text of which is set forth in Article 1 of the Warrant.

**Apportionment**

Mr. Twining stated he wished to speak on the article so as to describe the action being sought. Mr. Twining first welcomed the large turnout. He stated that Bob Hagopian would have been very pleased. This being the first meeting after his passing and in sum of recognition of him he would be honored to see this crowd.

Mr. Twining continued to explain that the Selectmen are asking for approval on the amendment to the school agreement. The school agreement now divides costs between operating costs and capital costs. This is an amendment which will change the apportionment of capital costs and only capital costs. Currently that ratio is based on enrollment and is at the ratio of 73% for Hamilton and 27% for Wenham. If approved, and Wenham does also, the ratio will be changeable over time but presently 67 1/2% and Wenham 32 1/2%.

Mr. Twining continued to explain in length, about the reasons for change, the process and the goals. Using an overhead projector he showed the following:

**PRESENT APPORTIONMENT FORMULAS**

*Currently Shared Services*

<table>
<thead>
<tr>
<th></th>
<th>Hamilton</th>
<th>Wenham</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Schools:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>operating costs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>capital costs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>governed by</td>
<td>73</td>
<td>27</td>
</tr>
<tr>
<td><strong>Emergency Center:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>operating costs</td>
<td>50</td>
<td>50</td>
</tr>
<tr>
<td>capital costs</td>
<td>100</td>
<td>0</td>
</tr>
</tbody>
</table>

-68-
PROPOSED APPORTIONMENT FORMULAS

Currently Shared Services

<table>
<thead>
<tr>
<th>Schools:</th>
<th>Hamilton</th>
<th>Wenham</th>
</tr>
</thead>
<tbody>
<tr>
<td>operating costs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>capital costs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Emergency Center:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>All Costs</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Remains Based on Education Reform Act</th>
</tr>
</thead>
<tbody>
<tr>
<td>67.5</td>
</tr>
<tr>
<td>32.5</td>
</tr>
<tr>
<td>(BASED ON ASSESSED VALUATION)</td>
</tr>
<tr>
<td>63</td>
</tr>
<tr>
<td>37</td>
</tr>
</tbody>
</table>

Net effect to Hamilton: Cost reduction to Hamilton of less than $10,000

Mr. Twining concluded by saying this is a step forward, nothing to do with costs, has to do with creating a way to move past the sense of unfairness and look for other ways, other services that we can share with Wenham.

Selectman David Neill then spoke in favor of the Article.

Richard Fates, Chairman of the Finance Committee urged support of the motion.

Moderator then asked if anyone in the hall or cafeteria wished to speak on the issue. No one came forward, Moderator explained the vote on this issue required a simple majority vote.

VOICE VOTE: Unanimous

----------------------------------------

ARTICLE 2

Moderator read the Article. Noted that this Article requires a 2/3 vote. Went on to explain that as a preliminary matter the Moderator was advised that there is a motion to fix the method of voting on this Article. Called for the motion.

Regional Middle School

Moved by Ruth Dolan, 280 Linden Street, duly seconded that the vote on the main motion be by a paper ballot.

Moderator called for discussion. Mrs. Dolan stated this Article is an important decision. Everyone should have the opportunity to express their feelings by a paper ballot. Also to permit each voter to express their conscience without pressured influence.

There being no further discussion the Moderator asked the Town Clerk if we were prepared for a secret ballot. Being assumed we were he called for a voice vote. Moderator could not determine could not determine the voice vote therefor called for a standing vote with these results:

YES - 356     NO - 237

The vote on the main motion would be done by paper ballot, the procedure to be described at that time.

Moved by Liz Reilly, Chairman of the School Committee, duly seconded,

To see if the Town will, in accordance with Section 16(d) of Chapter 71 of the General Laws and Section IX of the Hamilton-Wenham Regional School District Agreement, as amended, express approval or disapproval
of the indebtedness authorized by vote of the Hamilton-Wenham Regional School Committee on January 26, 1995 which states:

VOTED: That for (i) the design, construction and equipping of a new regional middle school on the site of the regional high school in the Town of Hamilton, and for other costs incidental and related to this project, and (ii) the design, construction and equipping of an addition to the regional high school containing classrooms and related reconstruction, remodeling and extraordinary repairs to the high school, including costs incidental and related to this project, there be and hereby is authorized, under and pursuant to Chapter 71, Section 16(d), of the General Laws and the District Agreement, as amended, the incurring of debt on the full faith and credit of the District by the issuance and sale at one time of from time to time of bonds or notes in the aggregate principal amount of Twenty-two Million Dollars ($22,000,000); provided, however, that no sums in excess of five percent (5%) of the authorized amount of such bonds or notes, to be expended for architectural, engineering and other preliminary costs of the projects, shall be borrowed for a project until the State Department of Education has placed the project on its published School Building Assistance Priority List, so called. Provided however that this vote shall constitute approval of the debt, so authorized, only if the Town votes in the affirmative at an election to exempt the town’s apportioned share of the amounts required to pay the debt within the provisions of Proposition 2 1/2.

After lengthy discussion by John McWane, School Committee member and Charles Favazzo, member of the School Building Needs Committee, the Moderator after determining there was no further presentations from the School Committee, asked for reports from the towns land use boards and committees.

Peter Britton, Planning Board, stated the Board has not yet been charged officially to conduct a site plan review. That will occur if this plan is approved. Stated further the Board hired a consultant and they conferred with the school committee regarding certain impacts in the land and changes were made. Final decisions cannot be made until final plans are completed.

Paul Ricker, Board of Public Works then spoke on the Article. Attended a preliminary site walk with Planning Board, do not have much to offer at this point in time. There are a lot of details unanswered.

Anthony Madera, Board of Health stated they take shared responsibility with this plan since it is a package plan the state is responsible for the system. Board of Health approves the leaching area. A survey must be done but the Board of Health does not object to the project.

Peter Dana, Conservation Commission. They do not have any position on the project at this time. Have met with the school committee and agreed to wetland boundaries. They have gone as far as they can at this point.

Richard Fates, Finance Committee spoke at length and recommends support.

Peter Twining, Selectman, stated they are strongly in favor and feel it deserves support.
After the ballots were counted the moderator read the following results:

YES - 447
No - 185

Meeting was adjourned at 10:50 P.M.

A TRUE COPY: ATTEST:

Theresa M. Fanning
Town Clerk

Report of Special Town Election
Held
March 16, 1995
at
Winthrop School, Hamilton, MA

At close of registration on February 24, 1995 there were 4,391 registered voters.

Precinct 1 - 2,173
Precinct 2 - 2,218

The polls were opened at 7:00 A.M. by Town Clerk, Theresa M. Fanning.

There were 1,783 votes cast as follows:

Precinct 1 - 935
Precinct 2 - 848

QUESTION 1:

"Shall the Town of Hamilton be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bond issued in order to finance costs of the design, construction, and equipping of a new regional middle school on the site of the regional high school in the Town of Hamilton, and for other costs incidental and related to this project; and for the design, construction and equipping of an addition to the regional high school containing classrooms and related reconstruction, remodeling and extraordinary repairs to the high school, including costs incidental and related to this project; and as authorized by the Hamilton-Wenham School District Committee in the principal amount of $22,000,000?"

YES - 810
No - 971

Polls were closed at 8:00 P.M.

Moderator announced the results at 8:30 P.M.

A TRUE COPY: ATTEST:

Theresa M. Fanning, CMC
Town Clerk
At the close of registration on April 4, 1995 there were 4,391 registered voters.

Precinct 1 - 2,173
Precinct 2 - 2,218

Counters were:

Edward Haraden Thomas Wilson
Jack Lawrence Micky Hargrave
Bob Poole Mark Hargrave
Walter Leszczynski Paul Stelline
Fred Lebel

Moderator Bruce Ramsey declared the warrant being duly served and a quorum present opened the meeting at 7:55 P.M. with 1,040 registered voters checked present.

Precinct 1 - 501
Precinct 2 - 539

Moderator welcomed the large crowd and hoped everyone would attend the Annual Town Meeting to be held on May 8 at 7:30 P.M.

Went on to introduce the head table and then explained the method of voting on the one article.

**ARTICLE 1**

Moderator then proceeded to read the article and noted that the motion required a 2/3 vote for the passage at Town Meeting and the vote by ballot and the vote by ballot which is scheduled for Thursday, April 27 will require a majority vote of those voting. Went on to explain as a preliminary matter the Moderator had been advised there is a motion to fix the method of voting on the article. Called for the motion.

Moved by Ruth Dolan, 280 Linden Street, duly seconded that the vote on the main motion be by a paper ballot.

Moderator called for debate. Mrs. Dolan stated this Article is an important decision. Everyone should have the opportunity to express their feelings by this paper ballot. Also to permit each voter to express their conscience without pressured influence.

Moderator explained, as a point of information, the logistics of the paper ballot voting, the Town Clerk would explain the procedure.

The Town Clerk, Theresa Fanning, then explained the procedure if the motion for the paper ballot passed.

Moderator again opened the meeting for debate. Daryl Daigneault then moved the previous question to a vote. Moderator explained the question was on the paper ballot.

Daryl Daigneault moved to table all discussion and go right to the vote.

Moderator continued to explain the only motion before the floor right now was a procedural motion whether to have a paper ballot on the main motion, once that motion has been made, once that motion has been made. The main motion has not yet been made so the motion to be voted on now would be the motion whether to have a paper ballot or the traditional standing vote.

Moving the question requires a 2/3 vote. Moderator then asked for a show of hands to vote whether to proceed to a vote on the paper ballot. Moderator determined motion passed by 2/3 vote.
Proceeded to vote on motion to vote by paper ballot.

Standing Vote: YES - 490   NO - 448

Moderator called for a motion on the main Article.

Moved by Liz Reilly, duly seconded that in accordance with Section 16(d) of Chapter 71 of the Massachusetts General Laws and Section IX of the Hamilton-Wenham Regional School District Agreement, the Town expresses approval of the indebtedness authorized by vote of the Hamilton-Wenham Regional School Committee on March 20, 1995, which states:

"VOTED: That for (i) the construction and equipping of a new regional middle school on the site of the regional high school in the Town of Hamilton, and for other costs incidental and related to this project, and (ii) the design construction and equipping of an addition to the regional high school containing classrooms and related reconstruction, remodeling and extraordinary repairs to the high school, including costs incidental and related to this project, there be and hereby is authorized, under and pursuant to Chapter 71, Section 16(d) of the Massachusetts General Laws and the District Agreement, as amended, the incurring debt on the full faith and credit of the District by the issuance and sale at one time or from time to time of bonds or notes in the aggregate principal amount of Twenty-Two Million Dollars ($22,000,000); provided, however, that no sums in excess of five percent (5%) of the authorized amount of such bonds or notes, to be expended for architectural, engineering and other preliminary costs of the projects, shall be borrowed for a project until the State Department of Education has placed the project on its published School Building Assistance Priority List, so called; provided, further, that if the Town of Hamilton shall hold an election within 60 days from the date of this vote to act on the question whether to exempt that amounts required to pay the Town's apportioned share of this debt from the provisions of Proposition 2 1/2 (so-called), the debt shall not be issued unless the Town shall vote in the affirmative on the question."

After lengthy discussion by School Committee member John McWane and School Building Needs member Charles Favazzo, Moderator recognized Senator Bruce Tarr and permitted him to address the meeting. Senator Tarr spoke in regards to the School Building Assistance Program. He came before the meeting as a resource, not to approve the discussion, not to take sides and not to put a "sting" one way or the other on a particular program. Continued that he does not believe the School Building Assistance Program will be discontinued, in fact he feels they will reauthorize. Also will reauthorize at the same reimbursement rates that we are getting today, that is 64% as indicated by Mr. McWane. Went on to explain the procedure of qualifying and being on the priority list. Finished by stating he will observe the Democratic process and do the will of the community and will not interfere with the local decision, but pledge my support if the Town goes forward to maximize the reimbursement for whatever plan the Town chooses to go forward with. Thanked the Moderator for allowing him to speak.

Selectman Peter Twining explained this is a two part project, the vote tonight and the ballot vote on Thursday. Asked for Finance Committee recommendation. Richard Fates, Finance Committee Chairman recommends the project.

Moderator opened the floor for debate.

Terry Whitney, 116 Willow Street asked how the Planning Board viewed this project.

Peter Britton, Planning Board Chairman said although the Planning Board has not officially been petitioned to do a Site Plan Review, have been very active advocates in the planning process in preparing the plan before you. They hired their own consultant to help review this and our last discussion
with that consultant he was satisfied that the School Committee and the Building Committee has brought you a very feasible and desirable project.

Karen McElwain, 16 Rust Street asked the Finance Committee if they could talk a little more as to why they approve this project.

Richard Fates explained the Building Committee has given you approximate figures and our job is to review what they have presented to us and it simply is the most cost effective way to use your money.

Jean Cardani, 27 Savoy Road moved the previous question. Seconded.

Moderator explained the motion to move the question requires a 2/3 vote and is not debatable. Moderator then asked for a show of hands, and determined there was a 2/3 vote to move the question.

Moderator then read the motion again and continued to explain this required a 2/3 vote and voting this evening will be by paper ballot. Then explained the procedure for voting, continued to explain that on Thursday there would be the second half of this authorization, which is by ballot and the polls would be open from 7:00 A.M. until 8:00 P.M. at the Winthrop School, that vote is for the section 2 1/2 clearance, requires a majority vote, the vote tonight requires a 2/3 vote.

Moderator then announced for the voting to commence.

Moderator read results:

YES - 715
NO - 312

Motion Passes.

Meeting adjourned at 9:44 P.M.

A TRUE COPY: ATTEST:

Theresa M. Fanning
Town Clerk

-74-
Report of Special Town Election
Held
Thursday, April 27, 1995
At
Winthrop School, Hamilton, MA

---------------------------------------

At the close of registration on March 3, 1995 there were 4,411 registered voters:
Precinct 1 - 2,182  Precinct 2 - 2,229

The polls were opened at 7:00 A.M. by Moderator Bruce Ramsey. There were 2,817 votes cast as follows:
Precinct 1 - 1,426  Precinct 2 - 1,391

Ballot Question

"Shall the Town of Hamilton be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bond issued in order to finance costs of the design, construction, and equipping of a new regional middle school on the site of the regional high school in the Town of Hamilton, and for other costs incidental and related to this project; and for the design, construction and equipping of an addition to the regional high school containing classrooms and related reconstruction, remodeling and extraordinary repairs to the high school, including costs incidental and related to this project; and as authorized by the Hamilton-Wenham School District Committee in the principal amount of $22,000,000?"

YES - 1,337  NO - 1,474

Question Defeated. Polls were closed at 8:00 P.M.

Moderator announced results at 8:20 P.M.

A TRUE COPY:  ATTEST:

Theresa M. Fanning, CMC
Town Clerk

-75-
Report of the Town of Hamilton
Annual Town Meeting
Held
Monday, May 8, 1995
at
Hamilton-Wenham Regional High School

At the close of registration on April 18, 1995 there were 4,411 registered voters:

Precinct 1 - 2,182
Precinct 2 - 2,229

Tellers were:

Walter Leszczynski
10 Honeysuckle Road

Thomas Haraden
1 Red Coach Road

Richard Hayes
31 Bradford Road

Charles Chivakos
27 Village Lane

Moderator Bruce Ramsey opened the meeting at 7:45 P.M. with 325 registered voters checked present, and the Warrant duly served.

Moderator asked all to rise for a moment of silence in honor of the 50th anniversary of VE day, and of all the residents and family members from Hamilton who participated in World War II and in honor of our residents who passed on in the last year.

Reverend Roy Benjamin of the Christ Church gave the invocation.

Moderator asked for any announcements before proceeding, being none he proceeded to Article 1.

**ARTICLE 1**

Election of Officers

To bring in your ballots for:

- Town Moderator for one year
- One Selectmen for three years
- One Assessor for three years
- One member of the Board of Public Works for three years
- One member of the Board of Health for three years
- One member of the Planning Board for five years
- One Library Trustee for three years
- One member of Housing Authority for five years
- One member of Housing Authority for two years

The vote on Article 1 is by ballot on Thursday, the 18th day of May, 1995 (May 18, 1995), at the Winthrop School. The polls will be opened at 7:00 A.M. and will close at 8:00 P.M.

**ARTICLE 2**

Reports

Richard Fates, Chairman of Finance and Advisory Committee, used an overhead projector to give a general perspective of the Town's financial situation and the tax burden in particular.

**TOWN OF HAMILTON**

**TAX RATE HISTORY**

<table>
<thead>
<tr>
<th>FISCAL YEAR</th>
<th>TAX RATE</th>
<th>ASSESSED VALUATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>$9.74</td>
<td>$640,211,079</td>
</tr>
<tr>
<td>1991</td>
<td>$12.78</td>
<td>$591,608,388</td>
</tr>
<tr>
<td>1992</td>
<td>$14.07</td>
<td>$564,151,456</td>
</tr>
<tr>
<td>1993</td>
<td>$15.31</td>
<td>$529,937,079</td>
</tr>
<tr>
<td>1994</td>
<td>$15.79</td>
<td>$531,016,706</td>
</tr>
<tr>
<td>1995</td>
<td>$16.24</td>
<td>$538,606,074</td>
</tr>
</tbody>
</table>
TAX RATE HISTORY CONTINUED

<table>
<thead>
<tr>
<th>FISCAL YEAR</th>
<th>TAX RATE</th>
<th>ASSESSED VALUATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>$9.74</td>
<td>$200,000</td>
</tr>
<tr>
<td>1995</td>
<td>$16.24</td>
<td>$2,728</td>
</tr>
</tbody>
</table>

Explained this first overhead showed the decrease in the value of homes as a significant contributor to the increase in the tax burden. Other than the large rise in 1991 in the tax rate, believed to be due to the effect of the school bond, the rate of increase slows down considerably.

TOWN OF HAMILTON
TAX RATE HISTORY

$ CHANGE | % CHANGE |
---------|---------|
1991     | +$3.04  |
1992     | +$1.29  |
1993     | +$1.24  |
1994     | +$0.52  |
1995     | +$0.45  |
1991     | +23.8%  |
1992     | +10.1%  |
1993     | +8.8%   |
1994     | +3.4%   |
1995     | +2.8%   |

Mr. Fates went on to explain that they used the same figures on the second overhead, but included the dollar and percentage growth from year to year to demonstrate that the increase over time is reasonably close to inflation. Continued to explain with a sample on a house valued at $200,000, the change and the reason why. The average growth in taxes is just under 4%.

TOWN OF HAMILTON
BUDGET CHANGE SUMMARY

EXPENSES

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>% CHANGE</th>
<th>$ CHANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Town Government (Includes Public Safety)</td>
<td>4.7%</td>
<td>$107,106</td>
</tr>
<tr>
<td>Other Boards and Committees</td>
<td>1.8%</td>
<td>$3,381</td>
</tr>
<tr>
<td>Library</td>
<td>3.5%</td>
<td>$7,538</td>
</tr>
<tr>
<td>Public Works</td>
<td>3.0%</td>
<td>$27,870</td>
</tr>
<tr>
<td>Total Town Operating Budget</td>
<td>4.1%</td>
<td>$145,895</td>
</tr>
<tr>
<td>Hamilton Contribution to the School Operation Budget</td>
<td>4.15%</td>
<td>$240,000</td>
</tr>
<tr>
<td>Debt Service</td>
<td>(3.6%)</td>
<td>($5,103)</td>
</tr>
<tr>
<td>Total Hamilton Operating Budget</td>
<td>5.0%</td>
<td>$380,792</td>
</tr>
</tbody>
</table>
REVENUES

Real Property Taxes 2.5% $214,818
New Growth-FY 96 .9% $ 75,000
Additional New Growth 1.2% $ 97,580
FY 95
State Aid 27.8% $ 58,382
Local Receipts (0.3%) ($2,825)
Total Revenue Increases 5.0% $442,955

The third overhead explained why the overall budget increased by 4%. Under the Revenue, Mr. Fates explained the increase to New Growth and State Aid. The new growth was from the increase in new homes being built therefore increasing the tax base and are projecting the same for this year. The State Aid comes mostly from lottery money allowed to cities. Gives an overall revenue increase of about 5%. Will be spending approximately $60,000 tonight in some of the Warrant deliberations.

HAMILTON FINCOM WORKSHEET

APPLICATION OF FUNDS FOR WARRANT ARTICLES

<table>
<thead>
<tr>
<th>Warrant Article</th>
<th>Free Cash Opening Balance</th>
<th>Stabilization</th>
<th>Override</th>
<th>Tax Rate</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Article 27</td>
<td>$432,107</td>
<td>$208,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Street Improvement</td>
<td>-$40,000</td>
<td></td>
<td></td>
<td></td>
<td>$188,000</td>
</tr>
<tr>
<td>Total Funds Proposed</td>
<td>-$324,485</td>
<td>$188,000</td>
<td>$218,893</td>
<td>$265,772</td>
<td></td>
</tr>
</tbody>
</table>

Mr. Fates explained this overhead is an overview of the Warrant Articles. Explained Free Cash comes basically from having higher revenues than expenses. Try to get very close on expenses and under estimate on revenues and when Town Hall departments turn back money this is what is left. Will take $40,000 from Free Cash and transfer to Stabilization. This is a "lowish" figure for capital expenditures. Explained the amount to be taken out of Free Cash should be changed to $341,000 which will leave about $90,000 in Free Cash. $90,000 in Free Cash and $248,000 in Stabilization is a reasonably good place to be, would not want to be overall much lower due to the kind of emergencies that can come along. Continued to explain the Street Improvement Article is to be voted by ballot, other amount from tax revenue is from various other accounts that provide the Town with money.

Mr. Fates then continued to explain the Article regarding the Fire Engine. Last year at the Town Meeting it was approved to acquire a Fire Engine and proposed a first year lease payment, ending up with the cash we have, we think it makes more sense to buy it out right, so bringing it back tonight is really a change in the funding method.

Asked if there were any questions, there being none the Moderator asked for the motion.

Moved by Richard Fates, duly seconded that Reports of the Town Officers and Committees be received and placed on file.

Voice Vote: PASSED

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ARTICLE 3 Personnel By-Law Schedules
Moved by Arthur Oberheim, duly seconded that the Town adopt as amendments to the Personnel By-Law the changes in the classification and compensation plans, copies which are on file with the Town Clerk and set forth in Appendix A of the 1995 Warrant Book, with one addition; specifically adding to Group 6 a Conservation Coordinator with 20 or more hours of time per week at a compensation that begins at:
Conservation Coordinator Steps:

Step 1 - $12.49  
Step 2 - $13.36  
Step 3 - $14.30  
Step 4 - $15.30

Mr. Oberheim stated the reason for this change is this is a shift from someone who has been on contract service to the Town to Town employment as a Town employee which is consistent with the strategy of the Town for the last two years.

APPENDIX A

The following schedule would amend the existing schedule of employee classification and compensation referenced in Sec. 6.01 and Sec. 7.02 of the Personnel By-Law. The schedule shows all union and contract service positions in a separate table which will become an appendix to the Personnel By-Law. (Union and contract service positions are governed by the terms of the contract.)

Classification & Compensation Table  
for Full & Part-Time Positions

<table>
<thead>
<tr>
<th>GROUP 1: Four Step Job Rates</th>
<th>STEP 1</th>
<th>STEP 2</th>
<th>STEP 3</th>
<th>STEP 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time Pos.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Town Engineer/Superintendent</td>
<td>49,574</td>
<td>53,292</td>
<td>57,289</td>
<td>61,588</td>
</tr>
<tr>
<td>Recreation Director</td>
<td>28,129</td>
<td>29,958</td>
<td>31,905</td>
<td>33,979</td>
</tr>
<tr>
<td>Fire Inspector</td>
<td>31,139</td>
<td>33,421</td>
<td>35,877</td>
<td>37,485</td>
</tr>
<tr>
<td>Exec. Secretary</td>
<td>33,599</td>
<td>36,055</td>
<td>38,727</td>
<td>41,574</td>
</tr>
</tbody>
</table>

| GROUP 2: Two Step Job Rates |        |        |        |
| Part-Time Pos.              |        |        |        |
| Reserve Police              | 10.97  | 11.24  |
| Fire Mechanic               | 13.26  | 13.82  |
| P/T Custodian               | 10.61  | 11.20  |

| GROUP 3: Four Step Job Rates |        |        |        |
| Full-Time Pos.              |        |        |        |
| Librarian                    | 32,337 | 34,717 | 37,267 | 40,010 |
| Asst. Librarian              | 24,309 | 26,047 | 27,948 | 29,992 |
| Children’s Librarian         | 22,412 | 24,044 | 25,795 | 27,878 |
| ECO Supervisor               | 26,756 | 28,715 | 30,825 | 33,092 |
| Secretary to Selectmen       | 10.34  | 11.02  | 11.75  | 12.50  |

| GROUP 4: Two Step Job Rates: Hourly Under 20 Hours |        |        |        |
| Part-Time Dispatcher (1)     | 9.70   | 10.37  |
| Part-Time Admin. Asst.       | 9.70   | 10.37  |
| P/T Tech Service Librarian   | 9.70   | 10.37  |
| Part-Time Clerk/Typist       | 8.45   | 9.96   |
| P/T Asst. Accountant         | 12.36  | 13.22  |

<table>
<thead>
<tr>
<th>GROUP 5: Special Rates: Hourly (Part-Time Under 20 Hrs.)</th>
<th>RANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Clerical</td>
<td>5.70</td>
</tr>
<tr>
<td>Laborer: Light Work</td>
<td>5.70</td>
</tr>
<tr>
<td>Library Page</td>
<td>5.23</td>
</tr>
<tr>
<td>Seasonal Recreation Help</td>
<td>4.25</td>
</tr>
</tbody>
</table>

(1) - 3% base pay differential for evenings 3 PM to 11 PM and 5% base pay differential for nights 11 PM to 7 AM. Shift differential will not be paid if employee is working overtime at overtime pay.
## Classification & Compensation Table
for Full and Part-Time Positions

### Elected Officials/Paid Annual

<table>
<thead>
<tr>
<th>Position</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Town Clerk</td>
<td>36,488</td>
</tr>
<tr>
<td>Treasurer/Collector</td>
<td>36,488</td>
</tr>
<tr>
<td>Chairman/Selectmen</td>
<td>2,318</td>
</tr>
<tr>
<td>Selectmen</td>
<td>2,047</td>
</tr>
<tr>
<td>Chairman/BPW</td>
<td>1,030</td>
</tr>
<tr>
<td>BPW Member</td>
<td>772.50</td>
</tr>
<tr>
<td>Chairman/Assessors</td>
<td>2,060</td>
</tr>
<tr>
<td>Assessor Member</td>
<td>1,545</td>
</tr>
<tr>
<td>Chairman/Health</td>
<td>618</td>
</tr>
<tr>
<td>Health Member</td>
<td>347.50</td>
</tr>
</tbody>
</table>

### Compensation for Officials Appointed by Various Boards-Annual

<table>
<thead>
<tr>
<th>Position</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chairman/Bd of Appeals</td>
<td>1,185</td>
</tr>
<tr>
<td>Animal inspector</td>
<td>1,740</td>
</tr>
<tr>
<td>Plumbing Inspector</td>
<td>4,032</td>
</tr>
<tr>
<td>Asst. Plumbing Inspectors</td>
<td>155</td>
</tr>
<tr>
<td>Building Inspector</td>
<td>10,188</td>
</tr>
<tr>
<td>Asst. Building Inspector</td>
<td>283</td>
</tr>
<tr>
<td>Electrical inspector</td>
<td>9,463</td>
</tr>
<tr>
<td>Asst. Electrical Inspectors</td>
<td>283</td>
</tr>
<tr>
<td>Gas Inspector</td>
<td>4,032</td>
</tr>
<tr>
<td>Asst. Gas Inspector</td>
<td>155</td>
</tr>
<tr>
<td>Sealer Weights &amp; Measures</td>
<td>1,175</td>
</tr>
<tr>
<td>Registrar of Voters</td>
<td>216.25</td>
</tr>
<tr>
<td>Fire Chief</td>
<td>5,943</td>
</tr>
<tr>
<td>Deputy Fire Chief</td>
<td>592</td>
</tr>
<tr>
<td>Town Accountant</td>
<td>29,791</td>
</tr>
</tbody>
</table>

### Miscellaneous

<table>
<thead>
<tr>
<th>Position</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>EMT Fire Department/Police</td>
<td>30.00 Per Week</td>
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</table>

The following positions and compensations are Union and Contract Service positions. Compensation is currently governed by Union contract or Private contract.

### Contract Service (Self-Employed): All currently part-time

<table>
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<tr>
<th>Position</th>
<th>Compensation</th>
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<tbody>
<tr>
<td>Animal Control Officer</td>
<td>2,600 Annual Contract</td>
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<tr>
<td></td>
<td>9.79/Hr Patrolling; $25 Call Out</td>
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<tr>
<td>Health Agent</td>
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<td>Assessor</td>
<td>25,116</td>
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<td>Town Counsel</td>
<td>6,180</td>
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<td>Conservation Coordinator</td>
<td>13.39/Hr</td>
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<tr>
<td>Planning Board Coordinator</td>
<td>13.39/Hr</td>
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### Town Hall Union Rates: Compensation set by Contract negotiation

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<tr>
<th>Position</th>
<th>STEP 1</th>
<th>STEP 2</th>
<th>STEP 3</th>
<th>STEP 4</th>
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<td>10.34</td>
<td>11.02</td>
<td>11.75</td>
<td>12.50</td>
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<tr>
<td>F/T Asst. To Treasurer</td>
<td>10.34</td>
<td>11.02</td>
<td>11.75</td>
<td>12.50</td>
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<tr>
<td>F/T Police Clerk/Steno.</td>
<td>10.34</td>
<td>11.02</td>
<td>11.75</td>
<td>12.50</td>
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<tr>
<td>F/T Dispatcher, ECO</td>
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<td>11.75</td>
<td>12.50</td>
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<td>11.80</td>
<td>12.15*</td>
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*The Step 3 is temporary arrangement, and the position will revert to two steps upon the incumbent leaving Town employment.
Public Works Union Rates: Compensation set by Contract negotiation

GROUP 1
Foreman
Mechanic
Heavy Equipment Operator
Foreman 2

GROUP 2
Truck Driver/Laborer
Laborer

Police Union Rates: Compensation set by Contract negotiation
Base Pay - Weekly Rate

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<tr>
<th>STEP 1</th>
<th>7/1/95</th>
<th>6/30/96</th>
<th>7/1/95</th>
<th>6/30/96</th>
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<th>6/30/96</th>
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<td>590.05</td>
<td>598.90</td>
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<td>663.27</td>
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<td>Sergeant/Inspector</td>
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<td>688.74</td>
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Increment Factors

Shift Pay-
Evening Shift (4 PM to midnight) 3% of Base
Night Shift (Midnight to 8 AM) 5% of Base

Longevity-
5 Years 2.5%
10 Years 5.0%
15 Years 7.5%
20 Years 10.0%
Of weekly salary

EMT 30.00 per week

VOICE VOTE: PASSED

******************************************************************************

ARTICLE 4 Appropriations

Moderator made the motion to see if the Town will raise and appropriate money for schools, highways, and all other Town expenses and to determine the manner of expending the same, or take any other action thereon or relative thereto.

Moderator continued that he would now read the appropriations starting at the top of page 1 of Appendix B in the Warrant Book. If anyone wishes to question or debate an item they need simply call "HOLD" after the item is read, item will then be marked "HELD" and will be taken up in order after the items have been moved and approved. Will read appropriations only, not totals or reimbursements. There being no questions he moved to the reading of the Budget as follows:

Town of Hamilton
Fiscal Year 1996
Budget on the following pages:
<table>
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<tr>
<th>ACTUAL EXPENDITURE</th>
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<th>TOTAL RECOMMENDED</th>
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-84-
## Actual Expenditure and Appropriation

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### Conservation Commission
- Coordinator Wages: $12,000 - $13,259, CHANGE: $1,259
- EXPENSES: $1,141 - $1,365, CHANGE: $224

### Board of Health
- Salary of Chairman: $600 - $600, CHANGE: $0
- Salaries of Members: $675 - $675, CHANGE: $0
- Administration: $8,019 - $5,665, CHANGE: $2,354
- Agent Contract Services: $25,871 - $25,871, CHANGE: $0
- Administrative Assist: $21,435 - $21,435, CHANGE: $0
- EXPENSES: $5,840 - $5,840, CHANGE: $0
- Cape Ann Mental Health: $4,410 - $4,410, CHANGE: $0
- Public Health Nursing: $2,000 - $2,000, CHANGE: $0
- Sick Leave Buy Back: $1,141 - $1,365, CHANGE: $224
- Total: $68,850 - $68,252, CHANGE: $600

### Library Trustees
- Salary of Librarian: $33,793 - $36,415, CHANGE: $2,622
- Salary of Asst Librarian: $25,100 - $27,305, CHANGE: $2,205
- Salary of Children Librarian: $23,191 - $25,205, CHANGE: $2,014
- Wages of Clerks: $28,705 - $31,575, CHANGE: $2,870
- Wages of Custodian: $8,291 - $25,180, CHANGE: $16,889
- EXPENSES-GENERAL: $44,971 - $25,180, CHANGE: $19,791
- EXPENSES: $6,675 - $10, CHANGE: $3,325
- EXPENSES-MAINTENANCE: $6,675 - $10, CHANGE: $3,325
- Building Repair & Maintenance: $6,675 - $10, CHANGE: $3,325
- Total: $68,850 - $68,252, CHANGE: $600

### Board of Public Works
- Salary of Chairman: $1,000 - $1,000, CHANGE: $0
- Salaries of Members: $1,500 - $1,500, CHANGE: $0
- Salary Superintendent/Engineer: $39,223 - $44,988, CHANGE: $5,765
- Salary of General Foreman: $34,971 - $45,176, CHANGE: $10,205
- MECHANIC WAGES: $16,224 - $30,787, CHANGE: $14,563
- OVERTIME WAGES: $6,484 - $0, CHANGE: $6,484
- Tree & Insect Wages: $0 - $0, CHANGE: $0
- EXPENSES: $0 - $0, CHANGE: $0
- EXPENSES-MAINTENANCE: $0 - $0, CHANGE: $0
- Building Repair & Maintenance: $6,675 - $10, CHANGE: $3,325
- Total: $118,672 - $114,425, CHANGE: $4,247

---

**Note:** The changes and recommendations are based on the comparison of actual expenditures with the recommended appropriations for the respective fiscal years.
<table>
<thead>
<tr>
<th>Account</th>
<th>Fiscal '93</th>
<th>Fiscal '94</th>
<th>Actual Expenditure</th>
<th>Total Appropriation Fiscal '95</th>
<th>Change</th>
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<td>363,992</td>
<td>418,707</td>
<td>363,992</td>
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<td>134,541</td>
<td>121,168</td>
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<td>CEMETERY</td>
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<td>13,666</td>
<td>12,660</td>
<td>11,100</td>
<td>(5,500)</td>
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<td>PARKS</td>
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<td>TOTAL BOARD OF PUBLIC WORKS</td>
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<td>924,540</td>
<td>27,870</td>
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<td>TOTAL TOWN OPERATING BUDGET</td>
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<td>145,895</td>
<td>3,599,977</td>
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<td>145,895</td>
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<td>5,385,501</td>
<td>5,486,859</td>
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<td>9,901,159</td>
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(1) - ACTUAL AMOUNT FROM TAX BASE REDUCED BY TRANSFERS FROM SALE OF LOTS & GRAVES AND PERPETUAL CARE FUNDS. SEE FINANCIAL ACTIONS ARTICLE.
### WATER ENTERPRISE FUND

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<tr>
<th>Account</th>
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<th>Total recommended</th>
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<tr>
<td>Income</td>
<td>469,666</td>
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<tr>
<td>Interest Income</td>
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<tr>
<td>2,259</td>
<td>1,090</td>
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<tr>
<td>350,359</td>
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### RECREATION REVOLVING

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<td>Total Revenue</td>
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<th>Fiscal '95</th>
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<th>Account</th>
<th>Total appropriation</th>
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<tr>
<td>Revenue:</td>
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<td>Summer Park Program</td>
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<tr>
<td>Jr. High &amp; Other</td>
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<td>Sports Activities</td>
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<table>
<thead>
<tr>
<th>Account</th>
<th>Total appropriation</th>
<th>Total recommended</th>
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<td>Spring/Fall/Winter Programs</td>
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<td>Other Expenses</td>
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<td>Total Expenses</td>
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<th>Fiscal '95</th>
<th>Change</th>
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<tbody>
<tr>
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<td>53,157</td>
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<td>12,340</td>
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<tr>
<th>Account</th>
<th>Total appropriation</th>
<th>Total recommended</th>
</tr>
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<tbody>
<tr>
<td>Total Expenses</td>
<td>47,989</td>
<td>77,230</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Fiscal '93</th>
<th>Fiscal '94</th>
<th>Fiscal '95</th>
<th>Change</th>
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<tbody>
<tr>
<td>47,989</td>
<td>53,157</td>
<td>64,890</td>
<td>12,340</td>
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<table>
<thead>
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<td>10,106</td>
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<tr>
<td>Total</td>
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---
Moved by Richard Fates, duly seconded that the Town raise and appropriate $9,901,158 for schools, highways and Town expenses as set forth in the 1996 budget, except those items held.

VOICE VOTE: PASSED

Moderator brought forth the first held item under the office of Selectmen for HAWC for $1,500.

Moved by Kathy Hough, duly seconded, that the Town appropriate $2,000 for this item.

VOICE VOTE: PASSED

Moderator then brought forth the second item held: Junior High Maintenance for $25,000. After much debate and discussion, Moderator called for a vote for $25,000 for maintenance for the Junior High.

VOICE VOTE: PASSED

Moved by Richard Fates, that the Town appropriate to Water Enterprise Expense, as set forth in Article 4, of $659,047 with any excess expenses over revenues coming from the Water Reserve Fund.

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Article 5 Personnel By-Law Changes

Moved by Arthur Oberheim, duly seconded that the Town adopt as amendments to the Personnel By-Law; proposed amendments on file with the Town Clerk which appear as Appendix C in the 1995 Warrant Book.

Mr. Oberheim explained the changes, there being no questions the Moderator called for the vote.

VOICE VOTE: PASSED

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APPENDIX C

Proposed Amendments To Personnel By-Law

1. By-Law Section 13.05: Family Medical Leave Act of 1993 (FMLA)

Add the following to the present By-Law:

As an employer of more than 50 employees, the Town of Hamilton is a covered employer under the Act. An employee who has worked for the Town for at least one year and for 1,250 hours over the previous 12 months is entitled to up to 12 weeks of unpaid, job protected leave for certain family and medical reasons in a fiscal year. Under the Act, leave must be granted for any of the following reasons:

To care for an employee's child after birth or placement for adoption or foster care;

To care for an employee's spouse, son, daughter or parent who has a serious health condition; or

For a serious health condition that makes an employee unable to perform the employee's job.

The following is a summary of the key points of the Act as adopted by the Town of Hamilton. This is a summary only. Employees should contact their supervisor or the Personnel Board for additional information.

When the leave is foreseeable, the Town requires advance notification, normally 30 days (employee illness would be an exception to the 30-day notice requirement) and appropriate certification to support the need for leave may be required. The Town may require second or third opinions (at the employer's cost) and a fitness for duty report to return to work.

- 88 -
The Town of Hamilton or the employee may elect to apply any unused paid vacation or personal leave toward any part of the 12 week leave. A Town employee may also apply accrued sick days toward the leave necessitated by the employee's serious health condition or for maternity leave. Applied vacation, personal days, and sick leave run concurrently with FMLA leave, not in addition to it. In all cases, the maximum amount of combined unpaid and/or paid leave under the FMLA will be 12 weeks.

Upon return from leave, most employees are guaranteed the same or similar job and will return with no loss of the seniority rights or benefits accrued prior to going on FMLA leave. The employee will not continue to accrue seniority rights, vacation or sick leave benefits while out on FMLA leave.

The Town will continue the health insurance benefits during the leave under the same conditions as if an employee remained at work; however, if an employee does not return to work after the 12 week period, the Town may be able to recapture health insurance premiums paid during the period.

A husband and wife employed by the Town will have their unpaid 12 weeks' leave apportioned between the husband and wife in a manner in which the employees wish to use the time but not to exceed 12 weeks in total in the event of the birth or adoption of a child or the care of a sick parent.

Under certain circumstances, employees may be entitled to intermittent leave or may work a reduced leave schedule.

2. Section 10.02: Vacation Schedule

I. The anniversary date for vacation accrual shall be the date of hire.

J. In the first year of employment, employees earn vacation at a rate of 5/12's of a day for each month of employment. An employee must be employed six months to be eligible to take vacation time. An employee leaving Town employment for any reason prior to the completion of six months of employment receives no vacation time and/or payment for that time.

3. Section 3.02: Standardization

Benefits for Town employees will accrue monthly unless a different basis is negotiated and agreed to as a result of a collective bargaining agreement or provided for by the Town of Hamilton Personnel By-Laws. For benefit accrual purposes, the actual hours worked (or a different basis, if required by the terms of a collective bargaining agreement or the Personnel By-Laws) will determine the benefit accrual. An example of the exception is the Town Hall employees who are paid 37 1/2 hours for 36 hours worked. The Town Hall employees will accrue benefits based upon the 37 1/2 hours paid.

Another example of how the benefits will accrue and be used is vacation taken on a day the individual normally works 4 hours. The vacation benefit will accrue at a 4 hour rate on that day and if the employee were to take a vacation on that day of the week the employee would use 4 hours of accrued vacation time.

For purpose of accruing Non-occupational sick time, the employee will earn time as of the first day of each month.

Step increases will be based on the employee’s date of hire and will be effective on the first day or nearest the full week in which the employee reaches their anniversary date.

Any employee who has used all accrued sick leave and is using donated sick leave form another employee is on special status and not accruing either benefits of seniority toward Step Increases.

Time employed at occasional and seasonal employment activities, i.e., seasonal summer help, call fire-fighters, and reserve police Officers, does not count for benefit accrual.

The Police Chief, for benefit purposes, is covered by the By-Laws except where a negotiated agreement between the Town and the Police Chief changes those benefits.

4. Section 17.01

Town Hall Clerical: replace 37.5 hours with 37.5 hours paid for 36 hours worked.

5. Section 13.02: Non-Occupational Sick Leave

add G: The donation of accrued sick leave by a Town employee to another Town employee will only be allowed when the employee receiving the donation has exhausted his/her accrued sick time and has been on sick leave for an extended period of time (for purposes of this Section, "extended" is a month). The donation of accrued sick leave requires the approval of the
responsible Board, and Department Head of the employee donating the time and the Personnel Board. If either the donor or the recipient employee is a member of a union, the union representative must approve in writing the donation and receipt of the sick leave. Any employee who has used all accrued sick leave and is using donated sick leave from another employee is on special status and not accruing either benefits or seniority toward Step increases.

6. Section 5.03: Medical Examination of Job Applicants

Amendments Section 5.03 by replacing the first paragraph with the following language:

Applicants for appointive employment by the Town, other than office-only clerical and administrative positions and emergency help, shall after a Town offer of employment be certified by a practicing physician as to his or her physical fitness to perform the duties of the position.

7. Add new section entitled “Personnel Policies” as follows:

Section 21.01: Harassment Policy

Prohibition Against Harassment: The Town of Hamilton strictly enforces a prohibition against harassment of any of its employees by anyone, including any supervisor, co-worker, vendor, client, or customer. Harassment consists of unwelcome conduct, whether verbal, physical or visual, that is based in a person’s protected status, such as sex, color, race, ancestry, religion, national origin, age, disability, sexual orientation, or other protected group status. The Town of Hamilton will not tolerate harassing conduct that affects employment conditions, that interferes unreasonably with any individual’s work performance, or that creates an intimidating, hostile, or offensive working environment.

Sexual harassment deserves special mention. It is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made explicitly or implicitly a term or condition of an individual’s employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile or offensive working environment. Sexual harassment may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented “kidding” or “teasing”, “practical jokes”, jokes about gender specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material and physical contact such as patting, pinching or brushing against another’s body.

Grievance Procedure: Any employee who believes he or she has been subjected to, or has witnessed harassment is encouraged and requested to report the offending conduct to the Personnel Board, providing such details as the name of the alleged harasser and the date, location and nature of the alleged harassment. The Personnel Board will then investigate the complaint on as confidential a basis as possible to determine whether the Town of Hamilton’s policy has been violated and, if so, the appropriate corrective action. Any employee found to have engaged in harassment will be subject to appropriate discipline, including discharge.

No Retaliation: The Town of Hamilton will not retaliate against any employee for his or her participation in the grievance procedure.

ARTICLE 6
Financial Actions

Moved by Richard Fates, duly seconded that the Town:

Raise and appropriate $65,000 for the Finance Committee’s Reserve

Transfer $2,000 from the Cemetery Sale of Lots and Graves Account and transfer $21,000 from the Cemetery Perpetual Care Account to be used for cemetery purposes.

Raise and appropriate $40,000 for the Stabilization Fund.

After some debate Moderator called for the vote.

VOICE VOTE: PASSED

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moved by Alan Reid, duly seconded that the Town endorse and approve the establishment of a Hamilton-Wenham Joint Library and authorize the Library Trustees to enter into intermunicipal agreements with Wenham relative to the formation and election of a Joint Board of Library Trustees and all matters affecting the financing and governance of the Joint Library, including provisions for the creation by June 30, 1996 of a six member Joint Board with two trustees from Hamilton, two trustees from Wenham and two trustees at large.

Hamilton-Wenham Joint Library

After lengthy discussion by Al Reid and Scott Maddem of the Joint Library Committee giving an overall preview of the plan and the formation of the Joint Library Trustees:

GOVERNANCE

1996

Joint Board: 6 Trustees
2 At-Large elected
2 Wenham designated
2 Hamilton designated

Hamilton: 3 Trustees
1 Elected in 1996
2 Designated to Joint Board

Wenham: 6 Trustees
2 Elected in 1996
2 Designated to Joint Board

Mr. David Neill, Selectman, read a letter from the Winthrop family who donated the land in 1920 to the Town to serve as a school house and playground; that stipulation being placed on the property the Town is seeking to get changed so they consulted the Winthrop family.

This is a letter from Frederic Winthrop, Jr.:

May 8, 1995

To: The Joint Town Library Committee; Board of Selectmen of Hamilton and Wenham

I have consulted members of the Winthrop family living in and outside of Massachusetts, who are the surviving children and grandchildren of Frederic Winthrop. Based on those discussions I can express the family's approval of, and support for the proposal to build a Joint library on the Dorothy Winthrop Memorial site to serve the Towns of Hamilton and Wenham.

The family is familiar with the Town's proposal to build a library in the land donated by Frederic Winthrop to the Town of Hamilton on March 3, 1920. We recognize that Frederic Winthrop made the said grant of land to the Town of Hamilton for use as a schoolhouse site, public playground or public park.

However, we understand that the original intended uses for the gift are impractical at this time, and we support the building of a library on the land to serve the communities of Hamilton and Wenham. We also believe that Frederic Winthrop, as one who loved books and was a frequent user of libraries, would have supported the use. As the site will remain a memorial to his wife, members of the family would appreciate being kept informed regarding building and landscape plans for the site. In the meantime rest assured that the family believes that a library would promote the public charitable purposes of Frederic Winthrop's gift.

Sincerely yours,

Frederic Winthrop, Jr.

Mr. Neill continued by adding the Board of Selectmen of Hamilton supports 100% the joint library at this time.
VOICE VOTE: PASSED

---------------------------------------------

ARTICLE 8
Joint Library Appropriation

Moved by Alan Reid, duly seconded that the Town raise and appropriate $7,000 from available funds, as its allocated share of the cost of planning, design and title work for a Hamilton-Wenham Joint Library and authorize the acceptance and expenditure of grant monies in connection therewith.

After much discussion regarding cost sharing and an explanation of the article the Moderator called in Dick Fates, Finance Committee who made the motion to change the wording "raise and appropriate" to "transfer". This being acceptable the Moderator called for the vote.

VOICE VOTE: PASSED

---------------------------------------------

ARTICLE 9
Ambulance

Moved by Chief Walter Cullen, duly seconded that the Town appropriate $75,000 from the ambulance fund for purchase of an ambulance.

After much discussion Moderator called for the vote:

VOICE VOTE: PASSED

---------------------------------------------

ARTICLE 10
Governmental Study Recommendation

Moderator read the article: To see what action the Town will take on the following petition:

We, the undersigned voters of the Town of Hamilton, pursuant to Section Twenty-one, of Chapter Forty-one of the Massachusetts General Laws, petition that the Annual Town Meeting vote to have the Selectmen act as a Board of Public Works and to have the Selectmen appoint Assessors and a Board of Health.

Moderator continued to explain the vote on this Article is in the first instance by ballot at the Town Election.

John Lawrence, Chairman, Government Study Committee, gave a lengthy explanation of the Article and what the Government Study Committee had planned. Using an overhead showed the Current Structure of Town of Hamilton and the Proposed Organizational Structure. Mr. Lawrence also explained that Article 10 and 11 would be by ballot.

Dick Fates, Finance Committee, recommends Article 10 through 16, that the meeting should approve them all.

After very lengthy discussion pro and con regarding elected versus appointed positions, Moderator called an end to discussion.

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ARTICLE 11
Governmental Study

To see what action the Town will take in the following petition: We, the undersigned voters of the Town of Hamilton, pursuant to Section Sixty-nine C to Sixty-nine F of Chapter Forty-one of the Massachusetts General Laws, providing for the establishment of a Board of Public Works exercising the powers of certain other departments and Town offices.

The vote on this Article is in the first instance by ballot at the Town Election.
No further discussion in this article as it was all covered by Article 10.

---------------------------------------------
ARTICLE 12
Moved by Jack Lawrence, duly seconded that the Town, contingent upon an affirmative vote at the Town Election on Article 11 of the Warrant vote to fix the number of Selectmen at five effective at the 1996 Annual Town Meeting.

Peter Twining moved and seconded that No Action be taken on this Article.

Moderator explained the procedure and outcome of a No Action vote.

VOICE VOTE: PASSED (to take No Action)

ARTICLE 13
Moved by Jack Lawrence, duly seconded that the Town adopt the following By-Law:

The Selectmen are authorized and empowered to appoint the Town Clerk.

STANDING VOTE: YES - 149  NO - 111

ARTICLE 14
Moved by Jack Lawrence, duly seconded that the Town adopt the following By-Law:

The Selectmen are authorized and empowered to appoint the members of the Planning Board.

Peter Britton moved that No Action be taken on this Article.

Moderator explained the procedure and outcome of a No Action vote.

STANDING VOTE: YES - 121  NO - 115

ARTICLE 15
Moved by Jack Lawrence, duly seconded that the Town adopt the following By-Law:

The Selectmen are authorized and empowered to appoint the Treasurer/Collector.

STANDING VOTE: YES - 146  NO - 84

ARTICLE 16
Moved by Robin Willcox, duly seconded that the Town adopt the following By-Law:

The Planning Board of the Town shall consist of seven members.

After explanation by Robin Willcox, of this Article, Guy Alleruzzo called for a quorum count. A count by tellers at 10:20 P.M. of the Town Meeting members was 201 (quorum needed is 200).

Moderator returned to Article. After short debate Moderator called for a show of hands.

VOTE: PASSED

ARTICLE 17
Moved by Richard Ceremsak, duly seconded that the Town approve the gross operating and maintenance budget of the North Shore Regional Vocational School District and raise and appropriate $38,893 as the Town's assessed portion thereof.

VOICE VOTE: PASSED

-93-
ARTICLE 18
Moved by John Rhoads, duly seconded that the Town transfer $14,773.27 from the Clark Property Account to the Conservation Fund.

VOICE VOTE: PASSED

ARTICLE 19
Moved by John Rhoads, duly seconded that the Town appropriate $1,712.50 from the local share of fees collected under the Wetlands Protection Act and deposited in the Wetlands Protection Fund to be used for conservation purposes by the Conservation Commission.

VOICE VOTE: PASSED

ARTICLE 20
Moved by Peter Britton, duly seconded that the Town amend Section V.A.11.d of the Hamilton Zoning By-Law with respect to certain special permitted uses in the manner set forth in the proposed amendment on file with the Town Clerk which appears in Appendix E, paragraph 1 of the 1995 Warrant Book.

Peter Britton explained the State statute states that agricultural uses are exempted from requirement for a special permit; this amendment would bring our By-Law into compliance with the State statute.

VOICE VOTE: UNANIMOUS

ARTICLE 21
Moved by Peter Britton, duly seconded that the Town amend the Hamilton Zoning By-Law with respect to certain special permitted multi-family dwellings in the manner set forth in the proposed amendment on file with the Town Clerk which appears in Appendix E, Paragraph 2 of the 1995 Warrant Book.

Mr. Britton explained this section allows Special Permits for "two-family, duplex, row-houses, garden apartments and other multi-family dwellings in a R-1A Residence District" with certain provisions. Deleting the section would mean one could no longer apply for a Special Permit for these uses.

VOICE VOTE: UNANIMOUS

ARTICLE 22
Moved by Peter Clark, duly seconded that the Town amend the Hamilton Zoning By-Law with respect to conversions for temporary apartments in the manner set forth in the proposed amendment on file with the Town Clerk which appears in Appendix E, paragraph 3 and 4 of the 1995 Warrant Book.

Mr. Clark explained paragraph 3 allows for a simpler process for an applicant to renew his permit for a temporary additional living area unit and paragraph 4 allows the extension of the building to be 10% larger than currently allowed, replacing 15% with 25%, for temporary additional living area units.

VOICE VOTE: UNANIMOUS
ARTICLE 23
Zoning Amendment (Requires 2/3 Vote)

Moved by Peter Clark, duly seconded that the Town amend the Hamilton Zoning By-Law with respect to common driveways in the manner set forth in the proposed amendment on file with the Town Clerk which appears in Appendix E, paragraph 5 of the 1995 Warrant Book.

Mr. Clark explained this is not a new requirement but is being added to the By-Law for clarity.

VOICE VOTE: UNANIMOUS

ARTICLE 24
Zoning Amendment (Requires 2/3 Vote)

Moved by Peter Clark, duly seconded that the Town amend the Hamilton Zoning By-Law with respect to minimum lot frontage in the manner set forth in the proposed amendment on file with the Town Clerk which appears in Appendix E, paragraph 6 of the 1995 Warrant Book.

Mr. Clark explained this is not a new requirement but is being added to the By-Law to bring it into compliance with the State statute.

VOICE VOTE: UNANIMOUS

APPENDIX E: PROPOSED AMENDMENTS TO THE HAMILTON ZONING BY-LAW

RE: Article 20

1. Amend section V.A.11.d. of the Special Permit Section by deleting the words "commercial farming, greenhouses and nurseries."

RE: Article 21

2. Delete section V.A.11.a. from the Special Permit Section and renumber remaining section accordingly.

RE: Article 22

3. Amend section V.A.11.e.1.a.7. by replacing the words "Re-application for" to "renewal of", and adding the sentence "Renewal of the special permit will follow the Abbreviated Site Plan Review procedure as found in the By-Law section VI.H.3.b., provided there is no change in the design or dimensional standards under section V.A.11.e.1.b. below."

4. Amend section V.A.11.e.1.b.3. by replacing 15% with 25%.

RE: Article 23

5. Add to section VI.B.12.b. (Common Driveways) a new section as follows:

   "3. Common driveways may never be used to satisfy zoning frontage requirements."

RE: Article 24

6. Add to the end of section VI.B.3.d. (Minimum Lot Frontage) a third way described as follows:

   "or (iii) a way in existence when the subdivision control law became effective in Hamilton (1955) having in the opinion of the Planning Board, sufficient width, suitable grades, and adequate construction to provide for the needs of vehicular traffic and to provide adequate access for fire, police, and emergency vehicles."

ARTICLE 25
Repairs to Town Hall

Moved by David Neill, duly seconded that the Town raise and appropriate $40,000 for repairs to the Town Hall.
Mr. Neill explained this is the first installment of a three year project for the painting and replacing of clapboards on the Town Hall, the total cost being $180,000. We need to appropriate $60,000 per year. We need $40,000 this year due to the fact $20,000 was appropriated last year. This was the cheapest 20 year cost prospectus.

VOICE VOTE: PASSED

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ARTICLE 26
Chapter 90
Improve
ments
Moved by Paul Ricker, duly seconded that the Town appropriate
$190,772 made available under Massachusetts General Laws, Chapter
90 for reconstruction and improvement of Town streets.

VOICE VOTE: PASSED

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ARTICLE 27
Street
Improvement
Plan
Moved by paul Ricker, duly seconded that the Town raise and
appropriate $188,000 contingent upon the passage of a referendum
question pursuant to Massachusetts General Laws, Chapter
21C (1/2), for street improvements during the third year of a proposed
ten year street improvement plan.

VOICE VOTE: Passes subject to referendum vote on May 18, 1995.

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ARTICLE 28
Water Enterprise
Emergency Fund
Moderator read Article:
To see if the Town will establish a water enterprise emergency fund, or
take any other action thereon or relative thereto.

Paul Ricker, Chairman Board of Public Works, recommends No Action
on this Article. Moderator noted since no motion was made we need
take no vote on this Article.

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ARTICLE 29
Town Hall
Telephone Lines
Moved by Peggy Stedman,, duly seconded that the Town transfer
$5,000 from available funds for additional telephone lines at Town Hall.

VOICE VOTE: PASSED

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ARTICLE 30
Public Works
Equipment
Moved by Gordon Thompson, duly seconded that the Town raise and
appropriate $25,000 for a large pick-up truck and authorize the sale or
trade-in of a vehicle with proceeds to be applied against the purchase
price.

VOICE VOTE: PASSED

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ARTICLE 31
Public Works
Equipment
Moved by Gordon Thompson, duly seconded that the Town raise and
appropriate $10,000 for a snow plow and other equipment and authorize
the sale or trade-in of a vehicle or equipment with proceeds to be applied
against the purchase price.

VOICE VOTE: PASSED

- 96 -
ARTICLE 32
Lease Payments
Moved by Stephen Parson, duly seconded that the Town transfer $36,585 from free cash for lease payments under existing equipment leases for the BAPERN System and Air Van.

VOICE VOTE: PASSED

ARTICLE 33
Fire Engine
Moved by Douglas Woodman, duly seconded that the Town transfer $200,000 from available funds for the purchase of a fire engine and authorize the sale or trade-in of a vehicle with proceeds to be returned to the general fund.

VOICE VOTE: PASSED

ARTICLE 34
Decennial Revaluation
Moved by Robert Trussell, Duly seconded that the Town transfer $34,900 from available funds for services relating to the decennial revaluation.

VOICE VOTE: PASSED

ARTICLE 35
Copy Machine Town Hall
Moved by Peter Twining, duly seconded that the Town transfer $8,000 for the acquisition of a copy machine and service contract for the Town Hall.

VOICE VOTE: PASSED

ARTICLE 36
Environmental Clean-Up
Moved by Peggy Stedman, duly seconded that the Town transfer $10,000 from available funds for environmental clean-up at the Town Hall site.

Candace Wheeler, Executive Secretary, explained this money would hopefully end the clean-up and review process. We've been through Phase 1 and this will be Phase 2.

VOICE VOTE: PASSED

ARTICLE 37
Revolving Funds
Moved by Richard Fates, duly seconded that the Town reauthorize, pursuant to Massachusetts General Laws, Chapter 44, Section 53 E1/2 the compost bin revolving fund in accordance with the statement in Appendix F of the Warrant Book and limit the total amount which may be expended in fiscal 1996 to $3,000.

VOICE VOTE: PASSED

Appendix F

Revolving Funds Under M.G.L. CH. 44, Sec. 53E1/2
State law provides for several kinds of special municipal accounts in which funds received may be spent without further appropriation by Town Meeting, in order to facilitate the handling of grants and gifts, insurance proceeds and fee-for-service programs. Departmental revolving funds under Massachusetts General Laws Ch. 44. Sec. 531/2 are one of these types of special municipal accounts, and they require annual reauthorization by Town Meeting. This is the purpose of Article 37 in the Warrant Book.
At the time of printing the Warrant Articles, there were three municipal accounts which we had identified as possibly fitting the criteria for a departmental revolving fund. These three were listed under Article 37. However, the Mass. Dept. of Revenue has since advised us that only the Compost Bins account is a Departmental Revolving Fund under Sec. 53 E1/2. The other two are special accounts under different sections of Chap. 44. Therefore, only the Compost Bin Account is summarized below. All Departmental revolving funds of any department are limited in annual expenditures to 1% of the total tax levy of the most recent year. The Compost Bin Account is well within the standard.

**Composting Bin Revolving Fund**

Proceeds from the sale of composting bins are expended to purchase additional composting bins for sale to residents of the Town. The Board of Public Works administers the program. The purpose of the fund is to encourage residents to compost yard waste on their house lots, as yard waste can no longer be included with regular trash pickup.

**ARTICLE 38  Financial Action**

Moderator read the Article: To see if the Town will appropriate and authorize the Assessors to use available certified Free Cash to reduce the tax rate for the Fiscal Year beginning July 1, 1995, or take any other action thereon or relative thereto.

Richard Fates, Finance Committee moved No Action on this Article. Mr. Fates explained we have $250,000 in stabilization Fund and $130,000 in Free Cash and because of large projects that can pop up very quickly in these times its prudent to have this in our savings account.

VOICE VOTE: PASSED

Moderator adjourned the meeting at 11:05 P.M. until Thursday, May 18th at the Winthrop School.

A TRUE COPY: ATTEST.

Theresa M. Fanning, CMC
Town Clerk
VOTE ON ARTICLE 1

The Town Clerk declared the polls open at 7:00 A.M.

There were 1,216 votes cast as follows:

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<th>Position</th>
<th>Precinct 1</th>
<th>Precinct 2</th>
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<tr>
<td>MODERATOR - 1 YEAR</td>
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<tr>
<td>Bruce Ramsey</td>
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<td>Peter Twining</td>
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<td>LIBRARY TRUSTEE - 3 YEARS</td>
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<td>Robert Poo</td>
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<tr>
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<td>355</td>
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<tr>
<td>Others</td>
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| QUESTION 1: | "Shall the Town of Hamilton be allowed to assess and additional one hundred and eighty-eight thousand dollars ($188,000) in real estate and personal property taxes for street improvements during the third year of a proposed 10 year street improvement plan, for the fiscal year beginning July 1, 1995?"
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<tr>
<td>NO</td>
<td>255</td>
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<tr>
<td>BLANKS</td>
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</table>
| QUESTION 2: | "Shall the acceptance by the town of sections sixty-nine C to sixty-nine F, inclusive, of chapter forty-one of the Massachusetts General Laws providing for the establishment of a Board of Public Works exercising the powers of certain other departments and town officers be revoked?"
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<td>286</td>
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<tr>
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<td>211</td>
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| QUESTION 3: | "Shall the town vote to have its selectmen act as a board of public works?"
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<tbody>
<tr>
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<td>275</td>
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<tr>
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<td>348</td>
<td>240</td>
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| QUESTION 4: | "Shall the town vote to have its selectmen appoint Assessors and Board of Health?"
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<td>229</td>
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<tr>
<td>BLANKS</td>
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<td>26</td>
</tr>
</tbody>
</table>

Hamilton-Wenham Regional School District (3 Years)

| Michael Abbott | 295 | 239 | 534 |
| Jaclyn Finocchio | 282 | 286 | 568 |
| Donald Gallant | 281 | 268 | 549 |
| William Heitz | 387 | 250 | 637 |
| Robert Whittier | 276 | 265 | 541 |
| Blanks | 488 | 310 | 798 |
| Others | 16 | 5 | 21 |

Wenham Election Results

| Michael Abbott | 232 | 534 | 766 |
| *Jaclyn Finocchio | 548 | 568 | 1116 |
| *Donald Gallant | 544 | 549 | 1093 |
| William Heitz | 211 | 637 | 848 |
| *Robert Whittier | 522 | 541 | 1063 |
| Blanks | 182 | 798 | 980 |
| Others | 2 | 21 | 23 |

*Denotes election to Hamilton-Wenham Regional School Committee.

Polls were closed at 8:00 P.M.
Town Clerk announced results at 8:50 P.M.

A TRUE COPY: ATTEST:

Theresa M. Fanning, CMC
Town Clerk
Town of Hamilton
Special Town Meeting
Held
Monday, November 13, 1995
At
Hamilton-Wenham Regional High School

Moderator Bruce Ramsey opened the meeting, with the warrant being duly signed and posted, at 7:45 p.m. with 220 voters checked and present:

Precinct 1 - 129
Precinct 2 - 91

Counters were:

**Left Side:**
Burnham Riggs
5 Paddock Lane

**Front:**
Richard Fates
95 Rock Maple Ave.

**Right Side:**
Guy Allenuzzo
71 Lincoln Ave.

Leon Purington
32 Mill Street

Douglas Woodman
209 Echo Cove Road

Moderator announced we would be departing from the usual procedure of opening a special Town Meeting by having a choral group from the high school sing the National Anthem led by Claudia Frost.

Moderator announced the checkers for the evening and then turned the meeting over to the Selectmen to explain the purpose of the special meeting, by recognizing Margaret Stedman.

Chairman of the Board of Selectmen, Margaret Stedman went on to explain that she would be giving an overview of tonight's meeting and then Peter Twining would be explaining the reason we need to act now and also the goals.

Selectman Stedman explained the Government Study proposal and the confusion caused by a tie vote on two articles at the Annual Town Election which left no one in charge of the Department of Public Works in 1996. The main purpose of the Special Town Meeting was to have an article for an Interim Board of Public Works for one year, to be elected in 1996.

Using overhead projector, Selectman Stedman explained the articles to be voted on:

**SPECIAL TOWN MEETING**
**NOVEMBER 13, 1995**

**Article 1:**

Interim Board of Public Works Approval tonight — Bylaw At 1996 Election:

3 new BPW members to be elected for 1 year

**Article 2:**

Selectmen to Act as Board of Public Works Approval tonight — Ballot Resolve Tie Vote of 1995 Town Election

-101-
Selectman Stedman then turned the meeting over to Peter Twining.

Selectman Twining went on to explain the Selectmen's views as to why these articles are important, using overhead projector showed the following:

**WHY DO WE NEED TO ACT NOW?**

- Hamilton - high tax town (greater than $1 over neighboring towns)
- Important upcoming decisions on capital projects (schools, library, roads, etc.)
- New federal and state responsibilities to fulfill
- Economic environment requires town to seek new ways to maintain services and contain costs.

Moderator introduced the members seated at the table, and then proceeded to the articles.
ARTICLE 1
By-Law
Interim
Board of
Public Works

Moved by David Neill, duly seconded that the Town adopt the following By-Law. At the 1996 Annual Town Election the Town shall elect an interim board of three Officers to exercise and perform the powers, rights, and duties formerly exercised and performed by the Board of Public Works pursuant to General Laws Chapter 41, Sections 69c to 69f, such three Officers to serve until the 1997 Town Election.

David Neill then requested the chair to recognize Marcie Homer to speak on the Article.

Moderator requested all persons speaking tonight to identify themselves and where they live in the Town and then recognized Marcie Homer.

Marcie Homer, Bay Road, a member of the Government Study Committee since 1993, went on to explain the plan which was proposed. After lengthy explanation the Moderator requested it be kept to the article now on the floor.

David Neill went on to explain where we are right now. We still have a Board of Public Works, we did vote last May to revoke them, but they don't become "revoked" until next May. This article would be to fill the gap from 1996 to 1997.

After further discussion from the floor the Moderator called for the vote.

VOICE VOTE: PASSED UNANIMOUSLY

(At the 1996 Annual Town Election Town will vote for an interim Board of Public Works from May 1996 to May 1997.)

---------------------------------------------

ARTICLE 2:
Ballot Question:
Selectmen Act
as Board of
Public Works

Moved by David Neill, duly seconded that the Town vote to include the following question in the warrant of the Annual Town Meeting for submission to the voters at the Annual Town Election: Shall the Town vote to have its Selectmen act as a Board of Public Works?

After lengthy discussion by David Neill and the floor, Kathy Hough called the question. Moderator called for a vote to move the question.

VOICE VOTE: PASSED UNANIMOUSLY

Moderator then called for a vote on the original motion.

VOICE VOTE: PASSED

(Question will be on ballot at 1996 Annual Town Election.)

---------------------------------------------

ARTICLE 3:
Ballot Question:
Re-establish
Board of
Public Works

Moved by Gordon Thompson, duly seconded that the Town vote to include: the following question in the warrant of the Annual Town Meeting for submission to the voters at the Annual Town Election: Shall sections sixty-nine C to sixty-nine F inclusive, of the General Laws, providing for the establishment of a Board of Public Works exercising the powers of certain other departments and Town Officers be accepted?

After lengthy discussion Moderator called for a vote.

STANDING VOTE: YES - 86
(DEFEATED) NO - 114

---------------------------------------------
ARTICLE 4: Ballot Question: Selectmen Appoint Assessors Moved by Selectman Margaret Stedman, duly seconded, that the Town vote to include the following question in the Warrant of the Annual Town Meeting for submission to the voters at the Annual Town Election: “Shall the town vote to have the Selectmen appoint Assessors?” Selectman Stedman spoke in favor of and George Cantwell, Board of Assessors member spoke against the motion.

After lengthy discussion Moderator called for a vote on the motion.

STANDING VOTE: YES - 122
(PASSED) NO - 73
(Question will be on the ballot for 1996 Annual Town Election.)

ARTICLE 5: Ballot Question: Selectmen Appoint Board of Health Moved by Selectman David Neill, duly seconded, that the Town vote to include the following question in the warrant of the annual Town Meeting, for submission to the voters at the Annual Town Election: “Shall the town vote to have its Selectmen appoint a Board of Health?”

Selectman David Neill spoke at length in favor of the motion. Richard Goehlert, Board of Health member also spoke in favor of the motion and requested the Finance Committee go on record as to their recommendation.

Richard Low of the Finance Committee announced they voted in favor of Article 5 and Article 4.

Moderator then reread the motion and called for the vote.

VOICE VOTE: PASSED
(Question will be on the ballot at the 1996 Annual Town Election.)

ARTICLE 6: Repeal By-Law Moved by Robert Poole, duly seconded, that the Town repeal the By-Law voted the 1995 Annual Town Meeting, which states, “The Board of Selectmen is authorized and empowered to appoint the Town Clerk.”

Robert Poole explained that due to the fact that the voters were confused at the last meeting, thinking the question would have been on the ballot, the petition was drawn to bring it back to the voters again. Mr. Poole also spoke in favor of the motion.

The Moderator then recognized the Town Clerk. Theresa M. Fanning who spoke in favor of returning to an elected position.

After further discussion, Moderator called for the vote.

STANDING VOTE: YES - 105
(PASSED) NO - 86
(Article passed -- returning the Town Clerk position to elected status.)

ARTICLE 7: Repeal By-Law Moved by Robert Poole, duly seconded, that the Town repeal the By-Law voted the 1995 Annual Town Meeting which states: “The Board of Selectmen is authorized and empowered to appoint the Treasurer-Collector.”
Robert Poole spoke at length regarding the article requesting support for passage.

Selectman Peter Twining and others spoke at length against this article.

Moderator called for the vote.

STANDING VOTE:  YES - 61
(DEFEATED)    NO - 122

(Treasurer-Collector remains appointed.)

---------------------------------------------------------------

ARTICLE 8:  Moved by Richard Goehlert, duly seconded, that the Town adopt the
By-Law: following By-Law: "Effective at the 1997 Annual Town Meeting the
Five Member number of Selectmen shall be fixed at five."
Board of
Selectmen

Mr. Goehlert went on to explain his reason for petitioning this was
because it was a recommendation of the Government Study Committee
and at last meeting it was voted to take no action and he felt it should be
voted on. Mr. Goehlert continued to explain why he felt the Town should
go to a five-member Board of Selectmen.

Richard Low of the Finance Committee noted the Finance Committee
was in favor of this article.

Selectman Peter Twining announced that the Board of Selectmen is
adamantly against this article and continued on to explain the reason
why: that this is not the time for this change.

After further discussion the Moderator called for the vote.

STANDING VOTE:  YES - 92
(FAILED)    NO - 93

Meeting was adjourned at 10:05 P.M.

A TRUE COPY:

ATTEST:

Theresa M. Fanning, CMC
Town Clerk
TREASURER/COLLECTOR ANNUAL REPORT FOR 1995

I hereby submit my report as Treasurer/Collector for the Town of Hamilton for the year ending December 31, 1995.

Balance January 1, 1995 $ 2,223,100.08
Receipts during 1995 11,900,148.00
Disbursements during 1995 14,123,248.08
Balance December 31, 1995 $ 2,531,321.53

See report for collection breakdown.

Investment Program - Balances December 31, 1995

<table>
<thead>
<tr>
<th>Fund</th>
<th>Balance December 31, 1995</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stabilization Fund</td>
<td>$ 258,074.40</td>
</tr>
<tr>
<td>Clark Property Funds</td>
<td>306,153.56</td>
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<tr>
<td>Conservation Commission</td>
<td>285,040.74</td>
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<tr>
<td>Trust Funds</td>
<td>341,007.00</td>
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<tr>
<td></td>
<td>$ 1,190,275.70</td>
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Respectfully Submitted,

Kay E. Turner
Treasurer/Collector
TREASURER/COLLECTOR'S REPORT

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>YEAR</th>
<th>RECEIPTS</th>
<th>YEAR</th>
<th>RECEIPTS</th>
<th>YEAR</th>
<th>RECEIPTS</th>
</tr>
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<tbody>
<tr>
<td>AL ESTATE</td>
<td>Prior to</td>
<td></td>
<td>Prior to</td>
<td></td>
<td>Prior to</td>
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<td>1993</td>
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<td>13,382.30</td>
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<td>1994</td>
<td>5,700.00</td>
<td>1994</td>
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<td>Sub-Total</td>
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<td>$ 4,480,382.36</td>
<td>1996</td>
<td>4,160,544.84</td>
<td>1996</td>
<td>8,641,927.18</td>
</tr>
</tbody>
</table>

| PERSONAL PROPERTY | Prior to   |               | Prior to   |               | Prior to   |               |
|                  | 1992       | 165.89        | 1992       | 0             | 1992       | 165.89        |
|                  | 1994       | 6,472.33      | 1994       | 24.40         | 1994       | 6,496.73      |
|                  | 1995       | 52,973.75     | 1995       | 655.01        | 1995       | 53,628.76     |
|                  | 1996       | 0             | 1996       | 56,402.71     | 1996       | 56,402.71     |
| Sub-Total         |            | $ 59,611.97   |            |               |            | $ 116,094.09  |

| TOR VEHICLE EXCISE | Prior to   |               | Prior to   |               | Prior to   |               |
|                   | 1991       | 201.97        | 1991       | 265.10        | 1991       | 467.07        |
|                   | 1992       | 38.75         | 1992       | 143.54        | 1992       | 182.29        |
|                   | 1993       | 865.11        | 1993       | 1,153.65      | 1993       | 2,018.76      |
|                   | 1994       | 3,743.04      | 1994       | 2,128.34      | 1993       | 5,871.38      |
|                   | 1995       | 18,604.57     | 1994       | 10,028.84     | 1995       | 28,633.41     |
|                   |            | $ 427,368.70  | 1995       | 109,493.10    | 1995       | 536,861.80    |
| Sub-Total         |            | $ 450,822.14  |            | $ 123,212.57  |            | $ 574,034.71  |

| Penalties and Interest | Prior to   |               | Prior to   |               | Prior to   |               |
|                       | 1992       | 192,187.47    | 1992       | 14,300.00     | 1991       | 182,292.90    |
|                       | 1993       | 75,859.97     | 1993       | 2,755.69      | 1991       | 257,942.59    |
|                       | 1994       | 149,842.90    | 1994       | 4,911.94      | 1991       | 263,794.84    |
|                       | 1995       | 379,151.47    | 1995       | 1,818.00      | 1991       | 392,962.94    |
| Sub-Total             |            | 73,987.93     |            | 149,842.90    |            | 323,830.83    |

| MUNICIPAL LIEN CERTIFICATES | Prior to   |         | Prior to   |         | Prior to   |         |
|                            | 1991       | $ 5,350.00 | 1991       | $ 8,950.00 | 1991       | $ 14,300.00 |
|                            | 1993       |           | 1993       |           | 1993       |           |
|                            | 1994       |           | 1994       |           | 1994       |           |
| Sub-Total                  |            | $ 5,350.00 |            | $ 8,950.00 |            | $ 14,300.00 |

| WATER DEPARTMENT           | Prior to   |               | Prior to   |               | Prior to   |               |
| Water Services             | 1991       | $ 4,750.00    | 1991       | 17,550.00     | 1991       | 22,300.00     |
| Water Rates                | 1992       | 15,231.13     | 1992       | 3,100.00      | 1992       | 17,940.27     |
| Water Liens                | 1993       | $ 2,725.69    | 1993       | 2,755.69      | 1993       | 5,501.38      |
| Sub-Total                  |            | $ 270,604.73  |            | $ 192,187.47  |            | $ 462,792.20  |

| Sub-Total                  |            | 9,335,409.13  |            | 4,755,455.24  |            | 10,090,864.37 |