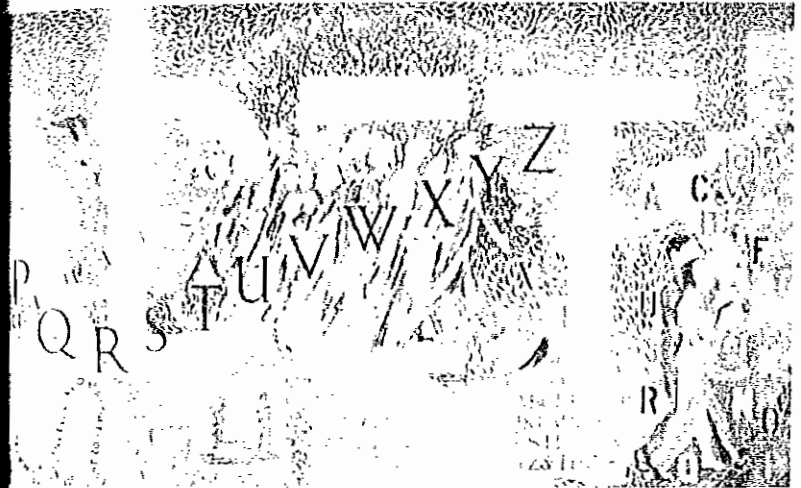


# 1994



## TOWN OF KINGSTON

Annual  
Report



**ANNUAL REPORT  
OF THE  
TOWN OFFICERS  
OF THE  
TOWN OF KINGSTON  
MASSACHUSETTS**



**1994**

**THE ALPHABET MURAL**

*by Gobin Stair*

on display in the Kingston Public Library  
celebrates the development and the necessity of literacy.  
Painted and donated by the Artist to the Town of Kingston  
for the dedication of the new library.

**Eagle Graphics Inc.**

30 Lancaster Street  
Boston, MA 02114



printed on recycled paper

## REPORT OF THE CHAIRMAN OF THE BOARD OF SELECTMEN

Kingston continues to add to its professional staff. A new Town Administrator Patricia Whalen joined the team in July 1994. Just as the year ended the Board of Selectmen hired a full time Town Planner to assist the town officials, boards and committees in the task that faces all of us — Planned growth for our community.

Kingston continues to grow. There are major projects under construction in Kingston which will have an effect on each and every one of us. These include the relocation of Route 44 through a corner of our town and the MBTA has started work recently on the two tunnels under Route 3, which is connected to the plans to restore commuter rail service in the area. A regional rail station and layover facility will also be built. The construction, according to MBTA officials, will require 27 months to complete.

The Town is also experiencing continued major commercial development. Kingston Commons is expected to open 1995 in the vicinity of the Independence Mall with 2 large stores and a restaurant. This, with Wal-Mart which is slated for the area of Cordage Park in Plymouth, is expected to generate increased traffic in the present highly traveled areas.

A revitalization of the downtown area has begun with the reconstruction of the former railroad station, which will contain a new deli and sandwich shop. Plans are being made to continue the work to complete a park started many years ago and to rejuvenate downtown's appearance with sidewalks, lights and better parking facilities.

The new Kingston Library is a welcome addition to the buildings in that central area of town. Last year, the Town House built in 1841 was painted and brought back to its former beauty. The Faunce School is now in the process of being renovated and will be added to the restored town buildings set in this campus type complex.

In May, Marjorie K. Cronin donated two beautiful Town flags to Kingston. One flag will be displayed in the Hall of Flags at the State House in memory of her husband, Philip S. Cronin, former Town Counsel. The other Town Flag is hung in the Faunce School. The flags are embossed with Kingston's Town Seal on a field of blue.

Kingston received the deed to the 16-acre parcel for the purposes of a municipal well site from the Independence Mall group. This completes an action that was voted June 1987 when the Independence Mall was built.

I want to commend the Board of Selectmen in their choice of the recipient of the Boston Post Cane this year. It was presented to Mrs. Lois Lawrence who reached her 100th birthday on September 16, 1994. Mrs. Lawrence, is a long time resident of the Town of Kingston.

*All photos by Marylou Joyce.*

Personal Citations were issued to police officers, firefighters, EMTs and dispatchers who assisted in providing medical attention during the shooting of State Trooper Mark Charbonnier. Citations were also issued to the Police and Fire Chiefs for the departments, recognizing the risk and devotion to duty by the members of the police and fire departments.

In October, four town firefighters were promoted to Captain, marking the first addition of supervisory positions in 20 years. They were added by the Selectmen after negotiation with the firefighter union.

In December plaques were awarded for the Snow Plow Rodeo competition participated in by members of the Highway Department. It speaks well that the Department came in first or second in several contests, with a special award in the overall contest.

We, who have lived in Kingston for many years and new citizens who have joined us, look forward to living in this beautiful old New England Town for many more years.

Marjorie F. Cadenhead, Chairman



FAUNCE SCHOOL, GREEN STREET  
Meeting Place for Town Boards and Committees

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Marjorie F. Cadenhead, Chairman



**FAUNCE SCHOOL, GREEN STREET**  
*Meeting Place for Town Boards and Committees*



**MAJOR JOHN BRADFORD HOUSE ca. 1674**  
*Maintained by Jones River Village Historical Society*

## TOWN OF KINGSTON

Incorporated 1726

Area of Town 19.03 sq. miles

**ANNUAL TOWN MEETING**  
First Saturday in April

**ANNUAL TOWN ELECTION**  
Second Saturday in April

**POPULATION 1994 TOWN CENSUS**  
9,468

**POPULATION 1990 FEDERAL CENSUS**  
9,045

**TAX RATE FOR FY 1995**  
\$15.39

## TOWN OF KINGSTON OFFICERS AND COMMITTEES

### ELECTED

#### MODERATOR

Lawrence I. Winokur  
168 Main Street  
Term Expires 1995

#### TOWN CLERK

Mary Lou Murzyn  
3 Silver Lake Drive  
Term Expires 1996

#### SELECTMEN

Marjorie F. Cadenhead, Chairman  
101 Wapping Road  
Term Expires 1996

Kevin F. Cully  
18 Pine Brook Drive  
Term Expires 1995

Daniel J. Murphy  
68 West Street  
Term Expires 1996

Richard P. Cretinon  
32R Second Brook Street  
Term Expires 1997

Olavo DeMacedo  
13 Riverside Drive  
Term Expires 1997

#### ASSESSORS

William J. Twohig, Chairman  
35 Mayflower Street  
Term Expires 1996

William B. Martin  
25 Winter Street  
Appointed to ATE 1995  
Term Expires 1997

William R. Fairweather  
59 Oldfield Drive  
Term Expires 1995

#### COLLECTOR OF TAXES

Howard Keith Peavey  
30 Pembroke Street  
Term Expires 1995

#### TOWN TREASURER

Roscoe A. Cole, Jr.  
8 Brewster Road  
Term Expires 1996

## SCHOOL COMMITTEE

Marion Lanagan, Chairman  
240 Main Street  
Term Expires 1995

James E. Coyle  
18 Mountain Ash Drive  
Term Expires 1995

Charles A. Noble, III  
2 Barnabas Mill Road  
Term Expires 1996

John J. Pfaffinger  
19 Brook Street  
Term Expires 1996

Thomas J. O'Brien  
27 Longwood Circle  
Appointed to 1995 ATE  
Term Expires 1997

## HOUSING AUTHORITY

William J. O'Brien, Chairman  
(state appointee)  
18 Brook Street  
Term Expires 1998

Richard C. Scanlon  
37 Grove Street  
Term Expires 1995

Cynthia A. Fitzgerald  
19 Oak Street  
Term Expires 1996

Richard W. Loring  
54 Evergreen Street  
Appointed to ATE 1995  
Term Expires 1997

Joseph M. Palombo  
18 Harborview Drive  
Term Expires 1998

## LIBRARY TRUSTEES

Joseph F. Glass, Chairman  
153 Summer Street  
Term Expires 1995

Robert A. Mulliken  
31 River Street  
Appointed to ATE 1995  
Term Expires 1995

Margaret J. Warnsman  
100 Summer Street  
Term Expires 1996

Brian G. McWilliams  
9 Green Street  
Term Expires 1996

Kimberly K. Beasley  
45 Howland's Lane

Term Expires 1997

Catherine H. Braman  
224 Main Street

Term Expires 1997

**SILVER LAKE REGIONAL SCHOOL DISTRICT COMMITTEE  
FROM KINGSTON**

Wayne G. Bouley  
36 Brook Street

Term Expires 1995

George A. Cappola  
5 Lydon Lane

Term Expires 1995

Glen W. Mulready  
92 Summer Street

Term Expires 1996

Frances E. Botelho-Hoeg  
394 Elm Street

Term Expires 1997

**BOARD OF HEALTH**

Ann C. Frazier, Chairman  
9 Dillingham Way

Term Expires 1995

Mando A. Aldrovandi  
11 Loring Avenue

Term Expires 1995

William E. Watson  
7 Pico Avenue

Appointed to ATE 1995  
Term Expires 1996

Philemon T. Walters  
17 Nottingham Drive

Term Expires 1996

A. Daniel Sapir  
241 Main Street

Term Expires 1997

**TREE WARDEN**

Fred E. Nava  
181 Brookdale Street

Term Expires 1995

**CONSTABLES**

Alfred D. Darsch  
4 Pleasant Street

Term Expires 1995

James R. Goonan  
2 Pleasant Street

Term Expires 1995

**WATER COMMISSIONERS**

Richard W. Loring, Jr., Chairman  
30 Tremont Street

Term Expires 1997

Fred D. Svenson, Jr.  
9 Smelt Pond

Term Expires 1995

Robert R. Kostka  
14 Silver Lake Drive

Term Expires 1996

**PLANNING BOARD**

Susan M. Farrell, Chairman  
101 Lake Street

Term Expires 1997

Robert F. Gosselin, Jr.  
24 Silver Lake Drive

Term Expires 1995

Michael J. Ruprecht  
236 Main Street

Term Expires 1996

Frederick E. Corrow  
218 Indian Pond Road

Term Expires 1998

Thomas S. Bouchard, Sr.  
6 Quail Run Road

Term Expires 1999

**RECREATION COMMISSION**

Douglas J. Fleming, Chairman  
39 Maple Street

Term Expires 1997

Dennis M. Carvalho  
178 Main Street

Term Expires 1995

Nancy E. Kenyon  
15 Bradford Avenue

Term Expires 1996

Debra J. Mueller  
13 May Avenue

Term Expires 1996

David R. Franklin  
19 Holly Tree Drive

Term Expires 1997

# **TOWN OF KINGSTON OFFICERS AND COMMITTEES**

## **APPOINTED**

<b>POSITION</b>	<b>EXPIRES</b>
<b>ACCOUNTANT</b> Benjamin W. Husted, Jr.	8-31-96
<b>ADMINISTRATIVE ASSESSOR</b> James C. Judge	9-21-95
<b>ADMINISTRATOR</b> Patricia A. Whalen	By contract 6-06-97
<b>AMERICANS WITH DISABILITIES ACT COORDINATOR</b> Christina L. Willis	Indefinite
<b>ANIMAL CONTROL OFFICER</b> Debra J. Mueller	4-30-95
<b>ASSISTANT ANIMAL CONTROL OFFICER</b> —	4-30-95
<b>ASSISTANT ASSESSOR (M.G.L. Chapter 41, Section 25A)</b> Jean M. LoVerro	2-15-95
<b>ASSISTANT ASSESSOR (Honorary)</b> James G. Makrys	6-30-95
<b>ASSISTANT COLLECTOR OF TAXES (M.G.L. Chapter 41, Section 39C)</b> Roscoe A. Cole	4-01-95
<b>ASSISTANT TOWN ACCOUNTANT</b> Jane P. Zakrzewski	6-30-95
<b>ASSISTANT TOWN CLERK (M.G.L. Chapter 41, Section 19)</b> Mary E. Boutin	4-20-96
<b>ASSISTANT TOWN TREASURER (M.G.L. Chapter 41, Section 39A)</b> Gean C. Richards	4-13-96
<b>BAY WIDE COMMITTEE</b> Clive W. Beasley, Rep. Sara Altherr, Alternate	Indefinite

# **BUILDING DEPARTMENT**

<b>BUILDING INSPECTOR/ZONING ENFORCEMENT OFFICER</b> Paul L. Armstrong	6-30-97
<b>BUILDING INSPECTOR, ALTERNATE</b> Fred D. Svenson, Jr.	6-30-97
<b>ZONING ENFORCEMENT OFFICER, ASSISTANT</b> James E. Colman	6-30-97
<b>BURIAL AGENT</b> Mary Lou Murzyn Mary E. Boutin	6-30-95 6-30-95
<b>CABLE ADVISORY COMMITTEE (1991 ATM Art. 41, 1991 STM Art. 19, 1993 STM Art. 13)</b> Joseph J. D'Agostino L. Richard Ellison Vanessa M. Verkade June A. Ballinger David A. Chuckran D. Charles Wusenich Michael Perry Francis R. Murphy Peter M. Vacchino Kevin F. Cully, Selectmen Liaison	6-30-95 6-30-95 6-30-95 6-30-96 6-30-96 6-30-96 6-30-96 6-30-97 6-30-97 6-30-95
<b>CENTRAL PLYMOUTH WATER DISTRICT</b> George D. Cravenho, Rep.	6-30-95
<b>CHIEF PROCUREMENT OFFICER</b> Patricia A. Whalen	6-06-97
<b>CLERK, BOARD OF SELECTMEN</b> Miriam MacInnis	6-30-96
<b>COMMUNITY ACTION STATEMENT COMMITTEE (AD HOC OF PLANNING BOARD)</b> Mando A. Aldrovandi Thomas J. Calter, III Doris M. Johnson Leo A. Kelley Ronald L.C. Maribett Julianne M. Saniuk George W. Schilling	Final Report Submitted

**CONSERVATION COMMISSION (M.G.L. Chapter 40, Section 8C)**

George W. Schilling, Chairman	6-30-96
Pine duBois	6-30-95
David D. Fitzgerald	6-30-95
Paula M. Cummings	6-30-96
Marie F. King	6-30-97
Geoffrey H. Marsh	6-30-97
Stephen A. McDonald	6-30-97
Jay Wennemer, Enforcement Officer	6-30-95

**COUNCIL ON AGING**

Muriel A. Boyce, Director	6-30-95
Frances E. Durgin	6-30-95
Olavo B. DeMacedo	6-30-95
Olive M. Wisely	6-30-95
Richard P. Cretinon	6-30-95
Althea C. Cushman	6-30-96
Delia N. Ferreira	6-30-96
Gladys K. Malone	6-30-97

**CULTURAL COUNCIL**

Julie E. Driscoll	6-30-96
Maryanne Driscoll	6-30-96
Lucille M. Gaudreau	6-30-96
Suzanne L. Lafond	6-30-96
Mark Little	6-30-96
Raymond Russo	6-30-96
Robert W. Doherty	6-30-96
	6-30-96

**DEPUTY COLLECTOR OF TAXES**

William E. Po	12-31-94
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**E-911 COMMITTEE**

Michael J. Best	Duration of Committee
Harley S. Cadenhead	
Eugene F. Creedon	
David R. Griffiths	
David C. McKee	
Philip W. Tura	

**EDUCATIONAL FUND TRUSTEES**

Mary Lou Murzyn	6-30-95
Marjorie F. Cadenhead	6-30-96
Roscoe A. Cole, Jr.	6-30-97
Kevin F. Cully	6-30-98
David W. Gavigan	6-30-99

**ELEMENTARY SCHOOL — BUILDING  
NEEDS STUDY COMMITTEE**

Craig N. Dalton	Indefinite
Marion Lanagan	
John J. Pfaffinger	
Michael J. Rizzo, Jr.	
Timothy J. Russell	
Fred D. Svenson, Jr.	
Paul A. Squarcia, ex-officio	
Bruno Zoltowski, ex-officio	

**EMERGENCY MANAGEMENT AGENCY**

Dennis L. Tavares, Director	6-30-95
Janice M. McGuire, Deputy	6-30-95
Volunteers list on file	Indefinite

**EMERGENCY PLANNER**

Janice M. McGuire	Indefinite
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**FENCE VIEWER**

Walter W. Hoeg	6-30-95
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**FELD DRIVER**

Charles P. King	6-30-95
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**FINANCE COMMITTEE**

Theodore C. Alexiades, Chairman	ATM 97
Melanie Meeker Jones, Vice-Chairman	ATM 96
Paul S. Milliken	ATM 95
Elizabeth J. Monks	ATM 95
Evelyn D. Strawn	ATM 95
Sara Altherr	ATM 96
Elaine Cravenho	ATM 96
Thomas J. Calter, III	ATM 97
Brian T. Elsdon	ATM 97

**FIRE DEPARTMENT**

FIRE CHIEF	
Jon H. Alberghini	6-30-95
David C. McKee, Deputy	

**CAPTAINS**

Mark Douglass; Robert T. Heath; Stephen Heath; Kevin Nord	
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**FIREFIGHTER/EMT - Permanent Force**  
Kenneth Calvin; Robert Ellis; Gregory B. Kraft; David Matinzi;  
Glenn Rizzuto; Bernard H. Sampson

**FIREFIGHTER/PARAMEDIC - Permanent Force**  
John O'Neil

**FIREFIGHTER/PARAMEDIC - Call Force**  
Philip W. Tura

**FIREFIGHTER/EMT - Call Force**  
Michael J. Best; David Binari; Sean Kilduff; James Reed

**CALL FORCE**  
Jeffrey Bond; Philip Burnham; Lt. Joseph Chaves; Frank Donovan;  
Richard Garuti; David Heath; Dale Loring; Capt. Edgar W. Loring;  
Richard W. Loring, Jr.; Thomas R. Neal; Lt. William O'Brien, III;  
Lt. William O'Brien, Sr.; Christy Parezo; Paul Tura; Lionel Warner

#### **FISH COMMITTEE**

#### **GAS INSPECTOR**

James A. Robare, Sr.	6-30-95
Norman E. Bouchard, Alternate	6-30-95
Thomas S. Bouchard, 2nd Alternate	6-30-95

#### **HANDICAP COORDINATOR**

John C. Veracka, Jr.	Indefinite
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#### **HANDICAPPED COMMISSION (1988 ATM, Art. 25)**

Christina L. Willis, Chairman	6-30-95
Sr. Bernadette Chapin	6-30-95
Jean M. Landis-Naumann	6-30-95
Sara Killory Rodriguez	6-30-95
	6-30-95
	6-30-95
	6-30-95

#### **HARBORMASTER**

David E. Clinton	Indefinite
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#### **ELEMENTARY SCHOOL — BUILDING NEEDS STUDY COMMITTEE**

Craig N. Dalton	Indefinite
Marion Lanagan	
John J. Pfaffinger	
Michael J. Rizzo, Jr.	
Timothy J. Russell	
Fred D. Svenson, Jr.	
Paul A. Squarcia, ex-officio	
Bruno Zoltowski, ex-officio	

#### **EMERGENCY MANAGEMENT AGENCY**

Dennis L. Tavares, Director	6-30-95
Janice M. McGuire, Deputy	6-30-95
Volunteers list on file	Indefinite

#### **EMERGENCY PLANNER**

Janice M. McGuire	Indefinite
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#### **FENCE VIEWER**

Walter W. Hoeg	6-30-95
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#### **FIELD DRIVER**

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Paul S. Milliken	ATM 95
Elizabeth J. Monks	ATM 95
Evelyn D. Strawn	ATM 95
Sara Altherr	ATM 96
Elaine Cravenho	ATM 96
Thomas J. Calter, III	ATM 97
Brian T. Elsdon	ATM 97

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David C. McKee, Deputy	

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John O'Neil

**FIREFIGHTER/PARAMEDIC - Call Force**

Philip W. Tura

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Lt. William O'Brien, Sr.; Christy Parezo; Paul Tura; Lionel Warner

**FISH COMMITTEE**

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**GAS INSPECTOR**

James A. Robare, Sr.	6-30-95
Norman E. Bouchard, Alternate	6-30-95
Thomas S. Bouchard, 2nd Alternate	6-30-95

**HANDICAP COORDINATOR**

John C. Veracka, Jr.	Indefinite
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Sr. Bernadette Chapin	6-30-95
Jean M. Landis-Naumann	6-30-95
Sara Killory Rodriguez	6-30-95
—	6-30-95
—	6-30-95
—	6-30-95

**HARBORMASTER**

David E. Clinton	Indefinite
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**ASSISTANTS:**

Jeffrey S. Bond	6-30-97
Dennis Carvalho	6-30-97
Jeffrey C. Crocker	6-30-97
James H. Crowell	6-30-97
William R. Fairweather	6-30-97
John P. Hennessey	6-30-97
Thomas J. Hobin	6-30-97
James C. Judge	6-30-97
Leo A. Kelley	6-30-97
Thomas R. Neal	6-30-97

**HEALTH AGENT**

Henny M. Walters	6-30-96
Frederick E. Corrow, Alternate	6-30-95

**HISTORIAN**

Doris M. Johnson	6-30-97
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**HISTORICAL COMMISSION (M.G.L. Chapter 40, Section 8D)**

Walter W. Hoeg	6-30-95
June A. Ballinger	6-30-96
Daniel A. Walker	6-30-96
Gordon L. Massingham	6-30-97
John K. McNabb	6-30-97

**WABOD WASHBURN FUND TRUSTEES**

Miriam MacInnis	6-30-97
John C. Veracka, Jr.	6-30-97
Melanie Meeker Jones	6-30-97

**INDUSTRIAL DEVELOPMENT COMMISSION**

Jeffrey A. Batchelor	6-30-95
Mario V. Vernazzaro	6-30-95
Dexter L. Gaspar	6-30-96
Ronald A. Gleason	6-30-96
George W. Schilling	6-30-96
Joseph J. D'Agostino	6-30-97
Doris M. Johnson	6-30-97
Paul H. Randall	6-30-98
Robert W. Crosscup, Jr.	6-30-98

**INDUSTRIAL DEVELOPMENT FINANCE AUTHORITY**

Roscoe A. Cole, Jr.	4-30-95
William R. Fairweather	4-30-96

James C. Judge	4-30-97
Robert W. Crosscup, Jr.	4-30-98
William J. Twohig	4-30-99
<b>INSPECTOR OF ANIMALS (M.G.L. Chapter 129, Section 15)</b>	
Debra J. Mueller	3-31-95
<b>INSURANCE ADVISORY COMMITTEE</b>	
Glen W. Mulready	6-30-95
Jane E. Murphy	6-30-95
Arthur P. Naumann, Jr.	6-30-95
<b>LIBRARY BUILDING USE COMMITTEE</b>	
Lilias E. Cingolani	When study completed
Lois V. Eck	
Paula B. Fisher	
Cynthia K. Walker	
Gloria W. Wheble	
<b>LIBRARY DIRECTOR</b>	
Lusia Stewart	Indefinite
<b>LOCAL EMERGENCY MANAGEMENT AGENCY (SARA Title III)</b>	
Jon H. Alberghini	Indefinite
Carl G. Atwood	
Marjorie F. Cadenhead	
Michael L. DeCapua	
David W. Gavigan	
Michael G. MacPherson	
Janice M. McGuire	
Paul A. Squarcia	
Dennis L. Tavares	
Patricia A. Whalen	
<b>LOCAL SUPERINTENDENT</b>	
Fred E. Nava	6-30-97
<b>LOCAL WATER RESOURCES MANAGEMENT AGENCY</b>	
Michael G. MacPherson	6-30-95
<b>MASS BAYS LOCAL GOVERNANCE</b>	
Richard E. Dennehy, Rep.	Until business concludes
Sara Altherr, Alternate	

<b>MEASURER OF WOOD AND BARK</b>	
Paul M. Gallagher	6-30-95
<b>NATIONAL ORGANIZATION ON DISABILITIES</b>	
Christina L. Willis, Rep.	4-30-95
<b>OLD COLONY ELDERLY SERVICES</b>	
Ann White, Rep.	6-30-95
Hazel E. Foley, Alternate	6-30-95
<b>OLD COLONY PLANNING COUNCIL</b>	
Eugene F. Creedon	6-30-95
<b>OLD COLONY PLANNING COUNCIL AREA AGENCY FOR AGING</b>	
Muriel A. Boyce, Representative	6-30-95
Gladys K. Malone, Alternate	6-30-95
<b>OLD COLONY PLANNING COUNCIL JOINT TRANSPORTATION COMMITTEE</b>	
Eugene F. Creedon, Rep.	6-30-95
<b>OPEN SPACE COMMITTEE (ADHOC OF CONSERVATION COMMISSION)</b>	
Andrea M. Barrett	Indefinite
Daune B. Frey	
William E. Frey	
Patrick J. Gavin	
Gary P. Langenbach	
Robert A. Mulliken	
Col W. Peterson	
Peter J. Peterson, III	
Cynthia W. Shurtleff	
Bruce F. Skerritt	
Andrea Southworth	
Jacqueline H. Sweetser	
<b>PARKING CLERK</b>	
Miriam MacInnis	6-30-96
<b>PERMANENT BUILDING COMMITTEE (1990 ATM, Art. 23)</b>	
Sean F. Kilduff	6-30-95
Fred D. Svenson, Jr.	6-30-95
Paul L. Armstrong	6-30-96
Frank J. Catani	6-30-96
Philip R. Burnham	6-30-97

**PLANNING BOARD ASSOCIATE MEMBER/SPECIAL PERMIT APPLICATIONS (1993 ATM, Art. 18)**

Edmund J. King, Jr. 6-30-96

**PLUMBING INSPECTOR**

Norman E. Bouchard 6-30-95  
James A. Robare, Sr., Alternate 6-30-95  
Thomas S. Bouchard, 2nd Alternate 6-30-95

**PLYMOUTH CITIZENS' ADVISORY COMMITTEE FOR SEWAGE FACILITIES**

Richard P. Cretinon, Rep. 6-30-95

**PLYMOUTH COUNTY ADVISORY BOARD**

Daniel J. Murphy, Delegate 6-30-95  
Marjorie F. Cadenhead, Alternate Delegate 6-30-95

**PLYMOUTH COUNTY EXTENSION SERVICE**

6-30-95

**POLICE DEPARTMENT**

**CHIEF** 6-30-96  
Michael L. DeCapua

**SERGEANTS (PF)**

Wayne J. Cristani; Gordon R. Fogg; Richard B. Pina;  
Jeffrey Ponte; James J. Schilling;

**OFFICERS (PF)**

Richard J. Arruda; Deborah M. Brock; Alan H. Cabral;  
Michael E. Darsch; Loren A. Frost; David R. Griffiths;  
Thomas A. Kelley; John D. Morgan; Dennis P. O'Brien;  
Zachary I. Potrykus; James P. Sauer; Maurice J. Splaine;  
Robert C. Wells

**PERMANENT INTERMITTENTS (PI)**

Maryann Furfari; Robert J. Santos; Roger Silva;  
Ronald J. Vernazzaro; Steven J. Vernazzaro; Michael Wager;  
Joseph E. Walsh

**SPECIAL OFFICERS**

Douglas Abde, Jr.; Michael J. Balboni; Bradford P. Bartlett;  
Richard A. Bosworth; Bruce Burton; Glenn C. Bushee;  
Edward A. Caron; George V. Cavicchi; Michael A. Close;  
James C. Fuller; Norman P. Harbinson; Darren J. Martin;  
Donna M. Pepin; Dennis T. Rizzuto, Jr.; Christine H. Spalding

**PUBLIC SAFETY DISPATCHERS/CLERKS**  
Michael Balboni; Michael J. Best; Patricia Chandler;  
Susan M. Macy; Donna M. Pepin; Stephen Perrault;  
James F. Reed, Kirsten A. Zwicker

**RECYCLING COMMITTEE (1990 ATM, Art. 21)**

Carl G. Atwood 6-30-95  
Lauren R. Chartier 6-30-95  
Sandra M. Gallagher 6-30-95  
Margaret W. Holds 6-30-95  
Charles F. McCoy, Jr. 6-30-95  
Christopher S. Newton 6-30-95  
Lorna E. Walsh 6-30-95

**REGISTRAR OF VOTERS (M.G.L. Chapter 51, Section 15)**

D. Charles Wusenich, Chairman 3-31-96  
Lucy S. Cushman 3-31-95  
Mary C. Crowley 3-31-97  
Mary Lou Murzyn, Clerk 4-20-96

**ASSISTANT REGISTRARS FOR HIGH SCHOOLS**

Sr. Emma Jean Middendorf - Sacred Heart 3-31-95  
Audrey E. Riddle - Silver Lake Regional 3-31-95

**RIGHT-TO-KNOW COORDINATOR**

George Bray, III 6-30-95

**SCENIC ROAD COMMITTEE (AD HOC OF PLANNING BOARD)**

Until business concludes

Thomas C. Bombardier  
Frederick E. Corrow  
Robert F. Gosselin, Jr.  
Heather J. Hanley

**SEALER OF WEIGHTS AND MEASURES**

Herbert Wolfer 6-30-95

**SEWERAGE ADVISORY COMMITTEE**

Disbanded by Selectmen

Clive W. Beasley  
Julianne M. Nemes  
William J. Twohig  
Norman F. White  
Marjorie F. Cadenhead, Selectman Liaison

**SEXUAL HARASSMENT ADHOC COMMITTEE  
(AD HOC OF BOARD OF HEALTH)**

Dona T. Apple  
Catherine H.F. Braman  
Ann C. Frazier  
Lois K. Mulliken

Study completed

**SHELLFISH CONSTABLE**

David E. Clinton

6-30-97

**DEPUTIES:**

Jeffrey S. Bond  
Dennis Carvalho  
Jeffrey C. Crocker  
James H. Crowell  
William R. Fairweather  
John P. Hennessey  
Thomas J. Hobin  
James C. Judge  
Leo A. Kelley  
Thomas R. Neal

6-30-97  
6-30-97  
6-30-97  
6-30-97  
6-30-97  
6-30-97  
6-30-97  
6-30-97  
6-30-97  
6-30-97

**SMELT POND RESTORATION GROUP  
(SUBCOMMITTEE OF CONSERVATION COMMISSION)**

Eduardo Calapiz  
Ronald S. Carroll  
Jennifer C. DiRico  
Carl B. Freyermuth  
Harold W. McDougall, III  
Fred D. Svenson, Jr.

Indefinite

**SUPERINTENDENT OF SCHOOLS**

(Appointed by joint vote of Superintendence Union  
and Silver Lake Regional School District Committees)  
Paul A. Squarcia

**SUPERINTENDENT OF STREETS**

Carl G. Atwood

6-30-95

**SUPERINTENDENT OF WATER**

Michael G. MacPherson

5-11-96

**SURVEY BOARD**

Jon H. Alberghini  
Richard B. Desmond

6-30-95  
6-30-95

**SWORN WEIGHERS  
O'DONNELL SAND & GRAVEL**

6-30-95

**SOUTHEASTERN SAND & GRAVEL**

John T. Damiano  
Cheryl Miller

6-30-95  
6-30-95

**TOWN COUNSEL**

Kopelman & Paige, P.C.

6-30-95

**VETERANS' AGENT**

Donald L. Sauer

4-30-95

**VETERANS' SERVICES**

Donald L. Sauer, Director

4-30-95

**WATERFRONT COMMITTEE**

Richard B. Desmond  
John P. Hennessy  
Richard A. Veno  
William R. Fairweather  
Thomas J. Hobin  
Jeffrey C. Crocker  
James C. Judge

6-30-95  
6-30-95  
6-30-95  
6-30-96  
6-30-96  
6-30-97  
6-30-97

**WIRE INSPECTOR**

Lionel B. Warner  
R. Kenneth Savard, Alternate

6-30-95  
6-30-95

**ZONING BOARD OF APPEALS**

John L. Sullivan, Chairman  
Bruce K. Bird  
Stanley J. Kuzborski  
Neil A. Hulteen  
Jeanette M. Gleason

6-30-95  
6-30-96  
6-30-97  
6-30-98  
6-30-99

**ASSOCIATES**

Gale Gleason  
Nancy T. Sapir

6-30-95  
6-30-95

## COMMITTEES APPOINTED JOINTLY

### AUDIT COMMITTEE (1994 ATM, Art. 15)

FC	Jonathan S. Thomas	6-30-95
BS	Leigh Nali	6-30-96
M	Thomas L. Condon	6-30-97
	Town Accountant, ex-officio	
	Town Administrator, ex-officio	

### BUDGET ADVISORY BOARD (1988 ATM, ART. 43; 1989 ATM, ART.26)

BS	Marjorie F. Cadenhead
KE	Marion Lanagan
FC	Theodore C. Alexiades
CP	Arthur E. Quilty
TA	Patricia A. Whalen

### CAPITAL PLANNING COMMITTEE (1988 ATM, Art. 44; 1993 ATM, Art. 13)

FC	Melanie Meeker Jones	6-30-95
BS	John C. Veracka, Jr.	6-30-95
FC	Elaine Cravenho	6-30-96
BS	Arthur E. Quilty	6-30-96
M	Michael Perry	6-30-97
	Town Administrator, ex-officio	
	Town Treasurer, ex-officio	

### LIBRARY BUILDING COMMITTEE (11/09/92, STM, Art. 17)

M	Vicki L. Lyall	
FC	Melanie Meeker Jones	
BS	Harley S. Cadenhead	Until business concludes
BS	Thomas S. Donnelly	
LT	Brian G. McWilliams	
LT	Paul R. Sullivan	
LT	Philip R. Burnham	
	Library Director, ex-officio	

### MBTA ADVISORY COMMITTEE

FC	Evelyn D. Strawn	
BH	Ann C. Frazier	
CC	Pine duBois	Disbanded by Board of Selectmen on 10-04-94
PB	Thomas S. Bouchard, Sr.	
PD	David R. Griffiths	
FD	Jon H. Alberghini	
KC	Paul M. Gallagher	
KC	Theodore E. Baker	

BS	Kevin F. Cully
	Kevin F. Cully, Selectmen Liaison

### PLANNING ADVISORY COMMITTEE (1994 ATM, Art. 21) 1995 ATM

FC	Thomas J. Calter, III
BA	Clive W. Beasley
CC	Marie F. King
CP	
PB	Susan M. Farrell
BS	Doris M. Johnson
BS	

### S.L. WITHDRAWAL STUDY COMMITTEE

CP	Arthur E. Quilty
FC	Theodore C. Alexiades
SL	George A. Cappola
PBC	Sean F. Kilduff
BS	Daniel J. Murphy
PAC	Ronald L.C. Maribett
KES	Charles A. Noble, III

### WAGE AND PERSONNEL BOARD

FC	Jerome M. Powell, Chairman	6-30-95
BS	James M. McKenna, Jr.	6-30-96
M	Elizabeth A. White	6-30-97

### APPOINTING BOARDS OR MEMBERS

BA	Board of Assessors
BH	Board of Health
BS	Board of Selectmen
CC	Conservation Commission
CP	Capital Planning
FC	Finance Committee
FD	Fire Department
KC	Kingston Citizen
KE	Kingston Elementary School Committee
LT	Library Trustees
M	Moderator
PB	Planning Board
PD	Police Department
RC	Recreation Commission
SL	Silver Lake Regional District Committee
TA	Town Administrator
WC	Water Commissioners

ZB            Zoning Board of Appeals  
PAC           Planning Advisory Committee  
PBC           Permanent Building Committee

*All appointments current as of December 31, 1994.*

## FEDERAL, STATE AND COUNTY OFFICERS

### UNITED STATES SENATORS IN CONGRESS

Edward M. Kennedy (D)  
2400 John F. Kennedy Federal Building  
Boston, MA 02203  
(617) 565-3170

John F. Kerry (D)  
One Bowdoin Square, 10th Floor  
Boston, MA 02114  
(617) 565-8519

### UNITED STATES REPRESENTATIVE IN CONGRESS

(10th Congressional District)  
Gerry E. Studds (D)  
State House  
Boston, MA 02133  
or  
225 Water Street, Suite 401  
Plymouth, MA 02360  
(508) 747-5500

### GOVERNOR

William F. Weld (R)  
State House  
Boston, MA 02133

### COUNCILLOR

(First Councillor District)  
David F. Constantine (D)  
State House, Rm. 184  
Boston, MA 02133  
(617) 727-2795

### STATE SENATOR

(Plymouth & Barnstable District)  
Therese Murray (D)  
State House, Room 511  
Boston, MA 02133

or

225 Water Street, Suite 401  
Plymouth, MA 02360  
(508) 746-9332

### STATE REPRESENTATIVE IN GENERAL COURT

(12th Plymouth District)  
Robert Kraus (R)  
State House, Room 489  
Boston, MA 02133  
(617) 722-2017

### SECRETARY OF THE COMMONWEALTH

William Francis Galvin (D)  
State House, Room 337  
Boston, MA 02133  
(617) 727-9180

### ATTORNEY GENERAL

Scott Harshbarger (D)  
One Ashburton Place  
Boston, MA 02108  
(617) 727-2200

### TREASURER

Joseph D. Malone (R)  
State House  
Boston, MA 02133  
(617) 367-3900

### AUDITOR OF THE COMMONWEALTH

A. Joseph DeNucci (D)  
State House, Room 230  
Boston, MA 02133  
(617) 727-2075

## DISTRICT ATTORNEY

(Plymouth District)

William C. O'Malley (D)  
32 Belmont Street, PO Box 1665  
Brockton, MA 02403  
(508) 584-8120

## REGISTER OF PROBATE

(Plymouth County)

John Daley (D)  
Plymouth Probate and Family Court  
Russell Street  
P.O. Box 3640  
Plymouth, MA 02361  
(508) 747-6204

## COUNTY COMMISSIONERS

(Plymouth County)

John R. Buckley, Jr. (D)  
Patricia A. Lawton (D)  
Robert J. Stone (R)  
County Commissioners Office  
11 South Russell Street  
Plymouth, MA 02360  
(508) 830-9100



**SUPERINTENDENT OF STREETS**

Carl G. Atwood

## ANNUAL TOWN MEETING

APRIL 2, 1994

The Annual Town Meeting was called to order by the Moderator, Lawrence I. Winokur, at 10:22 a.m. at the Kingston Elementary School, 150 Main Street, Kingston, Massachusetts. Mr. Winokur welcomed those present to this session of the Annual Town Meeting. There were at least 107 voters in attendance.

William J. Twohig led the Town Meeting in reciting the Pledge of Allegiance.

Mr. Winokur acknowledged the loss of three citizens, who were very active in town government in both voluntary and elected capacities: George W. Cushman, known to all of us and who served the Town for over 50 years; Arthur Vantangoli, a former Selectman; and Janet Smith, a long time, public-spirited citizen who worked at town meetings. The Moderator asked all present to rise for a moment of silence in their honor.

Daniel J. Murphy, Chairman of the Annual Good Citizenship Award Committee, made a joint presentation of the Third Annual Town of Kingston Citizenship Award to Lois K. and Robert A. Mulliken.

Mr. Winokur stated that it was obvious that proper notice had been given and the reading of the warrant was waived. He explained the guidelines under which this Town Meeting would be conducted.

The vote checkers were: Catherine J. Coyle, Robert A. Mulliken, Edward F. O'Neil, Maureen E. Twohig, George F. Wager and Julie R. D. Wusenich. The doorkeeper was Harry E. Monks, Jr.; the mike carrier was Charles V. Ladd; and David R. Buhl recorded the meeting.

The sworn tellers were Philip R. Burnham, Donna M. Farrington, James C. Judge and Paul L. Armstrong.

At 10:33 a.m., the Moderator suspended the Annual Town Meeting and proceeded to open the Special Town Meeting, which had been called for 10:15 a.m.

At 11:05 a.m., the Moderator re-opened the Annual Town Meeting. He publicly recognized and thanked Benjamin W. Husted, Jr., Town Accountant and Acting Town Administrator, and Miriam MacInnis, Clerk to the Board of Selectmen, both of whom have put in untold hours preparing for this Annual Town Meeting.

On the motion of Ronald L. C. Maribett, VOTED that the following nonresidents be allowed to enter and to address the town meeting:

Elizabeth Lane, Town Counsel  
 Benjamin Husted, Town Accountant/Acting Town Administrator  
 Michael DeCapua, Chief of Police  
 Sia Stewart, Library Director  
 Jennifer Benassi, Secretary of Wage & Personnel Board  
 Peter Silberman, Whitman & Howard  
 Joseph Boccadoro, Whitman & Howard  
 Mark Devine, Whitman & Howard  
 Gary Darman, owner of land designated in Article 25

ARTICLE 1. On the motion of Ronald L. C. Maribett, VOTED that the Town accept the reports of the Town officers, boards, and committees as printed in the 1993 Town of Kingston Annual Report.

#### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 2. James E. Colman moved that the Town of Kingston Wage and Personnel By-Law be amended as presented in a document entitled: "WQ5 Wage and Personnel Board Recommendations." excluding explanatory comments in boldface type, as follows:

#### SECTION I - BY ADDING:

1. To Schedule A, Library Group, the position of "Children's Librarian" "S-9."
2. To Schedule A, Library Group, the position of "Reference Librarian" "S-9."
3. To Schedule A, Administrative Group, the position of "Inspector of Buildings/Zoning Enforcement Officer (full time)" "S-10\*" "\*With an additional remuneration of \$3,000.00."
4. To Schedule A, Administrative Group, the position of "Assistant Zoning Enforcement Officer (part time)" "Misc."; and to Schedule C the position of "Assistant Zoning Enforcement Officer (part time)" "annually" "5,000.00."
5. To Section 4, Classification Plan, the following:  
 "(g) Interrupted employment for a period of one year or less is considered as a whole subject to the approval of the department head and the Wage and Personnel Board."

#### SECTION II - BY DELETING:

1. From Schedule A, Administrative Group, the position of "Executive Secretary — Conservation Commission (part time)" "Misc."; and from

Schedule C the position of "Executive Secretary — Conservation Commission (part time)" "annually" "5,305.00."

2. From Schedule A, Administrative Group, the position of "Inspector of Buildings (full time)" "S-10."

#### SECTION III - BY SUBSTITUTING:

1. In Schedule A, Administrative Group, for the position of "Assistant Treasurer (full time)," "S-10" for "S-9."
2. In Schedule C, for the position of "Director for Council on Aging," "11.18" for "10.81."
3. In Schedule C, for the position of "Executive Secretary — Finance Committee (part time)," "3,284.00" for "2,956.00."
4. In Schedule C, for the position of "Executive Secretary — Wage and Personnel Board (part time)," "2,759.00" for "2,483.000."
5. For Schedule B, the attached Schedule B.
6. For Schedule C, the attached Schedule C.
7. For the ratios listed in the Fire Schedule and the Labor Superintendent Schedule, a 3.5% salary increase as recommended for other employees classified under the Wage and Personnel By-Law.

SCHEDULE B  
 July 1, 1994 - June 30, 1995

Com. Grade	I	II	III	IV	V
S-1	5.23	5.63	5.93	6.23	6.43
S-2	6.53	6.93	7.29	7.54	7.84
S-3	7.09	7.49	7.84	8.14	8.24
S-4	7.39	7.69	7.94	8.19	8.34
S-5	7.54	7.84	8.04	8.24	8.44
S-6	7.84	8.19	8.49	8.74	9.10

Com. Grade	I	II	III	IV	V
S-7	8.54	9.05	9.50	9.90	10.15
S-8	9.69	10.45	11.16	11.94	12.48
S-9	25,587	27,095	28,492	29,527	30,683
S-10	31,959	33,768	35,376	36,723	38,200

**SCHEDULE C**  
**Miscellaneous Compensation Schedule**  
**July 1, 1994 - June 30, 1995**

Aide to Summer Program	per season	80.00
Alternate Health Agent (part time)	annually	781.00
Alternate Inspector of Buildings (part time)	annually	812.00
Animal Control Officer (part time)	annually	9,582.00
Animal Inspector	annually	1,553.00
Assistant Animal Control Officer (part time)	hourly	8.28
Assistant Harbor Master/Assistant Shellfish Constable (part time)	annually	651.00
Assistant Zoning Enforcement Officer (part time)	annually	5,000.00
Call Fire Captain (part time)	hourly	8.87*
Call Fire Lieutenant (part time)	hourly	8.87+
Call Firefighter (part time)	hourly	8.87**
Caretaker — Landfill (part time)	hourly	8.69
Casual Part-Time Worker	hourly	7.80
Civil Defense Deputy Director (part time)	annually	122.00
Civil Defense Director (part time)	annually	243.00
Clerk — Election (part time)	hourly	7.80
Clerk — General (part time)	hourly	6.39
Clerk — Planning Board (part time)	annually	149.00
Clerk — Special Town Committees Not Otherwise Specified (part time)	hourly	5.80
Clerk — Treasurer's Office (part time)	hourly	9.41
Clerk — Water Board (part time)	annually	2,740.00
Conservation Officer (part time)	annually	10,980.00
Cook — Council on Aging (part time)	hourly	8.28
Custodian — Recreation (part time)	hourly	7.80
Director for Council on Aging	hourly	11.18
Director Summer Program — Recreation (seasonal)	weekly	235.00

Election Officer	hourly	6.51
Executive Secretary (part time)	annually	2,135.00
Executive Secretary — Finance Committee (part time)	annually	3,284.00
Executive Secretary — Planning Board (part time)	annually	5,382.00
Executive Secretary — Wage and Personnel Board (part time)	annually	2,759.00
Executive Secretary — Zoning Board of Appeals (part time)	annually	5,175.00
Flag Attendant	per location	149.00
Forest Fire Warden	annually	853.00
Groundskeeper (part time)	hourly	5.08
Groundskeeper — Senior (seasonal)	hourly	7.10
Harbor Master/Shellfish Constable (part time)	annually	5,843.00
Health Agent (full time)	annually	29,561.00
Hydrant Worker	hourly	5.08
Library Page (part time)	hourly	7.10
Lifeguard (seasonal)	hourly	7.44
Lifeguard — Swimming Instructor (seasonal)	hourly	7.44
Map and Deed Coordinator	hourly	6.56
Matron	hourly	8.69
Moth Superintendent	hourly	7.10
Parking Attendant (seasonal)	hourly	5.49
Patrolman (part time)	hourly	11.17
Personnel Clerk (part time)	hourly	9.82
Registrar — Election	annually	522.00
Senior Clerk — General (part time)	hourly	7.44
Senior Lifeguard — Swimming Instructor (seasonal)	hourly	8.69
Streetlister/Census Clerk	hourly	7.44
Summer Program Instructor — Recreation (seasonal)	hourly	5.91
Supervisor — After School Programs	hourly	8.57
Supervisor Assistant — After School Programs	hourly	5.68
Veterans' Agent	annually	4,789.00
Warden — Election	hourly	7.80

\* Plus \$500.00 per year (first hour of duty paid at \$13.10)

+ Plus \$300.00 per year (first hour of duty paid at \$13.10)

\*\* Plus \$150.00 per year (first hour of duty paid at \$13.10)

**FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.**

Daniel J. Murphy moved to amend as follows:

That the position of "Secretary-Board of Selectmen S-8" be deleted from Schedule A, Clerical Group, of the Wage and Personnel Bylaw and that the position of "Administrative Assistant-Board of Selectmen/Town Administrator S-9" (Step 1) be inserted in Schedule A, Administrative Group; and further

That the position of "Director for Council on Aging Misc." listed under Schedule A of the Wage and Personnel Bylaw be changed to "Director for Council on Aging S-8" (Step 3) and that said position be deleted from Schedule C.

**FINANCE COMMITTEE RECOMMENDED UNFAVORABLE ACTION ON  
THE FIRST PARAGRAPH OF THE AMENDMENT.**

**FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION ON  
THE SECOND PARAGRAPH OF THE AMENDMENT.**

Daniel J. Murphy further moved to divide the positions so as to vote each one separately.

**THE MOTION WAS CARRIED.**

A vote was taken on the amendment for the "Director for Council on Aging" position.

**THE AMENDMENT WAS CARRIED.**

Seven rose to question the Moderator's call of the voice vote.

**YES - 130; NO - 83**

**THE AMENDMENT WAS CARRIED.**

A vote was taken on the amendment for the "Administrative Assistant-Board of Selectmen/Town Administrator S-9" position.

**THE AMENDMENT WAS CARRIED.**

Seven rose to question the Moderator's call of the voice vote.

**YES - 134; NO - 66.**

**THE AMENDMENT WAS CARRIED.**

On the motion of James E. Colman, as amended, VOTED that the Town of Kingston Wage and Personnel By-Law be amended as presented in a document entitled: "FY95 Wage and Personnel Board Recommendations." excluding explanatory comments in boldface type, as follows:

**SECTION I - BY ADDING:**

1. To Schedule A, Library Group, the position of "Children's Librarian" "S-9."
2. To Schedule A, Library Group, the position of "Reference Librarian" "S-9."
3. To Schedule A, Administrative Group, the position of "Inspector of Buildings/Zoning Enforcement Officer (full time)" "S-10\*" \*\*\*With an additional remuneration of \$3,000.00."
4. To Schedule A, Administrative Group, the position of "Assistant Zoning Enforcement Officer (part time)" "Misc."; and to Schedule C the position of "Assistant Zoning Enforcement Officer (part time)" "annually" "5,000.00."
5. To Section 4, Classification Plan, the following:  
"(g) Interrupted employment for a period of one year or less is considered as a whole subject to the approval of the department head and the Wage and Personnel Board."

**SECTION II - BY DELETING:**

1. From Schedule A, Administrative Group, the position of "Executive Secretary — Conservation Commission (part time)" "Misc."; and from Schedule C the position of "Executive Secretary — Conservation Commission (part time)" "annually" "5,305.00."
2. From Schedule A, Administrative Group, the position of "Inspector of Buildings (full time)" "S-10."

**SECTION III - BY SUBSTITUTING:**

1. In Schedule A, Administrative Group, for the position of "Assistant Treasurer (full time)," "S-10" for "S-9."
2. In Schedule C, for the position of "Director for Council on Aging," "11.18" for "10.81."
3. In Schedule C, for the position of "Executive Secretary — Finance Committee (part time)," "3,284.00" for "2,956.00."

4. In Schedule C, for the position of "Executive Secretary — Wage and Personnel Board (part time)," "2,759.00" for "2,483.000."
5. For Schedule B, the attached Schedule B.
6. For Schedule C, the attached Schedule C.
7. For the ratios listed in the Fire Schedule and the Labor Superintendent Schedule, a 3.5% salary increase as recommended for other employees classified under the Wage and Personnel By-Law.

AND, that the position of "Secretary-Board of Selectmen S-8" be deleted from Schedule A, Clerical Group, of the Wage and Personnel Bylaw and that the position of "Administrative Assistant-Board of Selectmen/Town Administrator S-9," (Step 1) be inserted in Schedule A, Administrative Group; and further

That the position of "Director for Council on Aging Misc." listed under Schedule A of the Wage and Personnel Bylaw be changed to "Director for Council on Aging S-8" (Step 3) and that said position be deleted from Schedule C.

#### SCHEDULE B July 1, 1994 - June 30, 1995

Com. Grade	I	II	III	IV	V
S-1	5.23	5.63	5.93	6.23	6.43
S-2	6.53	6.93	7.29	7.54	7.84
S-3	7.09	7.49	7.84	8.14	8.24
S-4	7.39	7.69	7.94	8.19	8.34
S-5	7.54	7.84	8.04	8.24	8.44
S-6	7.84	8.19	8.49	8.74	9.10
S-7	8.54	9.05	9.50	9.90	10.15
S-8	9.69	10.45	11.16	11.94	12.48
S-9	25,587	27,095	28,492	29,527	30,683
S-10	31,959	33,768	35,376	36,723	38,200

#### SCHEDULE C Miscellaneous Compensation Schedule July 1, 1994 - June 30, 1995

Aide to Summer Program	per season	80.00
Alternate Health Agent (part time)	annually	781.00
Alternate Inspector of Buildings (part time)	annually	812.00
Animal Control Officer (part time)	annually	9,582.00
Animal Inspector	annually	1,553.00
Assistant Animal Control Officer (part time)	hourly	8.28
Assistant Harbor Master/Assistant Shellfish Constable (part time)	annually	651.00
Assistant Zoning Enforcement Officer (part time)	annually	5,000.00
Call Fire Captain (part time)	hourly	8.87*
Call Fire Lieutenant (part time)	hourly	8.87+
Call Firefighter (part time)	hourly	8.87**
Caretaker — Landfill (part time)	hourly	8.69
Casual Part-Time Worker	hourly	7.80
Civil Defense Deputy Director (part time)	annually	122.00
Civil Defense Director (part time)	annually	243.00
Clerk — Election (part time)	hourly	7.80
Clerk — General (part time)	hourly	6.39
Clerk — Planning Board (part time)	annually	149.00
Clerk — Special Town Committees Not Otherwise Specified (part time)	hourly	5.80
Clerk — Treasurer's Office (part time)	hourly	9.41
Clerk — Water Board (part time)	annually	2,740.00
Conservation Officer (part time)	annually	10,980.00
Cook — Council on Aging (part time)	hourly	8.28
Custodian — Recreation (part time)	hourly	7.80
Director for Council on Aging	hourly	11.18
Director Summer Program — Recreation (seasonal)	weekly	235.00
Election Officer	hourly	6.51
Executive Secretary (part time)	annually	2,135.00
Executive Secretary — Finance Committee (part time)	annually	3,284.00
Executive Secretary — Planning Board (part time)	annually	5,382.00
Executive Secretary — Wage and Personnel Board (part time)	annually	2,759.00
Executive Secretary — Zoning Board of Appeals (part time)	annually	5,175.00
Flag Attendant	per location	149.00

Forest Fire Warden	annually	853.00
Groundskeeper (part time)	hourly	5.08
Groundskeeper — Senior (seasonal)	hourly	7.10
Harbor Master/Shellfish Constable (part time)	annually	5,843.00
Health Agent (full time)	annually	29,561.00
Hydrant Worker	hourly	5.08
Library Page (part time)	hourly	7.10
Lifeguard (seasonal)	hourly	7.44
Lifeguard — Swimming Instructor (seasonal)	hourly	7.44
Map and Deed Coordinator	hourly	6.56
Matron	hourly	8.69
Moth Superintendent	hourly	7.10
Parking Attendant (seasonal)	hourly	5.49
Patrolman (part time)	hourly	11.17
Personnel Clerk (part time)	hourly	9.82
Registrar — Election	annually	522.00
Senior Clerk — General (part time)	hourly	7.44
Senior Lifeguard — Swimming Instructor (seasonal)	hourly	8.69
Streetlister/Census Clerk	hourly	7.44
Summer Program Instructor — Recreation (seasonal)	hourly	5.91
Supervisor — After School Programs	hourly	8.57
Supervisor Assistant — After School Programs	hourly	5.68
Veterans' Agent	annually	4,789.00
Warden — Election	hourly	7.80

- \* Plus \$500.00 per year (first hour of duty paid at \$13.10)
- + Plus \$300.00 per year (first hour of duty paid at \$13.10)
- \*\* Plus \$150.00 per year (first hour of duty paid at \$13.10)

ARTICLE 3. On the motion of Theodore C. Alexiades, VOTED that the salaries of the several elected officials be set as of July 1, 1994, as follows:

Moderator	\$ 100.
Treasurer	6,783.
Tax Collector	19,058.
Town Clerk	27,500.
Chairman, Board of Selectmen	2,000.
Other Selectmen, each	1,500.
Chairman, Board of Health	1,200.
Other Health Board Members, each	1,000.

Chairman, Board of Assessors	1,800.
Other Assessors, each	1,500.
Chairman, Water Commissioners	1,200.
Other Water Commissioners, each	1,000.
Chairman, Planning Board	1,200.
Other Planners, each	1,000.
Tree Warden	6,794.

#### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 4. Theodore C. Alexiades moved that the Town raise and appropriate the sum of \$12,735,760 for the operating budgets for the fiscal year beginning July 1, 1994, by Departmental Personal Services and Expenses totals as printed in a document entitled "Town of Kingston FY95 Summary Budget," as amended, and, to meet such appropriation, that the sum of \$12,547,085 be raised from the tax levy, the sum of \$54,064 be transferred from the 1991 Overlay Surplus, the sum of \$129,111 be transferred from the 1992 Overlay Surplus, the sum of \$1,500 be transferred from the Waterways Improvement Fund, and the sum of \$4,000 be transferred from the Conservation Commission Notice of Intent Fees account to be applied against the Commission's Operating budget.

The Moderator advised that the following items had been changed since the printing of the booklet:

Police	—	Personal Services:	1,142,569
		Total:	1,240,964
Vocational Ed	—	Expenses:	91,193
		Total:	91,193

The Moderator read the budget in its entirety. The following items were questioned: Conservation Commission - Personal Services and Expenses; Police - Personal Services; Animal Control - Personal Services and Expenses; Silver Lake High School - Expenses; Board of Health - Personal Services and Expenses.

Richard J. Arruda moved to amend the Police Personal Services budget by increasing the amount from \$1,142,569 to \$1,193,000.

#### FINANCE COMMITTEE RECOMMENDED UNFAVORABLE ACTION.

#### THE AMENDMENT WAS CARRIED.

Debra J. Mueller moved to amend the Animal Control Personal Services budget by increasing the amount from \$15,160 to \$16,775.

# FINANCE COMMITTEE RECOMMENDED UNFAVORABLE ACTION.

## THE AMENDMENT WAS CARRIED.

Debra J. Mueller moved to amend the Animal Control Expenses budget by increasing the amount from \$4,240 to \$5,508.

## THE AMENDMENT WAS CARRIED.

A. Daniel Sapir moved to amend the Board of Health Personal Services budget by increasing the amount from \$50,878 to \$57,230.

## THE AMENDMENT WAS NOT CARRIED.

Ann C. Frazier moved to amend the Board of Health Expenses budget by increasing the amount from \$16,900 to \$17,157.

## THE AMENDMENT WAS NOT CARRIED.

Seven rose to question the Moderator's call of the voice vote.

YES - 74; NO - 111

## THE AMENDMENT WAS NOT CARRIED.

On the motion of Theodore C. Alexiades, as amended, VOTED that the Town raise and appropriate the sum of \$12,837,894 for the operating budgets for the fiscal year beginning July 1, 1994, by Departmental Personal Services and Expenses totals as printed in a document entitled "Town of Kingston FY95 Summary Budget," as amended; and, to meet such appropriation, that the sum of \$12,649,219 be raised from the tax levy, the sum of \$54,064 be transferred from the 1991 Overlay Surplus, the sum of \$129,111 be transferred from the 1992 Overlay Surplus, the sum of \$1,500 be transferred from the Waterways Improvement Fund, and the sum of \$4,000 be transferred from the Conservation Commission Notice of Intent Fees account to be applied against the Commission's Operating budget.

The budget items were VOTED as follows:

# FY95 ANNUAL OPERATING BUDGET

MODERATOR	Personal Services Expenses	\$ 100.50.
SELECTMEN	Personal Services Expenses	115,825.29,650.
FINANCE COMMITTEE	Personal Services Expenses	2,856.1,025.
RESERVE FUND	Personal Services Expenses	0.130,000.
CAPITAL PLANNING COMMITTEE	Personal Services Expenses	1,000.150.
TOWN ACCOUNTANT	Personal Services Expenses	58,554.4,175.
ASSESSORS	Personal Services Expenses	85,119.17,650.
REVALUATION	Expenses	25,000.
TREASURER	Personal Services Expenses	57,774.13,500.
COLLECTOR	Personal Services Expenses	69,780.25,350.
LEGAL	Personal Services Expenses	0.100,000.
WAGE AND PERSONNEL BOARD	Personal Services Expenses	2,399.454.
DATA PROCESSING	Personal Services Expenses	0.35,220.
CABLE ADVISORY	Personal Services Expenses	2,063.1,250.
TAX TITLE	Expenses	20,000.

TOWN CLERK	Personal Services Expenses	54,015. 5,685.
ELECTION AND REGISTRATION	Personal Services Expenses	14,364. 14,010.
CONSERVATION COMMISSION	Personal Services Expenses	15,915. 3,720.
PLANNING BOARD	Personal Services Expenses	10,400. 2,580.
ZONING BOARD OF APPEALS	Personal Services Expenses	5,000. 1,948.
INDUSTRIAL DEVELOPMENT	Personal Services Expenses	1,300. 250.
MBTA ADVISORY	Personal Services Expenses	1,000. 50.
MUNICIPAL PROPERTY	Personal Services Expenses	1,000. 126,913.
POLICE	Personal Services Expenses	1,193,000. 98,395.
FIRE AND FOREST	Personal Services Expenses	591,541. 106,635.
INSPECTION SERVICES	Personal Services Expenses	63,607. 23,818.
SEALER OF WEIGHTS AND MEASURES	Personal Services Expenses	2,600. 800.
K.E.M.A. (Civil Defense)	Personal Services Expenses	0. 928.
ANIMAL CONTROL	Personal Services Expenses	16,775. 5,508.
TREE WARDEN	Personal Services Expenses	59,485. 10,675.

## FY95 ANNUAL OPERATING BUDGET

MODERATOR	Personal Services Expenses	\$ 100. 50.
SELECTMEN	Personal Services Expenses	115,825. 29,650.
FINANCE COMMITTEE	Personal Services Expenses	2,856. 1,025.
RESERVE FUND	Personal Services Expenses	0. 130,000.
CAPITAL PLANNING COMMITTEE	Personal Services Expenses	1,000. 150.
TOWN ACCOUNTANT	Personal Services Expenses	58,554. 4,175.
ASSESSORS	Personal Services Expenses	85,119. 17,650.
REVALUATION	Expenses	25,000.
TREASURER	Personal Services Expenses	57,774. 13,500.
COLLECTOR	Personal Services Expenses	69,780. 25,350.
LEGAL	Personal Services Expenses	0. 100,000.
WAGE AND PERSONNEL BOARD	Personal Services Expenses	2,399. 454.
DATA PROCESSING	Personal Services Expenses	0. 35,220.
CABLE ADVISORY	Personal Services Expenses	2,063. 1,250.
TAX TITLE	Expenses	20,000.

TOWN CLERK	Personal Services	54,015.
	Expenses	5,685.
ELECTION AND REGISTRATION	Personal Services	14,364.
	Expenses	14,010.
CONSERVATION COMMISSION	Personal Services	15,915.
	Expenses	3,720.
PLANNING BOARD	Personal Services	10,400.
	Expenses	2,580.
ZONING BOARD OF APPEALS	Personal Services	5,000.
	Expenses	1,948.
INDUSTRIAL DEVELOPMENT	Personal Services	1,300.
	Expenses	250.
MBTA ADVISORY	Personal Services	1,000.
	Expenses	50.
MUNICIPAL PROPERTY	Personal Services	1,000.
	Expenses	126,913.
POLICE	Personal Services	1,193,000.
	Expenses	98,395.
FIRE AND FOREST	Personal Services	591,541.
	Expenses	106,635.
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	Expenses	23,818.
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	Expenses	800.
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	Expenses	928.
ANIMAL CONTROL	Personal Services	16,775.
	Expenses	5,508.
TREE WARDEN	Personal Services	59,485.
	Expenses	10,675.

HARBORMASTER	Personal Services	6,903.
	Expenses	3,923.
SILVER LAKE HIGH SCHOOL	Expenses	1,950,402.
KINGSTON ELEMENTARY	Expenses	3,796,246.
VOCATIONAL EDUCATION	Expenses	91,193.
GENERAL HIGHWAYS	Personal Services	257,726.
	Expenses	276,115.
SNOW AND ICE	Personal Services	17,000.
	Expenses	50,200.
STREET LIGHTING	Personal Services	0.
	Expenses	37,040.
SOLID WASTE DISPOSAL	Personal Services	58,157.
	Expenses	116,629.
RECYCLING COMMITTEE	Personal Services	0.
	Expenses	2,000.
WATER COMMISSION	Personal Services	201,897.
	Expenses	211,875.
BOARD OF HEALTH	Personal Services	50,878.
	Expenses	16,900.
COUNCIL ON AGING	Personal Services	65,063.
	Expenses	11,325.
VETERANS' BENEFITS	Personal Services	9,340.
	Expenses	23,265.
HANDICAPPED COMMISSION	Personal Services	0.
	Expenses	50.
LIBRARY	Personal Services	136,959.
	Expenses	98,859.

RECREATION COMMISSION	Personal Services Expenses	89,067. 53,570.
WATERFRONT COMMITTEE	Personal Services Expenses	0. 3,550.
HISTORICAL COMMISSION	Personal Services Expenses	0. 150.
COOPERATIVE EXTENSION SERVICE	Personal Services Expenses	0. 270.
RETIREMENT OF DEBT	Expenses	495,000.
LONG-TERM INTEREST	Expenses	203,150.
SHORT-TERM INTEREST	Expenses	21,000.
STATE & COUNTY CHARGES	Expenses	48,820.
EMPLOYEE BENEFITS	Personal Services Expenses	1,081,361. 10,000.
LIABILITY/PROPERTY INSURANCE	Expenses	111,150.

At 1:00 p.m., the Moderator declared that the Town Meeting body would adjourn for lunch. The meeting would resume at 1:30 p.m.

Town Meeting resumed business at 1:47 p.m.

ARTICLE 5. On the motion of Roscoe A. Cole, Jr., VOTED that the Treasurer, with the approval of the Board of Selectmen, be authorized to renew any note or notes as may be given for a period of less than one year in accordance with Massachusetts General Laws Chapter 44, Section 17, as amended.

#### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 6. On the motion of Roscoe A. Cole, Jr., VOTED that the Treasurer be authorized to enter into a compensating balance agreement or agreements for up to three fiscal years beginning 1 July, 1995, in accordance with Massachusetts General Laws Chapter 44, Section 53F, as amended.

HARBORMASTER	Personal Services Expenses	6,903. 3,923.
SILVER LAKE HIGH SCHOOL	Expenses	1,950,402.
KINGSTON ELEMENTARY	Expenses	3,796,246.
VOCATIONAL EDUCATION	Expenses	91,193.
GENERAL HIGHWAYS	Personal Services Expenses	257,726. 276,115.
SNOW AND ICE	Personal Services Expenses	17,000. 50,200.
STREET LIGHTING	Personal Services Expenses	0. 37,040.
SOLID WASTE DISPOSAL	Personal Services Expenses	58,157. 116,629.
RECYCLING COMMITTEE	Personal Services Expenses	0. 2,000.
WATER COMMISSION	Personal Services Expenses	201,897. 211,875.
BOARD OF HEALTH	Personal Services Expenses	50,878. 16,900.
COUNCIL ON AGING	Personal Services Expenses	65,063. 11,325.
VETERANS' BENEFITS	Personal Services Expenses	9,340. 23,265.
HANDICAPPED COMMISSION	Personal Services Expenses	0. 50.
LIBRARY	Personal Services Expenses	136,959. 98,859.

RECREATION COMMISSION	Personal Services	89,067.
	Expenses	53,570.
WATERFRONT COMMITTEE	Personal Services	0.
	Expenses	3,550.
HISTORICAL COMMISSION	Personal Services	0.
	Expenses	150.
COOPERATIVE EXTENSION SERVICE	Personal Services	0.
	Expenses	270.
RETIREMENT OF DEBT	Expenses	495,000.
LONG-TERM INTEREST	Expenses	203,150.
SHORT-TERM INTEREST	Expenses	21,000.
STATE & COUNTY CHARGES	Expenses	48,820.
EMPLOYEE BENEFITS	Personal Services	1,081,361.
	Expenses	10,000.
LIABILITY/PROPERTY INSURANCE	Expenses	111,150.

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#### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 6. On the motion of Roscoe A. Cole, Jr., VOTED that the Treasurer be authorized to enter into a compensating balance agreement or agreements for up to three fiscal years beginning 1 July, 1995, in accordance with Massachusetts General Laws Chapter 44, Section 53F, as amended.

#### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 7. On the motion of Roscoe A. Cole, Jr., VOTED that the following sums of money be allocated from the income of the Elizabeth B. Sampson Memorial Fund and that all expenditures be under the supervision of the respective departments:

DEPARTMENT	PURPOSE	AMOUNT
Fire	Ambulance Radios	\$ 353.45
Elementary School	Binder coat paving for playing fields parking lot	7,700.00
Kingston Youth Soccer	Refurbish playing fields	3,000.00
Kingston Youth Baseball	Fencing & sod for playing fields	5,000.00
TOTAL		\$16,053.45

AND to transfer the sum of \$1,946.55 in unexpended balances in allocations of prior years from the following to the account - Ambulance Radios:

PROJECT	ANNUAL TOWN MEETING VOTE	AMOUNT
TH renovation	Article 8, 1985 ATM	\$ 9.00
Reed tennis courts & swings	Article 10, 1987 ATM	20.00
Storage shed	Article 9, 1986 ATM	213.77
SL tennis courts	Article 9, 1992 ATM	1,571.65
KHA - Misc. equipt	Article 9, 1992 ATM	122.08
KHA - Lawn mower	Article 6, 1993 ATM	10.05
TOTAL		\$ 1,946.55

#### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 8. To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds in the treasury a sum of money for the payment of certain unpaid bills of prior years, or take any other action relative thereto.

THERE WAS NO MOTION MADE UNDER THIS ARTICLE.

ARTICLE 9. Ronald L. C. Maribett moved that the Board of Selectmen be authorized to develop a Town-wide septage/wastewater management plan and program and that the sum of \$40,000 be raised and appropriated for said purpose.

#### FINANCE COMMITTEE RECOMMENDED UNFAVORABLE ACTION.

Considerable discussion followed.

**THE MOTION WAS NOT CARRIED.**

ARTICLE 10. To see if the Town will vote to raise and appropriate or transfer from available funds in the treasury a sum of money to repay the unpaid balance borrowed in accordance with the vote taken under Article 5 of the July 22, 1985, special town meeting, or to take any other action relative thereto.

**THERE WAS NO MOTION MADE UNDER THIS ARTICLE.**

ARTICLE 11. To see if the Town will vote to rescind the remaining unused debt, authorized by vote taken under Article 5 of the July 22, 1985, special town meeting, in the amount of \$1,990,000.00, or take any other action relative thereto.

**THERE WAS NO MOTION MADE UNDER THIS ARTICLE.**

Harley S. Cadenhead moved to reconsider Article 9.

**THE MOTION WAS CARRIED.**

**ARTICLE 9.**

Further discussion followed.

Daniel J. Murphy moved to amend by decreasing the sum from \$40,000 to \$1.00.

**FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION ON AMENDMENT.**

**THE AMENDMENT WAS CARRIED.**

On the motion of Ronald L. C. Maribett, as amended, VOTED that the Board of Selectmen be authorized to develop a Town-wide septage/wastewater management plan and program and that the sum of \$1.00 be raised and appropriated for said purpose.

Seven rose to question the Moderator's call of the voice vote.

**YES - 108; NO - 62**

**THE MOTION WAS CARRIED.**

ARTICLE 12. On the motion of Marjorie F. Cadenhead, VOTED that the Board of Selectmen be authorized to petition the Probate Court for permission to change

the administration of the Thomas Prince Benevolent Fund and the Arthur P. Wadsworth Welfare Fund from a previously elected Board of Overseers of the Poor to the Board of Selectmen.

**FINANCE COMMITTEE RECOMMENDED UNFAVORABLE ACTION.**

ARTICLE 13. On the motion of Marjorie F. Cadenhead, VOTED that the sum of \$2,000 be raised and appropriated to be added to the appropriation entitled "Police Heating System Conversion" voted under Article 11 at the special town meeting held on 19 November 1992 for the purpose of converting the heating system at the Police Station, said conversion to be under the supervision of the Permanent Building Committee and the funds to be expended by the Board of Selectmen.

**FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.**

ARTICLE 14. On the motion of Ronald L. C. Maribett, VOTED that the Town of Kingston, Massachusetts, General By-Laws be amended by recodifying the existing Articles contained therein, as shown in a document entitled "1994 Codification of General Bylaws" on file with the Town Clerk, and that the sum of \$2,000 be raised and appropriated for the printing of said recodification.

**FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.**

ARTICLE 15. Richard P. Cretinon moved that the Town create an Audit Committee to serve as an advisor to the Selectmen on financial matters, systems, and controls, and to vote to amend the Town of Kingston, Massachusetts, General By-Laws by inserting under Chapter 4 entitled "Town Officers, Boards and Committees," a new Article 12 entitled "Audit Committee," as follows:

**AUDIT COMMITTEE**

"There shall be an Audit Committee consisting of three (3) members to serve for a term of three (3) years, one of whom shall be appointed by the Board of Selectmen, one by the Finance Committee, and one by the Moderator. The Audit Committee should be composed of individuals having financial expertise and independence from the day-to-day operations of the town. The Committee shall elect a chairperson annually from their membership.

The initial terms of appointment, commencing on 1 July 1994, shall be three years for the Moderator's appointment, two years for the Selectmen's appointment, and one year for the Finance Committee's appointment. No member shall serve more than two consecutive terms. Any vacancy occurring in the Committee shall be filled by the appropriate appointing body for the balance of the unexpired term.

In addition to the three (3) voting members, the Town Accountant and the Town Administrator or her/his designee, shall serve as nonvoting members of the Committee.

The Committee shall serve as advisor to the Town under the direction of the Board of Selectmen with respect to the Town's financial condition, financial management systems and controls, annual financial audit and special audits or reviews. The Committee shall report annually to town meetings its recommendations. Specific duties shall include, but not be limited to:

- Making recommendations to the Board of Selectmen on the selection of and scope of services for an independent auditor.
- Reviewing the annual financial statements and reports prepared by the independent auditor and make recommendations with respect thereto.
- Making recommendations for areas of operations where expanded scope audits or reviews may be appropriate.
- Reporting to town meeting on findings, recommendations and corrective action taken during the preceding twelve months.
- Ensuring independence of the auditor, while enhancing accountability and proper stewardship over public funds.

Jerome M. Powell moved to amend by adding the words "three year" before the word "terms" in the second full paragraph, line 5.

Jerome M. Powell further moved to amend by deleting the words "under the direction of the Board of Selectmen" in the beginning of the last paragraph.

#### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

A vote was taken on the amendment of Mr. Powell to add the words "three year".

#### THE AMENDMENT WAS CARRIED.

A vote was taken on the amendment of Mr. Powell to delete the words "under the direction of the Board of Selectmen".

#### THE AMENDMENT WAS CARRIED.

On the motion of Richard P. Cretinon, as amended, VOTED that the Town create an Audit Committee to serve as an advisor to the Selectmen on financial matters, systems, and controls, and to vote to amend the Town of Kingston,

Massachusetts, General By-Laws by inserting under Chapter 4 entitled "Town Officers, Boards and Committees," a new Article 12 entitled "Audit Committee," as follows:

#### AUDIT COMMITTEE

There shall be an Audit Committee consisting of three (3) members to serve for a term of three (3) years, one of whom shall be appointed by the Board of Selectmen, one by the Finance Committee, and one by the Moderator. The Audit Committee should be composed of individuals having financial expertise and independence from the day-to-day operations of the town. The Committee shall elect a chairperson annually from their membership.

The initial terms of appointment, commencing on 1 July 1994, shall be three years for the Moderator's appointment, two years for the Selectmen's appointment, and one year for the Finance Committee's appointment. No member shall serve more than two consecutive three year terms. Any vacancy occurring in the Committee shall be filled by the appropriate appointing body for the balance of the unexpired term.

In addition to the three (3) voting members, the Town Accountant and the Town Administrator or her/his designee, shall serve as nonvoting members of the Committee.

The Committee shall serve as advisor to the Town with respect to the Town's financial condition, financial management systems and controls, annual financial audit and special audits or reviews. The Committee shall report annually to town meetings its recommendations. Specific duties shall include, but not be limited to:

- Making recommendations to the Board of Selectmen on the selection of and scope of services for an independent auditor.
- Reviewing the annual financial statements and reports prepared by the independent auditor and make recommendations with respect thereto.
- Making recommendations for areas of operations where expanded scope audits or reviews may be appropriate.
- Reporting to town meeting on findings, recommendations and corrective action taken during the preceding twelve months.
- Ensuring independence of the auditor, while enhancing accountability and proper stewardship over public funds.

ARTICLE 16. Richard W. Loring, Jr. moved that the Zoning Bylaws of the Town of Kingston be amended by amending Section 4.13.4.1.o. of that portion entitled Water Resource Overlay District by deleting the phrase "earth removal within four feet of historic high water table" and replacing it with the phrase "earth removal within ten feet of the United States Geological Survey historic high water table", or equivalent data determined by the Water Quality Review Committee more specific to the site."

**FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.**

Leo A. Kelley moved to table this article to the first order of business of the next adjourned session of this Annual Town Meeting.

**THE MOTION WAS NOT CARRIED.**

**PLANNING BOARD RECOMMENDED FAVORABLE ACTION.**

On the motion of Richard W. Loring, Jr., VOTED that the Zoning Bylaws of the Town of Kingston be amended by amending Section 4.13.4.1.o. of that portion entitled Water Resource Overlay District by deleting the phrase "earth removal within four feet of historic high water table" and replacing it with the phrase "earth removal within ten feet of the United States Geological Survey historic high water table", or equivalent data determined by the Water Quality Review Committee more specific to the site."

YES 145; NO - 8

**THE MOTION WAS CARRIED SINCE  
IT MET THE 2/3 REQUIREMENT.**

ARTICLE 17. To see if the Town will vote to accept from the Commonwealth of Massachusetts a parcel of land consisting of approximately twenty two and 85/100 (22.85) acres, two and 60/100 (2.60) acres of which is shown on the Massachusetts Highway Department's Map as Parcel 6-4 and on Kingston Assessor's Map 94 as a portion of Lot 6 of which twenty and 25/100 (20.25) acres is shown on the Massachusetts Highway Department's Map as Parcel 6-FRL-1 and on Kingston Assessor's Map 94 as the remaining portion of Lot 6; and, as consideration therefor, to authorize the Board of Selectmen to transfer to the Commonwealth of Massachusetts seven and 20/100 (7.20) acres of land consisting of two parcels of Town-owned land known as Camp NeKon, one of which is shown on the Massachusetts Highway Department's Map as Parcel 6-2 and on Kingston Assessor's Map 95 as a portion of Lot 3, consisting of two and 50/100 (2.50) acres, and one of which is shown on the Massachusetts Highway Department's Map as Parcel 6-5 and on Kingston Assessor's Map 94 as a portion

of Lot 1, consisting of four and 70/100 (4.70) acres, or take any other action relative thereto.

**THERE WAS NO MOTION MADE UNDER THIS ARTICLE.**

ARTICLE 18. Marjorie F. Cadenhead moved that the sum of \$25,000 be raised and appropriated to be used for the repair of the Town House roof including any required consultant fees and specifications, said funds to be expended by the Board of Selectmen, and said repairs to be under the supervision of the Permanent Building Committee.

**FINANCE COMMITTEE RECOMMENDED UNFAVORABLE ACTION.**

**BOARD OF SELECTMEN RECOMMENDED UNFAVORABLE ACTION.**

**THE MOTION WAS NOT CARRIED.**

ARTICLE 19. To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds in the treasury, a sum of money to be expended to meet the Town's cash match for a U. S. Department of Justice Police Hiring Supplement Grant for the Police Department, or take any other action relative thereto.

**THERE WAS NO MOTION MADE UNDER THIS ARTICLE.**

ARTICLE 20. On the motion of Ronald L. C. Maribett, VOTED that the Town create the position of Town Planner and that the sum of \$15,000 be raised and appropriated and expended to meet the Town's cash match for any grant money that will become available therefor.

**FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.**

Ronald L. C. Maribett moved to reconsider Article 2.

On the motion of Edmund J. King, Jr., VOTED to adjourn this meeting to Wednesday, April 6, 1994, at 7:30 p.m. at the Kingston Elementary School, 150 Main Street.

There were 116 voters from Precinct 1, 142 voters from Precinct 2 and 78 voters from Precinct 3, for a total of 336 voters.

Adjournment was at 4:02 p.m.

Respectfully submitted,

Mary Lou Murzyn  
Town Clerk

The following requests for reconsideration were recorded with the Town Clerk:

Request of Deborah Green to reconsider Article 4 received on April 4, 1994, at 9:35 a.m.

Request of Jerome M. Powell to reconsider Article 20 received on April 4, 1994, at 2:59 p.m.



*Former railroad station newly renovated by private owners as Summer Street Station, expected to be cornerstone of Downtown Revitalization Association Project, a partnership of public and private entities seeking grant money for improvements.*

## SPECIAL TOWN MEETING APRIL 2, 1994

The Special Town Meeting scheduled to be held within the Annual Town Meeting on April 2, 1994, at 10:15 a.m., was called to order by the Moderator, Lawrence J. Winokur, at 10:33 a.m. at the Kingston Elementary School.

On the motion of Ronald L. C. Maribett, VOTED that the following nonresidents be allowed to enter and to address the town meeting:

Elizabeth Lane, Town Counsel  
Benjamin Husted, Town Accountant/Acting Town Administrator  
Michael DeCapua, Chief of Police  
Sia Stewart, Library Director  
Jennifer Benassi, Secretary of Wage & Personnel Board  
Peter Silbermann, Whitman & Howard  
Joseph Boccadoro, Whitman & Howard  
Mark Devine, Whitman & Howard  
Gary Darman, owner of land designated in Article 25

ARTICLE 1. On the motion of Theodore C. Alexiades, VOTED that the sum of \$1,750 be added to the FY94 Police Expense budget and of that amount, \$750 be transferred from the FY94 Care of Municipal Property Personal Services appropriation and \$1,000 transferred from the FY94 Library Expense appropriation.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

ARTICLE 2. On the motion of Daniel J. Murphy, VOTED UNANIMOUSLY that the sum of \$1,750 be raised and appropriated for the payment of the following bills outstanding from prior years:

Staples, Inc.	\$863
Commonwealth of Massachusetts Dept of Environmental Protection	\$887

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 3. On the motion of Marion Lanagan, VOTED that the unexpended balance of \$80,847.36 in an appropriation voted under Article 3 of the 1992 annual town meeting and entitled "Kingston Elementary School Heating System", be transferred to a new account for the repair of the roof at the Kingston

Elementary School, said amount to be expended under the direction of the Permanent Building Committee, with the approval of the School Committee.

#### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 4. On the motion of Daniel J. Murphy, VOTED that the sum of \$30,100 be raised and appropriated and added to an appropriation voted under Article 2 of the 1992 annual town meeting and entitled "Partial Closure of Landfill," to pay for additional engineering services required by the Massachusetts Department of Environmental Protection for partial closure of the sanitary landfill.

#### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 5. On the motion of Pine duBois, VOTED that the sum of \$4,500 be raised and appropriated and expended to meet the Town's required cash match for a Commonwealth of Massachusetts Department of Environmental Management "Lakes and Pond Small Grant" for a study of eutrophication in Smelt Pond.

#### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 6. On the motion of Doris M. Johnson, VOTED UNANIMOUSLY that the Town of Kingston, Massachusetts, Zoning Bylaw and the zoning map entitled "Zoning Map of Kingston, Massachusetts, dated December 17, 1993, prepared by Perkins Engineering, Rockland, Massachusetts, be amended as follows:

By changing certain parcels of land from Commercial (C) to Industrial (I) District, said parcels shown on the Kingston Assessors' Map as follows:

Map 75, Lots 18 and 19, being two parcels totaling 3.23 acres located on Gallen Road.

#### PLANNING BOARD RECOMMENDED FAVORABLE ACTION.

#### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

On the motion of Ronald L. C. Maribett, VOTED to adjourn without day.

There were 116 voters from Precinct 1, 142 voters from Precinct 2 and 78 voters from Precinct 3, for a total of 336 voters.

Adjournment was at 11:04 a.m.

Respectfully submitted,

Mary Lou Murzyn  
Town Clerk

## ANNUAL TOWN MEETING APRIL 6, 1994

The adjourned Annual Town Meeting was called to order by the Moderator, Lawrence I. Winokur, at 7:55 p.m., at the Kingston Elementary School, 150 Main Street, Kingston, Massachusetts. There were approximately 154 voters present.

The vote checkers were: Catherine J. Coyle, James E. Coyle, Robert A. Moliken, Edward F. O'Neil, Maureen E. Twohig, and George F. Wager. The doorkeeper was Harry E. Monks, Jr.; the mike carrier was Charles V. Ladd; and David Buhl and Jamie Mason recorded the meeting.

The sworn tellers were Philip R. Burnham, Donna M. Farrington, Paul L. Armstrong and James C. Judge.

Mr. Winokur apologized for the delay in opening. There were a number of last minute procedural questions raised which needed to be addressed.

Mr. Winokur advised that there were a few housekeeping measures regarding Article 4. The figures in the beginning of the motion should read as follows: "that the Town raise and appropriate the sum of \$12,837,894" and "that the sum of \$12,649,219 be raised from the tax levy". The substantive budget items moved on Saturday remain unchanged and as voted. (The Town Clerk so changed the previously recorded Article 4.)

On the motion of Ronald L. C. Maribett, VOTED that Patrick Costello, Town Counsel, a nonresident, be allowed to enter and to address the Town Meeting.

Mr. Winokur explained that when we adjourned on Saturday. Mr. Maribett had moved to reconsider Article 2. However, a motion to adjourn was made and had precedence over the motion to reconsider.

On the motion of Jerome M. Powell, VOTED to postpone action on Mr. Maribett's motion to reconsider Article 2 until consideration by this body of his motion to reconsider Article 20.

Jerome M. Powell moved to reconsider Article 20.

#### THE MOTION WAS NOT CARRIED.

Seven rose to question the Moderator's call of the voice vote.

YES - 66; NO - 105

THE MOTION WAS NOT CARRIED.

On the motion of Ronald L. C. Maribett, VOTED to reconsider Article 2.

ARTICLE 2.

Ronald L. C. Maribett moved to amend the Wage and Personnel Bylaw Section 8, Position - Classes, Wage and Miscellaneous Compensation Schedules, by inserting in SCHEDULE A, Administrative Group "Town Planner S-10".

A. Daniel Sapir moved to amend the Wage and Personnel Bylaw as previously moved by Mr. Colman by deleting "Section II, 1." as follows:

From Schedule A, Administrative Group, the position of "Executive Secretary — Conservation Commission (part time)" "Misc."; and from Schedule C the position of "Executive Secretary — Conservation Commission (part time)" "annually" "5,305.00."

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION  
ON BOTH AMENDMENTS.

A vote was taken on the amendment of Mr. Sapir.

THE AMENDMENT WAS NOT CARRIED.

A vote was taken on the amendment of Mr. Maribett.

THE AMENDMENT WAS CARRIED.

Marjorie F. Cadenhead moved to amend the Wage and Personnel Bylaw by deleting the following amendment to Mr. Colman's motion:

That the position of "Secretary-Board of Selectmen S-8" be deleted from Schedule A, Clerical Group, of the Wage and Personnel Bylaw and that the position of "Administrative Assistant-Board of Selectmen/Town Administrator S-9," (Step 1) be inserted in Schedule A, Administrative Group.

After discussion, Mrs. Cadenhead withdrew her motion.

A vote was taken on the motion of Ronald L. C. Maribett to amend the Wage and Personnel Bylaw Section 8, Position - Classes, Wage and Miscellaneous Compensation Schedules, by inserting in SCHEDULE A, Administrative Group "Town Planner S-10".

THE MOTION WAS CARRIED.

A vote was taken on the motion of Daniel J. Murphy to amend the Wage and Personnel Bylaw as follows: That the position of Director for Council on Aging Misc." listed under Schedule A of the Wage and Personnel Bylaw be changed to "Director for Council on Aging S-8" (Step) 3 and that said position be deleted from Schedule C.

THE MOTION WAS CARRIED.

A vote was taken on the motion of Daniel J. Murphy to amend the Wage and Personnel Bylaw as follows: That the position of "Secretary-Board of Selectmen S-8" be deleted from Schedule A, Clerical Group, of the Wage and Personnel Bylaw and that the position of "Administrative Assistant-Board of Selectmen/Town Administrator S-9," (Step 1) be inserted in Schedule A, Administrative Group.

THE MOTION WAS CARRIED.

On the motion of James E. Colman, as amended, VOTED that the Town of Kingston Wage and Personnel By-Law be amended as presented in a document entitled: "FY95 Wage and Personnel Board Recommendations." excluding explanatory comments in boldface type, as follows:

SECTION I - BY ADDING:

1. To Schedule A, Library Group, the position of "Children's Librarian" "S-9."
2. To Schedule A, Library Group, the position of "Reference Librarian" "S-9."
3. To Schedule A, Administrative Group, the position of "Inspector of Buildings/Zoning Enforcement Officer (full time)" "S-10\*" "\*With an additional remuneration of \$3,000.00."
4. To Schedule A, Administrative Group, the position of "Assistant Zoning Enforcement Officer (part time)" "Misc."; and to Schedule C the position of "Assistant Zoning Enforcement Officer (part time)" "annually" "5,000.00."
5. To Section 4, Classification Plan, the following:  
"(g) Interrupted employment for a period of one year or less is considered as a whole subject to the approval of the department head and the Wage and Personnel Board."

## SECTION II - BY DELETING:

1. From Schedule A, Administrative Group, the position of "Executive Secretary — Conservation Commission (part time)" "Misc."; and from Schedule C the position of "Executive Secretary — Conservation Commission (part time)" "annually" "5,305.00."
2. From Schedule A, Administrative Group, the position of "Inspector of Buildings (full time)" "S-10."

## SECTION III - BY SUBSTITUTING:

1. In Schedule A, Administrative Group, for the position of "Assistant Treasurer (full time)," "S-10" for "S-9."
2. In Schedule C, for the position of "Director for Council on Aging," "11.18" for "10.81."
3. In Schedule C, for the position of "Executive Secretary — Finance Committee (part time)," "3,284.00" for "2,956.00."
4. In Schedule C, for the position of "Executive Secretary — Wage and Personnel Board (part time)," "2,759.00" for "2,483.000."
5. For Schedule B, the attached Schedule B.
6. For Schedule C, the attached Schedule C.
7. For the ratios listed in the Fire Schedule and the Labor Superintendent Schedule, a 3.5% salary increase as recommended for other employees classified under the Wage and Personnel By-Law.

AND, that the position of "Secretary-Board of Selectmen S-8" be deleted from Schedule A, Clerical Group, of the Wage and Personnel Bylaw and that the position of "Administrative Assistant-Board of Selectmen/Town Administrator S-9," (Step 1) be inserted in Schedule A, Administrative Group; and further.

That the position of "Director for Council on Aging Misc." listed under Schedule A of the Wage and Personnel Bylaw be changed to "Director for Council on Aging S-8" (Step 3) and that said position be deleted from Schedule C.

AND, that Section 8, Position - Classes, Wage and Miscellaneous Compensation Schedules be changed by inserting in SCHEDULE A, Administrative Group "Town Planner S-10".

## SCHEDULE B July 1, 1994 - June 30, 1995

Com. Grade	I	II	III	IV	V
\$1	5.23	5.63	5.93	6.23	6.43
\$2	6.53	6.93	7.29	7.54	7.84
\$3	7.09	7.49	7.84	8.14	8.24
\$4	7.39	7.69	7.94	8.19	8.34
\$5	7.54	7.84	8.04	8.24	8.44
\$6	7.84	8.19	8.49	8.74	9.10
\$7	8.54	9.05	9.50	9.90	10.15
\$8	9.69	10.45	11.16	11.94	12.48
\$9	25,587	27,095	28,492	29,527	30,683
\$10	31,959	33,768	35,376	36,723	38,200

## SCHEDULE C Miscellaneous Compensation Schedule July 1, 1994 - June 30, 1995

Aide to Summer Program	per season	80.00
Alternate Health Agent (part time)	annually	781.00
Alternate Inspector of Buildings (part time)	annually	812.00
Animal Control Officer (part time)	annually	9,582.00
Animal Inspector	annually	1,553.00
Assistant Animal Control Officer (part time)	hourly	8.28
Assistant Harbor Master/Assistant Shellfish Constable (part time)	annually	651.00
Assistant Zoning Enforcement Officer (part time)	annually	5,000.00
Call Fire Captain (part time)	hourly	8.87*
Call Fire Lieutenant (part time)	hourly	8.87+
Call Firefighter (part time)	hourly	8.87**
Caretaker — Landfill (part time)	hourly	8.69
Casual Part-Time Worker	hourly	7.80

Civil Defense Deputy Director(part time)	annually	122.00
Civil Defense Director (part time)	annually	243.00
Clerk — Election (part time)	hourly	7.80
Clerk — General (part time)	hourly	6.39
Clerk — Planning Board (part time)	annually	149.00
Clerk — Special Town Committees Not Otherwise Specified (part time)	hourly	5.80
Clerk — Treasurer's Office (part time)	hourly	9.41
Clerk — Water Board (part time)	annually	2,740.00
Conservation Officer (part time)	annually	10,980.00
Cook — Council on Aging (part time)	hourly	8.28
Custodian — Recreation (part time)	hourly	7.80
Director for Council on Aging	hourly	11.18
Director Summer Program — Recreation (seasonal)	weekly	235.00
Election Officer	hourly	6.51
Executive Secretary (part time)	annually	2,135.00
Executive Secretary — Finance Committee (part time)	annually	3,284.00
Executive Secretary — Planning Board (part time)	annually	5,382.00
Executive Secretary — Wage and Personnel Board (part time)	annually	2,759.00
Executive Secretary — Zoning Board of Appeals (part time)	annually	5,175.00
Flag Attendant	per location	149.00
Forest Fire Warden	annually	853.00
Groundskeeper (part time)	hourly	5.08
Groundskeeper — Senior (seasonal)	hourly	7.10
Harbor Master/Shellfish Constable (part time)	annually	5,843.00
Health Agent (full time)	annually	29,561.00
Hydrant Worker	hourly	5.08
Library Page (part time)	hourly	7.10
Lifeguard (seasonal)	hourly	7.44
Lifeguard — Swimming Instructor (seasonal)	hourly	7.44
Map and Deed Coordinator	hourly	6.56
Matron	hourly	8.69
Moth Superintendent	hourly	7.10
Parking Attendant (seasonal)	hourly	5.49
Patrolman (part time)	hourly	11.17
Personnel Clerk (part time)	hourly	9.82
Registrar — Election	annually	522.00
Senior Clerk — General (part time)	hourly	7.44
Senior Lifeguard — Swimming Instructor (seasonal)	hourly	8.69

Street/Census Clerk	hourly	7.44
Summer Program Instructor — Recreation (seasonal)	hourly	5.91
Supervisor — After School Programs	hourly	8.57
Supervisor Assistant — After School Programs	hourly	5.68
Veterans' Agent	annually	4,789.00
Warden — Election	hourly	7.80

\* Plus \$500.00 per year (first hour of duty paid at \$13.10)

+ Plus \$300.00 per year (first hour of duty paid at \$13.10)

\*\* Plus \$150.00 per year (first hour of duty paid at \$13.10)

ARTICLE 21. Ronald L. C. Maribett moved that the Town create a seven-member Planning Advisory Committee, two members of which shall be appointed by the Board of Selectmen; one member to be appointed by the Board of Assessors; one member to be appointed by the Capital Planning Committee; one member, by the Conservation Commission; one member, by the Planning Board; one member, by the Finance Committee, said Committee to study planning issues before the Town, to make recommendations thereon to the Board of Selectmen, and to report to the next annual town meeting;

and further that the sum of \$150 be raised and appropriated for Committee expenses.

#### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

George D. Cravenho moved to amend by deleting the words "two members of which shall be appointed by the Board of Selectmen" and adding "one member to be appointed by the Board of Selectmen; one member to be appointed by the Water Department;"

#### THE AMENDMENT WAS NOT CARRIED.

On the motion of Ronald L. C. Maribett, VOTED that the Town create a seven-member Planning Advisory Committee, two members of which shall be appointed by the Board of Selectmen; one member to be appointed by the Board of Assessors; one member to be appointed by the Capital Planning Committee; one member, by the Conservation Commission; one member, by the Planning Board; one member, by the Finance Committee, said Committee to study planning issues before the Town, to make recommendations thereon to the Board of Selectmen, and to report to the next annual town meeting;

and further that the sum of \$150 be raised and appropriated for Committee expenses.

YES - 81; NO - 75

ARTICLE 22. On the motion of Christina L. Willis, VOTED that the sum of \$3000 be raised and appropriated to support South Shore Women's Center's continued services to victims of domestic violence. This is not a request for a charitable donation. South Shore Women's Center will enter into a contract with the Town for delivery of these services to its residents.

#### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 23. To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds in the treasury, a sum of money for engineering services related to the design for reconstruction of a portion of Route 106, or take any other action relative thereto.

#### THERE WAS NO MOTION MADE UNDER THIS ARTICLE.

ARTICLE 24. To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds in the treasury, a sum of money to be used in conjunction with funds designated as state aid for highways approved under Chapter \_\_\_\_ of the Acts of 1994, and take any other action relative thereto.

#### THERE WAS NO MOTION MADE UNDER THIS ARTICLE.

Prior to the commencement of Article 25, the Moderator apologized for the delay. He and Town Counsel were reviewing and amending the legal description included in the article. If the article were favorably passed, it would be up to the Attorney General to either finally approve or disapprove the description.

The Moderator requested that the tellers count the house. There were 145 voters present. The Moderator declared a quorum was present to act on Article 25.

ARTICLE 25. Ronald A. Gleason moved that the Town of Kingston, Massachusetts, Zoning Bylaw and the zoning map entitled "Zoning Map of Kingston, Massachusetts dated December 1993, prepared by Perkins Engineering, Rockland, Massachusetts, be amended as follows:

By changing certain parcels of land from General Residential 40 (R40) to Commercial/Industrial Park District, said parcels shown on the Kingston Assessors Maps as follows:

- A. Map 56, a portion of Lot 53;  
Map 65, Lots 2, 3, 4, 8, and a portion of Lot 5;  
Map 73, Lot 27;  
Map 74, Lots 1, 2, 3, 4, 5, 6, 9, 10, 11, 12, 13;  
Map 82, Lot 2;

being an area of approximately 330 acres located westerly of the existing industrial zone in the so-called "South Industrial Park". Said portions are further defined as follows:

Those portions of Lot 5 on Assessors' Map 65 and Lot 53 of Assessors' Map 56 (which portion is shown on Map 65) south of the following line:

Beginning at the westernmost point of Lot 7 on Assessors' Map 65; thence running in a southwesterly direction to the northeasterly corner of Lot 53, Map 56 (shown on Map 65) which is the southeasterly corner of Lot 58 of Map 56 (shown on Map 65).

Thence turning and running in a westerly direction to a point along the westerly sideline of said Lot 53, which point is 865 feet from the southwesterly corner of Lot 53.

And also

- B. Map 99, Lots 3 and 4;

being an area of approximately 100 acres, located adjacent to the Kingston-Plymouth town line, south of the intended path of new Route 44;

And also

- C. Map 89, Lot 6, excluding any portion within 200 feet of  
Little Smelt Pond;  
Map 95, Lot 6;

being an area of approximately 45 acres adjacent to the Plymouth town line, west of Enterprise Road.

Paul H. Randall moved to amend by dividing the article into three separate articles corresponding to Parts A, B and C.

#### PLANNING BOARD RECOMMENDED FAVORABLE ACTION.

#### FINANCE COMMITTEE RECOMMENDED UNFAVORABLE ACTION.

Edmund J. King, Jr. moved to postpone action on this article indefinitely.

A vote was taken on the motion of Mr. King to postpone.

THE MOTION WAS NOT CARRIED.

A vote was taken on the motion of Mr. Randall to divide.

THE MOTION WAS NOT CARRIED.

A vote was taken on the motion of Mr. Gleason.

YES - 15; NO - 124

THE MOTION WAS NOT CARRIED SINCE  
IT DID NOT MEET THE 2/3 REQUIREMENT.

June A. Ballinger moved to reconsider Article 25.

THE MOTION WAS NOT CARRIED.

Fred D. Svenson, Jr. moved to adjourn this meeting to Thursday, April 7, 1994, at 7:30 p.m. at the Kingston Elementary School, 150 Main Street.

Ronald L. C. Maribett moved to amend to adjourn this meeting to Tuesday, April 12, 1994, at 7:30 p.m. at the Kingston Elementary School, 150 Main Street.

A vote was taken on the amendment of Mr. Maribett.

THE AMENDMENT WAS NOT CARRIED.

A vote was taken on the motion of Mr. Svenson.

THE MOTION WAS CARRIED.

On the motion of Fred D. Svenson, Jr., VOTED to adjourn this meeting to Thursday, April 7, 1994, at 7:30 p.m. at the Kingston Elementary School, 150 Main Street.

There were 75 voters from Precinct 1, 87 voters from Precinct 2 and 53 voters from Precinct 3, for a total of 215 voters.

Adjournment was at 10:58 p.m.

Respectfully submitted,

Mary Lou Murzyn  
Town Clerk

## ANNUAL TOWN MEETING APRIL 7, 1994

The adjourned Annual Town Meeting was called to order by the Moderator, Lawrence I. Winokur, at 7:41 p.m., at the Kingston Elementary School, 150 Main Street, Kingston, Massachusetts. There were at least 68 voters present.

The vote checkers were: Catherine J. Coyle, James E. Coyle, Edward F. O'Neil, Maureen E. Twohig and Grace C. Cardoza. The doorkeeper was George F. Wager; the mike carrier was Charles V. Ladd; and David Buhl recorded the meeting.

The sworn tellers were Philip R. Burnham, Donna M. Farrington, Paul L. Armstrong and James C. Judge.

Since there was an insufficient number present to consider those articles with quorum requirements of 100 or 150 voters, the Moderator explained that there were some articles that did not have a quorum requirement and we would begin with those articles.

ARTICLE 27. Harley S. Cadenhead moved that the Town amend Chapter 2, Article 2 of the Town of Kingston, Massachusetts General By-laws, as amended, by deleting Article II, Section 11 in its entirety and adopting the following, to be renumbered 2-2-11 in the event that the recodification voted under Article 14 of the April 2, 1994 Annual Town Meeting takes effect:

A motion to reconsider any vote can be made only at the session in which the vote was passed; a vote shall not be reconsidered a second time or after a motion to reconsider has failed to pass. (BY PETITION)

FINANCE COMMITTEE RECOMMENDED UNFAVORABLE ACTION.

YES - 37; NO - 60

THE MOTION WAS NOT CARRIED.

The Moderator announced that we now had in excess of 115 voters present. We returned to Article 26.

ARTICLE 26. On the motion of Christina L. Willis, VOTED that the sum of \$20,000 be raised and appropriated and expended for capital improvements to the Faunce School as mandated by the Americans for Disabilities Act, said work to

be supervised by the Permanent Building Committee and said funds to be expended by the Board of Selectmen.

#### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 28. On the motion of Pine duBois, VOTED that the sum of \$100,000 be raised and appropriated to be set aside in the Conservation Fund established under Massachusetts General Laws Chapter 40, Section 8C or any other authorizing law, for the purpose of buying land for conservation purposes in conjunction with, and as recommended in the Open Space Plan, which from time to time shall be amended.

#### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 29. On the motion of Jon H. Alberghini, VOTED that the sum of \$55,000 be raised and appropriated and expended, together with the expenditure of \$22,500 from the revenue account entitled "Evanswood Ambulance Gift," for the purchase of a new ambulance, and to authorize the Board of Selectmen to trade in a 1986 ambulance and to apply its value to the purchase price of the new ambulance.

#### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

#### BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

ARTICLE 30. To see if the Town will raise and appropriate, borrow, or transfer from available funds in the treasury, a sum of money to be expended for the training of Fire Department personnel, Police Department personnel, and Emergency Management personnel in technical rescue tactics in preparation for the construction of the MBTA commuter line, or take any other action relative thereto.

#### THERE WAS NO MOTION MADE UNDER THIS ARTICLE.

ARTICLE 31. To see if the Town will appoint a committee to study sites for relocating the Fire Department from the existing Maple Street Fire Station, one member of which is to be the Fire Chief, one member to be appointed by the Finance Committee, one member by the Board of Selectmen, and two members of which are to be appointed by the Moderator, or take any other action relative thereto.

#### THERE WAS NO MOTION MADE UNDER THIS ARTICLE.

ARTICLE 32. On the motion of Jeffrey A. Batchelor, VOTED that the Town replace the window shutters of the Town Hall, that the sum of \$1000 of available funds be authorized for use of said shutter replacement. (BY PETITION)

#### FINANCE COMMITTEE RECOMMENDED UNFAVORABLE ACTION.

ARTICLE 33. To see if the Town will vote to adopt the following proposed amendments to Article XX, Kingston By-Laws:

#### Sec. 2. PROHIBITED EARTH REMOVAL

Add second paragraph saying "No Permit shall be granted or remain valid for removing earth from premises where:

- (a) the commercial business of processing, including receiving, crushing, washing, grading, dealing in or selling, delivering or transporting of earth materials is carried on;
- (b) any solid or liquid waste materials, including garbage and rubbish, tree stumps, construction and demolition debris, sewage or septage, any dredged materials, including sludge, sediment, mud or ooze, or material listed as hazardous in MGL c21Cs2 or 310 CMP are brought or received, processed, cured, dried, stockpiled, stored, mixed with other material, sold or disposed of."

Add third paragraph saying "Any amount of excavation in excess of that necessary for the satisfactory operation of a permitted use cannot be incidental to such use and is expressly prohibited."

#### Sec. 3. PERMITTED EARTH REMOVAL

Para. (a) Delete semicolon after "thereto" and replace with comma and the following "provided the quantity of material removed shall not exceed that displaced by the portion of the building or accessory use below finished grade."  
(BY PETITION)

#### THERE WAS NO MOTION MADE UNDER THIS ARTICLE.

ARTICLE 34. Pine duBois moved that the Town vote to transfer the following portions of Camp Nekon to the supervision and control of the Conservation Commission for the protection and preservation of its natural resources and for the public to use for passive recreation according to the provisions of Massachusetts General Laws, Chapter 40, Section 8C, said parcels shown on Kingston Assessors' Maps 88 and 94:

Map 88, Lot 7 Smelt Pond east to Pratt Pond approximately 46.50 acres

Map 94, Lot 1 - Pratt Pond to Rocky Pond approximately 32.38 acres

Map 94, Lots 2 and 3 - Rocky Pond approximately 14.75 acres.  
(BY PETITION)

**FINANCE COMMITTEE RECOMMENDED UNFAVORABLE ACTION.**

**YES - 48; NO - 82**

**THE MOTION WAS NOT CARRIED  
SINCE IT DID NOT MEET THE 2/3 REQUIREMENT.**

ARTICLE 35. On the motion of Paul L. Armstrong, VOTED UNANIMOUSLY that the Zoning Bylaws of the Town of Kingston be amended by amending Section 3.2.2., entitled "Location of Districts" and by amending Section 4.12., entitled "Flood Plain Overlay District" as printed in a document entitled "1994 Proposed Amendments to Flood Plain Overlay District," as follows:

SECTION 3.2.2. - Delete the Flood Insurance Rate Map (FIRM) date of August 5, 1985 and insert the date of July 2, 1992.

SECTION 4.12.1.2. - Delete the last three words (currently Section 744) and add: and with the following:

- Section of the Massachusetts State Building Code which addresses floodplain and coastal high hazard areas (currently 780 CMR 2102.0, "Flood Resistant Construction");
- Wetlands Protection Regulations, Department of Environmental Protection (DEP) (currently 310 CMR 10.00);
- Inland Wetlands Restriction, DEP (currently 302 CMR 6.00);
- Coastal Wetlands Restriction, DEP (currently 302 CMR 4.00);
- Minimum Requirements for the Subsurface Disposal Sanitary Sewage, DEP (currently 310 CMR 15, Title 5)

ADD NEW SECTION 4.12.3.3.

a. Floodway Data. In Zone A, A1-30, and AE, along watercourses that have not had a regulatory floodway designated, the best available Federal, State, local or other floodway data shall be used to prohibit encroachments in floodways which would result in any increase in flood levels within the community during the occurrence of the base flood discharge.

b. Base Flood Elevation Data. Base flood elevation data is required for subdivision proposals or other developments greater than 50 lots or 5 acres, whichever is the lesser within unnumbered A-zones.

ADD NEW SECTION 4.12.3.4.

a. In zones A1-30 and AE, along watercourses that have a regulatory floodway designated on the Kingston FIRM encroachments are prohibited in the regulatory floodway which would result in any increase in flood levels within the community during the occurrence of the base flood discharge.

b. Man-made alteration of sand dunes are prohibited within Zones V1-30, VE, and V which would increase potential flood damage.

c. All subdivision proposals are to be reviewed to assure that: a) such proposals minimize flood damage; b) all public utilities and facilities are located and constructed to minimize or eliminate flood damage; and c) adequate drainage is provided to reduce exposure to flood hazards.

ADD SECTION 4.12.3.5.

Notify, in a riverine situation, the following of any alteration or relocation of a watercourse:

- Adjacent Communities
- NFIP State Coordinator  
Massachusetts Office of Water Resources  
100 Cambridge Street  
Boston, MA 02202
- NFIP Program Specialist  
FEMA Region I, Room 462  
J.W. McCormack Post Office & Courthouse  
Boston, MA 02109

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

PLANNING BOARD RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

ARTICLE 36. On the motion of Nancy E. Kenyon, VOTED that a revolving fund be established pursuant to the provisions of Massachusetts General Laws, Chapter 44, Section 53E 1/2 for recreation department receipts, and to provide that all monies collected by the Recreation Commission in the form of fees charged for recreation programs be deposited in said revolving fund to be expended by the Commission without appropriation and, further, that the Town vote to limit to \$15,000 the total amount which may be expended from such fund in the ensuing fiscal year.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

ARTICLE 37. To see if the Town will vote to accept an Equal Educational Opportunity Grant for the Kingston Elementary School Department for Fiscal Year 1995 pursuant to the provisions of Massachusetts General Laws, Chapter 70A, Section 5, as inserted by Chapter 188 of the Acts of 1985, said funds to be expended by the Kingston Elementary School Committee for direct service expenditures, or take any other action relative thereto.

THERE WAS NO MOTION MADE UNDER THIS ARTICLE.

ARTICLE 38. To see if the Town will vote to accept an Equal Educational Opportunity Grant for the Silver Lake Regional School District for the fiscal year 1995 pursuant to the provisions of Massachusetts General Laws, Chapter 70A, Section 5, as inserted by Chapter 188 of the Acts of 1985, said funds to be expended by the Silver Lake Regional School District Committee for direct service expenditures, or take any other action relative thereto.

THERE WAS NO MOTION MADE UNDER THIS ARTICLE.

ARTICLE 39. To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds in the treasury, a sum of money, to be expended by the Board of Water Commissioners, for the purchase and installation of water meters and all peripheral appurtenances related thereto, or take any other action relative thereto.

THE MODERATOR DECLARED NO QUORUM PRESENT  
FOR BORROWING ARTICLES. THERE WAS NO ACTION  
TAKEN AT THIS TIME.

ARTICLE 40. To see if the Town will vote to raise and appropriate, or borrow, or transfer from available funds in the treasury, a sum of money, to be expended by the Board of Water Commissioners, for the design and construction of a new well and pumping station at the Trackle Pond well site together with all peripheral appurtenances related thereto, or take any other action relative thereto.

THE MODERATOR DECLARED NO QUORUM PRESENT  
FOR BORROWING ARTICLES. THERE WAS NO ACTION  
TAKEN AT THIS TIME.

ARTICLE 41. To see if the Town will vote to raise and appropriate, or borrow, or transfer from available funds in the treasury, a sum of money for the purchase or lease purchase of a truck for the transportation of solid waste and recyclable materials, and for the purchase or lease purchase of a trailer for the transportation of a roll-off container for recyclable materials, or take any other action relative thereto.

THE MODERATOR DECLARED NO QUORUM PRESENT  
FOR BORROWING ARTICLES. THERE WAS NO ACTION  
TAKEN AT THIS TIME.

ARTICLE 42. On the motion of Marjorie F. Cadenhead, VOTED that the sum of \$6,600 be raised and appropriated for repairs to the Hears House, so called, including any required consultant fees and specifications, all work to be under the supervision of the Permanent Building Committee and said funds to be expended by the Board of Selectmen.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

ARTICLE 43. On the motion of Marjorie F. Cadenhead, VOTED that the sum of \$20,000 be raised and appropriated for repairs to the Faunce School, including expenditure for consultant fees and specifications, all work to be under the supervision of the Permanent Building Committee and said funds to be expended by the Board of Selectmen.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

CAPITAL PLANNING COMMITTEE RECOMMENDED  
FAVORABLE ACTION.

ARTICLE 44. On the motion of Christina L. Willis, VOTED that the sum of \$1,500 be raised and appropriated to be expended for services to be provided to Kingston residents by the Plymouth Rape Crisis Center.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

At this point in the meeting, the Moderator declared 150 voters present. We returned to Article 39.

ARTICLE 39. Robert R. Kostka moved that the sum of \$1,050,000 be borrowed in accordance with MGL Chapter 44, Section 8 (Par. 7A), and any other authorizing law, to be expended by the Board of Water Commissioners, for the purchase and installation of water meters and all peripheral appurtenances related thereto.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

Jeffrey A. Batchelor questioned the quorum. The tellers reported, after a count of the house, that there were 138 voters present.

THE MODERATOR DECLARED NO QUORUM PRESENT.  
THERE WAS NO FURTHER ACTION TAKEN AT THIS TIME.

On the motion of John C. Veracka, Jr., VOTED to adjourn this meeting to Tuesday, April 12, 1994, at 7:30 p.m., at the Kingston Elementary School, 150 Main Street.

There were 49 voters from Precinct 1, 67 voters from Precinct 2 and 42 voters from Precinct 3, for a total of 158 voters.

Adjournment was at 10:40 p.m.

Respectfully submitted,

Mary Lou Murzyn  
Town Clerk

The following request for reconsideration was recorded with the Town Clerk:

Request of A. Daniel Sapir to reconsider Article 28 received on April 8, 1994, at 12:54 p.m.

TOWN OF KINGSTON  
ANNUAL TOWN ELECTION  
APRIL 9, 1994

The Annual Town Election was held at the Kingston Elementary School for Precincts 1, 2 and 3 on April 9, 1994, in accordance with the warrant issued by the Selectmen and properly posted by a constable of the Town.

Specimen ballots, penalty and instruction cards were posted in accordance with law.

The following officers and workers reported to their respective precincts:

PRECINCT 1

Warden	Maureen E. Twohig	D
Deputy Warden	Lydia Fernandes	D
Clerk	Charles V. Ladd	R
Deputy Clerk	Donna Farrington	R
Inspector	Marie F. Shea	D
Deputy Inspector	Marjorie B. Burnham (until 7:00 p.m.)	U
Deputy Inspector	Grace Cardoza	D

PRECINCT 2

Warden	Enis Zoccolante	R
Deputy Warden	James Matatall	R
Clerk	Elizabeth White	D
Deputy Clerk	James C. Joubert	D
Inspector	Margaret R. Holds	R
Deputy Inspector	Catherine J. Coyle	D
Deputy Inspector	Sharon Ruprecht	U

PRECINCT 3

Warden	Elizabeth Iannucci	D
Deputy Warden	Edward F. O'Neil	D
Clerk	Jeanne Matatall	R
Deputy Clerk	Julie Wusenich	R
Inspector	Eric Heise	R
Deputy Inspector	Diane Miller	R
Deputy Inspector	James E. Coyle	D

All election officers were sworn to the faithful performance of their duties. The ballot box at each precinct was inspected by the election officers, found to be empty and the register at zero.

Officer David R. Griffiths reported to the polling location at 6:45 a.m. and worked until 2:45 p.m. at which time Officer John D. Morgan replaced him until closing. He escorted the ballots back to the Clerk's Office and remained there until the ballots were locked in the vault.

The polls were declared open by the respective Wardens at 7:00 a.m. and closed at 8:00 p.m. in accordance with the warrant. There were 510 ballots cast in Precinct 1, including 11 absentee ballots. There were 580 ballots cast in Precinct 2, including 19 absentee ballots. There were 394 ballots cast in Precinct 3, including 12 absentee ballots. The total vote cast in all three Precincts was 1,484.

At the close of the polls, the ballot box in Precinct 1 read 510, the ballot box in Precinct 2 read 581, and the ballot box in Precinct 3 read 394. In Precinct 2, the Clerk's minutes reflect a jammed ballot with the possibility of an overring. However, both the front and back tables checked out with 580 voters. All voters who had been omitted from the voting list were handled according to law and certificates issued, if appropriate.

The results were announced at 10:09 p.m. by the Town Clerk. They are as follows:

OFFICE	1	2	3	Total
<b>MODERATOR (for one year)</b>				
*Lawrence I. Winokur	384	435	316	1,135
Blanks — Undervote	126	145	78	349
Overvote	0	0	0	0
	510	580	394	1,484
<b>SELECTMAN (two for three years)</b>				
Christina L. Willis	135	215	131	481
*Richard P. Cretinon	347	340	238	925
*Olavo DeMacedo	363	423	281	1,067
John J. Pfaffinger	1	0	0	1
Mark Little	1	0	0	1
Blanks — Undervote	169	182	138	489
Overvote	4	0	0	4
	1,020	1,160	788	2,968

OFFICE	1	2	3	Total
<b>ASSESSOR (for three years)</b>				
*James C. Judge	337	397	290	1,024
Blanks — Undervote	173	183	104	460
Overvote	0	0	0	0
	510	580	394	1,484
<b>TREE WARDEN (for one year)</b>				
*Fred E. Nava	397	457	326	1,180
Blanks — Undervote	113	123	68	304
Overvote	0	0	0	0
	510	580	394	1,484
<b>SILVER LAKE REG. SCHOOL COMMITTEE</b> (for three years)				
*Frances E. Botelho-Hoeg	322	363	274	959
Blanks — Undervote	188	217	120	525
Overvote	0	0	0	0
	510	580	394	1,484
<b>SILVER LAKE REG. SCHOOL COMMITTEE</b> (for two years)				
*Glen W. Mulready	353	365	274	992
Blanks — Undervote	157	215	120	492
Overvote	0	0	0	0
	510	580	394	1,484
<b>SCHOOL COMMITTEE</b> (for three years)				
*Colleen P. Costa	315	362	256	933
Blanks — Undervote	195	218	138	551
Overvote	0	0	0	0
	510	580	394	1,484
<b>PLANNING BOARD (for five years)</b>				
Edmund J. King, Jr.	170	166	128	464
*Thomas S. Bouchard, Sr.	309	381	253	943
Blanks — Undervote	29	33	13	75
Overvote	2	0	0	2
	510	580	394	1,484

OFFICE	1	2	3	Total
<b>WATER COMMISSIONER (for three years)</b>				
*Richard W. Loring, Jr.	351	399	295	1,045
Blanks — Undervote	159	181	99	439
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	510	580	394	1,484

<b>BOARD OF HEALTH (for three years)</b>				
*A. Daniel Sapir	288	275	218	781
Paul Tura	0	0	1	1
Blanks — Undervote	220	305	175	700
Overvote	<u>2</u>	<u>0</u>	<u>0</u>	<u>2</u>
	510	580	394	1,484

<b>BOARD OF HEALTH (for two years)</b>				
*Philemon T. Walters	304	350	245	899
Blanks — Undervote	206	230	149	585
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	510	580	394	1,484

<b>BOARD OF HEALTH (for one year)</b>				
*Mando A. Aldrovandi	334	382	271	987
Blanks — Undervote	176	198	123	497
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	510	580	394	1,484

<b>LIBRARY TRUSTEE</b> (two for three years)				
*Kimberly K. Beasley	327	336	250	913
*Catherine H. Braman	285	361	231	877
Blanks — Undervote	408	463	307	1,178
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	1,020	1,160	788	2,968

<b>RECREATION COMMISSION</b> (two for three years)				
*Douglas J. Fleming	321	379	264	964
*David R. Franklin	290	301	234	825
Blanks — Undervote	409	480	290	1,179
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	1,020	1,160	788	2,968

	1	2	3	Total
<b>QUESTION ONE (Water Meters)</b>				
Yes	131	133	100	364
*No	349	406	272	1,027
Blanks — Undervote	26	39	22	87
Overvote	<u>4</u>	<u>2</u>	<u>0</u>	<u>6</u>
	510	580	394	1,484

<b>QUESTION TWO (Well Site)</b>				
Yes	199	236	171	606
*No	278	296	190	764
Blanks — Undervote	31	47	30	108
Overvote	<u>2</u>	<u>1</u>	<u>3</u>	<u>6</u>
	510	580	394	1,484

The wardens and clerks were dismissed after the results were announced. All supplies and used and unused ballots were returned to the Town Clerk's Office. All ballots cast which had been locked in their transfer cases at the Kingston Elementary School were then locked in the Clerk's vault.

The Town Clerk administered the oath of office to Richard P. Cretinon, Olavo DeMacedo, Thomas S. Bouchard, Sr., Glen W. Mulready, Mando A. Aldrovandi and A. Daniel Sapir. The office was locked at 11:15 p.m.

A true record, ATTEST:

Mary Lou Murzyn  
Town Clerk

I, JAMES C. JUDGE, having been elected to assess taxes and estimate the value of property for the purpose of taxation for the Town of Kingston for the ensuing three years do swear that I will truly and impartially according to my best skill and judgment, assess and apportion all such taxes as I may during that time assess; that I will neither overvalue nor undervalue any property, subject to taxation; and that I will faithfully perform all the duties of said office.

Date: April 12, 1994

James C. Judge

ANNUAL TOWN MEETING  
APRIL 12, 1994

The adjourned Annual Town Meeting was called to order by the Moderator, Lawrence I. Winokur, at 7:40 p.m., at the Kingston Elementary School, 150 Main Street, Kingston, Massachusetts. There were in excess of 100 voters present.

The vote checkers were: Catherine J. Coyle, James E. Coyle, Edward F. O'Neil, Maureen E. Twohig, Robert A. Mulliken and Grace C. Cardoza. The doorkeeper was Charles V. Ladd; and David Buhl recorded the meeting.

The sworn tellers were Philip R. Burnham, Donna M. Farrington, Paul L. Armstrong and James C. Judge.

The Moderator began the meeting by welcoming all those elected at Saturday's town election. Mr. Winokur also thanked the following people, who were no longer officially serving the Town:

Ronald L. C. Maribett - Board of Selectmen  
and former Finance Committee member  
Christina L. Willis - Board of Selectmen  
Edmund J. King, Jr. - Planning Board  
John P. Holmes - Recreation Commission  
Jason P. Potrykus - Recreation Commission

Joseph F. Glass added Mary C. Hathaway - Library Trustee.

Mr. Winokur then explained that we adjourned the last session while considering Article 39. That article requires a quorum of 150 voters, which we do not presently have. We commenced with Article 47.

ARTICLE 47. On the motion of Marion Lanagan, VOTED that the Town accept the provisions of Section 83 of Chapter 71 of the Acts of 1993, as amended, authorizing certain eligible teachers employed at the Kingston Elementary School to participate during 1994 in the "Teachers' Early Retirement Incentive Program."

FINANCE COMMITTEE - NO QUORUM PRESENT  
FOR RECOMMENDATION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

ARTICLE 48. On the motion of James C. Judge, VOTED that the sum of \$1,500 be transferred from the Municipal Waterways Improvement and Maintenance

Fund to be expended by the Waterfront Committee for repairs and improvements to floating docks, stationary wharves, moorings and facilities.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

ARTICLE 49. Arthur E. Quilty moved that the sum of \$100,200 be raised and appropriated to be expended by the Board of Selectmen for the following capital equipment and capital projects for the following Town departments and that the Selectmen be authorized to trade or otherwise dispose of any used equipment of the various departments in the best interest of the Town:

1/2 ton pick-up truck	\$18,000	Highway Department
3/4 ton pick-up truck	\$20,000	Highway Department
3/4 ton pick-up truck	\$20,000	Water Department
Voting Machines	\$22,200	Town Clerk Dept.
Wood Chipper	\$20,000	Tree Department

Kevin F. Cully moved to divide so that each item would be voted separately.

THE MOTION WAS CARRIED.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION  
ON ALL ITEMS EXCEPT THE WOOD CHIPPER.

A vote was taken on the motion for the 1/2 ton pick-up truck - \$18,000 - Highway Department.

THE MOTION WAS CARRIED.

A vote was taken on the motion for the 3/4 ton pick-up truck - \$20,000 - Highway Department.

THE MOTION WAS CARRIED.

A vote was taken on the 3/4 ton pick-up truck - \$20,000 - Water Department.

THE MOTION WAS NOT CARRIED.

A vote was taken on the voting machines - \$22,200 - Town Clerk Dept.

THE MOTION WAS CARRIED.

A vote was taken on the wood chipper - \$20,000 - Tree Department.

### THE MOTION WAS CARRIED.

On the motion of Arthur E. Quilty, as amended, VOTED that the sum of \$80,200 be raised and appropriated to be expended by the Board of Selectmen for the following capital equipment and capital projects for the following Town departments and that the Selectmen be authorized to trade or otherwise dispose of any used equipment of the various departments in the best interest of the Town:

1/2 ton pick-up truck	\$18,000	Highway Department
3/4 ton pick-up truck	\$20,000	Highway Department
Voting Machines	\$22,200	Town Clerk Dept.
Wood Chipper	\$20,000	Tree Department

ARTICLE 50. On the motion of Daniel J. Murphy, VOTED that the sum of \$41,400 be raised and appropriated to be expended by the Board of Selectmen for equipment for the following Town departments and that the Selectmen be authorized to trade or otherwise dispose of any used equipment of the various departments in the best interest of the Town:

2 cruisers	\$ 32,000	Police Department
4 mobile radios	\$ 2,400	Fire Department
Radio repeater	\$ 2,000	Fire Department
Docking system	\$ 5,000	Waterfront Com

### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

The Moderator announced that there were 155 voters present and we would return to Article 39.

The Moderator further explained that at the last session of this meeting we spent in excess of 40 minutes on this article. Mr. Winokur would allow Mr. Kostka to make a short statement and then Mr. Winokur would recognize one person, who was opposed, to make a statement.

ARTICLE 39. On the motion of Robert R. Kostka, VOTED that the sum of \$1,050,000 be borrowed in accordance with MGL Chapter 44, Section 8 (Par. 7A), and any other authorizing law, to be expended by the Board of Water Commissioners, for the purchase and installation of water meters and all peripheral appurtenances related thereto.

YES - 107; NO - 39

THE MOTION WAS CARRIED SINCE  
IT MET THE 2/3 REQUIREMENT.

### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

### BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

ARTICLE 40. Robert R. Kostka moved that the sum of \$1,325,000 be borrowed in accordance with MGL Chapter 44, Section 8, and any other authorizing law, to be expended by the Board of Water Commissioners, for the design and construction of a new well and pumping station at the Trackle Pond well site together with all peripheral appurtenances related thereto.

### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

### BOARD OF SELECTMEN RECOMMENDED UNFAVORABLE ACTION.

YES - 91; NO - 54

THE MOTION WAS NOT CARRIED SINCE IT DID NOT  
MEET THE 2/3 REQUIREMENT.

ARTICLE 41. On the motion of Daniel J. Murphy, VOTED that the sum of \$105,000 be borrowed pursuant to MGL Chapter 44, Section 7 (Par. 9), and any other authorizing law, for the purchase of a truck for the transportation of solid waste and recyclable materials, and for the purchase of a trailer for the transportation of a roll-off container for recyclable materials.

### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

### BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

YES - 135; NO - 5

THE MOTION WAS CARRIED SINCE IT MET  
THE 2/3 REQUIREMENT.

At this point in the meeting, the Moderator asked the audience for a round of applause for the tellers.

ARTICLE 45. On the motion of Jon H. Alberghini, VOTED that the sum of \$380,000 be borrowed, pursuant to MGL Chapter 44, Section 7 (Par. 9), and any other authorizing law, for the purchase of a new fire truck to replace the 1967 and 1975 fire trucks and to authorize the Board of Selectmen to trade in said 1967 and 1975 fire trucks.

### FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

YES - 151; NO - 1

THE MOTION WAS CARRIED SINCE IT MET  
THE 2/3 REQUIREMENT.

ARTICLE 46. To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds in the treasury, a sum of money for the repair of a pumping engine by the Fire Department and/or authorize the Board of Selectmen to enter into a lease for a pumping engine for use by the Fire Department, or to take any other action relative thereto.

THERE WAS NO MOTION MADE UNDER THIS ARTICLE.

A. Daniel Sapir moved to reconsider Article 28.

THE MOTION WAS NOT CARRIED.

Arthur E. Quilty moved to reconsider Article 49.

THE MOTION WAS CARRIED.

ARTICLE 49. Arthur E. Quilty moved to amend by adding that the sum of \$20,000 be raised and appropriated to be expended by the Board of Selectmen for the following capital equipment and capital project for the following Town department and that the Selectmen be authorized to trade or otherwise dispose of any used equipment in the best interest of the Town:

3/4 ton pick-up truck	\$20,000	Water Department
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FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

THE AMENDMENT WAS CARRIED.

On the motion of Arthur E. Quilty, as amended, VOTED that the sum of \$100,200 be raised and appropriated to be expended by the Board of Selectmen for the following capital equipment and capital projects for the following Town departments and that the Selectmen be authorized to trade or otherwise dispose of any used equipment of the various departments in the best interest of the Town:

1/2 ton pick-up truck	\$18,000	Highway Department
3/4 ton pick-up truck	\$20,000	Highway Department
3/4 ton pick-up truck	\$20,000	Water Department
Voting Machines	\$22,200	Town Clerk Dept.
Wood Chipper	\$20,000	Tree Department

ARTICLE 51. To see if the Town will vote to raise and appropriate or transfer from available funds in the treasury a sum of money to be added to the Stabilization Fund, or take any other action relative thereto.

THERE WAS NO MOTION MADE UNDER THIS ARTICLE.

ARTICLE 52. On the motion of Marjorie F. Cadenhead, VOTED that the sum of \$183,943 be transferred from the "Free Cash" account to reduce the tax rate for fiscal year 1995.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

The Moderator thanked the following people for their hard work and efforts: the Town Clerk, Assistant Town Clerk and staff; Town Counsel, Elizabeth Lane and Patrick Costello; Benjamin Husted serving as Acting Town Administrator (who received a warm round of applause); the Selectmen's staff; the Finance Committee, who have put in untold hours due to the fact that there is no full-time Town Administrator (they also received a warm round of applause); the tellers; and to those voters who come to all of the meetings.

On the motion of Edmund J. King, Jr., VOTED to adjourn without day.

There were 58 voters from Precinct 1, 70 voters from Precinct 2 and 42 voters from Precinct 3, for a total of 170 voters.

Adjournment was at 9:05 p.m.

Respectfully submitted,

Mary Lou Murzyn  
Town Clerk

**SPECIAL TOWN MEETING  
MAY 24, 1994**

The Special Town Meeting was called to order by the Moderator, Lawrence I. Winokur, at 7:46 p.m. at the Kingston Elementary School. Mr. Winokur welcomed those present. He stated that it was obvious that proper notice had been given and the reading of the warrant was waived. There were 15 voters in attendance.

**ARTICLE 1.** To see if the Town will vote to raise and appropriate or transfer from available funds in the Treasury a sum of money to be added to the FY95 appropriation for the Silver Lake Regional School District.

**THERE WAS NO MOTION MADE UNDER THIS ARTICLE.**

On the motion of Melanie Meeker Jones, **VOTED** to adjourn without day.

There were 4 voters from Precinct 1, 9 voters from Precinct 2 and 2 voters from Precinct 3, for a total of 15 voters.

The voter checkers were: Maureen E. Twohig, George F. Wager and Mary E. Boutin.

Adjournment was at 7:47 p.m.

Respectfully submitted,

Mary Lou Murzyn  
Town Clerk

**STATE PRIMARY  
SEPTEMBER 20, 1994**

The State Primary was held at the Kingston Elementary School, 150 Main Street, for Precincts One, Two and Three on September 20, 1994, in accordance with the warrant issued by the Selectmen and properly posted by a constable of the Town.

Specimen ballots, penalty and instruction cards were posted in accordance with law.

The following officers and workers reported to their respective precincts:

**PRECINCT 1**

Warden	Maureen E. Twohig	D
Deputy Warden	Lydia J. Fernandes (after 2:30 p.m.)	D
Clerk	Irma A. Ruffini	R
Deputy Clerk	Charles V. Ladd	R
Inspector	Grace Cardoza	D
Deputy Inspector	Donna Farrington	R
Deputy Inspector	Hannah Creed	D
Deputy Inspector	Sharon Ruprecht (until 7:30 p.m.)	U

**PRECINCT 2**

Warden	Enis Zoccolante	R
Deputy Warden	James S. Matatall	R
Clerk	Elizabeth White	D
Deputy Clerk	Joan Sgarzi	D
Inspector	Robert A. Mulliken	R
Deputy Inspector	Margaret R. Holds	R
Deputy Inspector	Harry E. Monks, Jr.	D

**PRECINCT 3**

Warden	Elizabeth L. Iannucci	D
Deputy Warden	Edward F. O'Neil	D
Clerk	Jeanne M. Matatall	R
Deputy Clerk	Diane F. Miller	R
Inspector	Catherine Coyle	D
Deputy Inspector	Eric J. Heise	R
Deputy Inspector	Nancy Delaney	R

All election officers were sworn to the faithful performance of their duties by the Town Clerk. The ballot box at each precinct was inspected by the election officers, found to be empty and the register at zero.

Officer James P. Sauer reported to the polling location at 6:45 a.m. and worked until 2:45 p.m. at which time Officer Thomas A. Kelley replaced him until closing. Officer Kelley escorted the ballots back to the Clerk's Office and remained there until the ballots were locked in the vault.

The polls were declared open by the respective Wardens at 7:00 a.m. and closed at 8:00 p.m. in accordance with the warrant. There were 336 ballots cast in Precinct One, including 2 absentee ballots (207 Democratic and 129 Republican). There were 411 ballots cast in Precinct Two, including 5 absentee ballots (230 Democratic and 181 Republican). There were 332 ballots cast in Precinct Three, including 10 absentee ballots (188 Democratic and 144 Republican). The total vote cast in all three precincts was 1,079.

At the close of the Polls, the ballot box in Precinct One read 337, the ballot box in Precinct Two read 411 and the ballot box in Precinct 3 read 333. In Precincts One and Three, the clerks in their minutes accounted for the discrepancy in the total vote cast and the ballot box reading.

All voters who had been omitted from the voting list were handled according to law and certificates issued, if appropriate.

The results were announced at 12:01 a.m. (September 21st) by the Town Clerk. They were as follows:

DEMOCRATS				
OFFICE	I	II	III	TOTAL
<b>SENATOR IN CONGRESS</b>				
Edward M. Kennedy	150	168	147	465
Mitt Romney	1	0	0	1
Blanks — Undervote	56	62	41	159
Overvote	0	0	0	0
	207	230	188	625
<b>GOVERNOR</b>				
George A. Bachrach	40	58	39	137
Michael J. Barrett	39	40	37	116
Mark Roosevelt	95	100	88	283
Blanks — Undervote	33	32	24	89
Overvote	0	0	0	0
	207	230	188	625

DEMOCRATS				
OFFICE	I	II	III	TOTAL
<b>LIEUTENANT GOVERNOR</b>				
Marc D. Draisen	70	69	81	220
Robert K. Massie	85	88	60	233
Blanks — Undervote	52	73	47	172
Overvote	0	0	0	0
	207	230	188	625
<b>ATTORNEY GENERAL</b>				
L. Scott Harshbarger	154	186	146	486
Blanks — Undervote	53	44	42	139
Overvote	0	0	0	0
	207	230	188	625
<b>SECRETARY OF STATE</b>				
William Francis Galvin	123	131	115	369
Augusto F. Grace	50	57	44	151
Blanks — Undervote	34	42	29	105
Overvote	0	0	0	0
	207	230	188	625
<b>TREASURER</b>				
Shannon P. O'Brien	143	142	123	408
Blanks — Undervote	64	88	65	217
Overvote	0	0	0	0
	207	230	188	625
<b>AUDITOR</b>				
A. Joseph DeNucci	140	142	129	411
Blanks — Undervote	67	88	59	214
Overvote	0	0	0	0
	207	230	188	625
<b>REPRESENTATIVE IN CONGRESS</b>				
<b>TENTH DISTRICT</b>				
Gerry E. Studts	151	149	137	437
Roger P. Ham	37	52	34	123
Blanks — Undervote	19	29	16	64
Overvote	0	0	1	1
	207	230	188	625

# DEMOCRATS

OFFICE	I	II	III	TOTAL
COUNCILLOR - FIRST DISTRICT				
David F. Constantine	99	100	83	282
David Lima	50	42	49	141
Blanks — Undervote	58	88	56	202
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	207	230	188	625

# SENATOR IN GENERAL COURT PLYMOUTH & BARNSTABLE DISTRICT

Theresa Murray	157	163	142	462
Blanks — Undervote	50	67	46	163
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	207	230	188	625

# REPRESENTATIVE IN GENERAL COURT TWELFTH PLYMOUTH DISTRICT

Troy E. Garron	49	95	43	187
Thomas J. O'Brien	143	129	138	410
Blanks — Undervote	12	6	6	24
Overvote	<u>3</u>	<u>0</u>	<u>1</u>	<u>4</u>
	207	230	188	625

# DISTRICT ATTORNEY PLYMOUTH DISTRICT

William C. O'Malley	145	170	139	454
Blanks — Undervote	62	60	49	171
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	207	230	188	625

# CLERK OF COURTS PLYMOUTH COUNTY

Francis R. Powers	139	153	129	421
Blanks — Undervote	68	77	59	204
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	207	230	188	625

# REGISTER OF DEEDS PLYMOUTH COUNTY

John D. Riordan	137	147	123	407
Blanks — Undervote	70	83	65	218
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	207	230	188	625

# DEMOCRATS

OFFICE	I	II	III	TOTAL
COUNTY COMMISSIONER PLYMOUTH COUNTY				
Kevin R. Donovan	56	87	64	207
F. Steven Triffletti	131	118	108	357
Blanks — Undervote	20	25	15	60
Overvote	<u>0</u>	<u>0</u>	<u>1</u>	<u>1</u>
	207	230	188	625

# REPUBLICANS

OFFICE	I	II	III	TOTAL
SENATOR IN CONGRESS				
John R. Lakian	25	38	25	88
W. Mitt Romney	98	139	110	347
Blanks — Undervote	5	4	8	17
Overvote	<u>1</u>	<u>0</u>	<u>1</u>	<u>2</u>
	129	181	144	454

# GOVERNOR

William F. Weld	109	165	121	395
Blanks — Undervote	20	16	23	59
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	129	181	144	454

# LEUTENANT GOVERNOR

Argeo Paul Cellucci	101	154	113	368
Blanks — Undervote	28	27	31	86
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	129	181	144	454

# ATTORNEY GENERAL

Janis M. Berry	72	102	85	259
Guy A. Carbone	29	40	27	96
Blanks — Undervote	27	39	32	98
Overvote	<u>1</u>	<u>0</u>	<u>0</u>	<u>1</u>
	129	181	144	454

# SECRETARY OF STATE

Arthur E. Chase	19	15	15	49
Peter V. Forman	102	154	124	380
Blanks — Undervote	7	12	5	24
Overvote	<u>1</u>	<u>0</u>	<u>0</u>	<u>1</u>
	129	181	144	454

OFFICE	REPUBLICANS			
	I	II	III	TOTAL
<b>TREASURER</b>				
Joseph Daniel Malone	105	145	110	360
Blanks — Undervote	24	36	34	94
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	129	181	144	454
<b>AUDITOR</b>				
Forrester Clark	60	100	69	229
Earle B. Stroll	27	21	34	82
Blanks — Undervote	41	60	41	142
Overvote	<u>1</u>	<u>0</u>	<u>0</u>	<u>1</u>
	129	181	144	454
<b>REPRESENTATIVE IN CONGRESS</b>				
<b>TENTH DISTRICT</b>				
Keith Jason Hemeon	81	111	93	285
Blanks — Undervote	48	70	51	169
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	129	181	144	454
<b>COUNCILLOR - FIRST DISTRICT</b>				
David L. Edwards	2	0	0	2
Blanks — Undervote	127	181	144	452
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	129	181	144	454
<b>SENATOR IN GENERAL COURT</b>				
<b>PLYMOUTH &amp; BARNSTABLE DISTRICT</b>				
Richard S. Armstrong	87	119	91	297
Blanks — Undervote	42	62	53	157
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	129	181	144	454
<b>REPRESENTATIVE IN GENERAL COURT</b>				
<b>TWELFTH PLYMOUTH DISTRICT</b>				
Robert Kraus	94	130	105	329
Thomas J. O'Brien	0	2	0	2
Blanks — Undervote	35	49	39	123
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	129	181	144	454

OFFICE	REPUBLICANS			
	I	II	III	TOTAL
<b>DISTRICT ATTORNEY</b>				
<b>PLYMOUTH DISTRICT</b>				
Janet Wallace	2	0	0	2
Blanks — Undervote	127	181	144	452
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	129	181	144	454
<b>CLERK OF COURTS</b>				
<b>PLYMOUTH COUNTY</b>				
Manuel Cordeiro	2	0	0	2
Blanks — Undervote	127	181	144	452
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	129	181	144	454
<b>REGISTER OF DEEDS</b>				
<b>PLYMOUTH COUNTY</b>				
H. Judson Terzian	89	128	106	323
Blanks — Undervote	40	53	38	131
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	129	181	144	454
<b>COUNTY COMMISSIONER</b>				
<b>PLYMOUTH COUNTY</b>				
Robert J. Stone	92	133	107	332
Blanks — Undervote	37	48	37	122
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	129	181	144	454

The wardens and clerks were dismissed after the results were announced. All supplies and used and unused ballots were returned to the Town Clerk's Office. All ballots cast, which had been locked in their transfer cases at the Kingston Elementary School, were then transported to and locked in the Clerk's vault.

The Town Clerk made the requested telephone calls. The office was locked at 12:54 a.m. (September 21st).

A true record, ATTEST:

Mary Lou Murzyn  
Town Clerk

# **STATE ELECTION** **NOVEMBER 8, 1994**

The State Election was held at the Kingston Elementary School, 150 Main Street, for Precincts One, Two and Three on November 8, 1994, in accordance with the warrant issued by the Selectmen and properly posted by a constable of the Town.

Specimen ballots, penalty and instruction cards were posted in accordance with law.

The following officers and workers reported to their respective precincts:

## **PRECINCT 1**

Warden	Maureen E. Twohig	D
Deputy Warden	Lydia J. Fernandes (after 2:30 p.m.)	D
Clerk	Irma A. Ruffini	R
Deputy Clerk	Charles V. Ladd	R
Inspector	Hannah Creed	D
Deputy Inspector	Donna Farrington	R
Deputy Inspector	Grace Cardoza	D
Deputy Inspector	George Wager (until 3:00 p.m.)	D

## **PRECINCT 2**

Warden	Enis Zoccolante	R
Deputy Warden	James S. Matatall	R
Clerk	Elizabeth White	D
Deputy Clerk	Joan D. Sgarzi	D
Inspector	Margaret R. Holds	R
Deputy Inspector	Sharon Ruprecht	U
Deputy Inspector	Harry E. Monks, Jr.	D

## **PRECINCT 3**

Warden	Elizabeth L. Jannucci	D
Deputy Warden	Edward F. O'Neil	D
Clerk	Jeanne M. Matatall	R
Deputy Clerk	Diane F. Miller	R
Inspector	Eric J. Heise	R
Deputy Inspector	Nancy B. Delaney	R
Deputy Inspector	Margaret B. Burnham	U

Information Desk: Robert A. Mulliken  
Corridor Desk: Catherine J. Coyle

All election officers were sworn to the faithful performance of their duties. The ballot box at each precinct was inspected by the election officers, found to be empty and the register at zero.

Officer Dennis P. O'Brien reported to the polling location at 6:45 a.m. and worked until 2:45 p.m. at which time Officer Michael E. Darsch replaced him until closing. Officer Darsch escorted the ballots back to the Clerk's Office and remained there until the ballots were locked in the vault.

The polls were declared open by the respective Wardens at 7:00 a.m. and closed at 8:00 p.m. in accordance with the warrant. There were 1,223 ballots cast in Precinct One, including 29 absentee ballots. There were 1,485 ballots cast in Precinct Two, including 58 absentee ballots. There were 1,252 ballots cast in Precinct Three, including 70 absentee ballots. The total vote cast in all three precincts was 3,960.

At the close of the Polls, the ballot box in Precinct One read 1,223; the ballot box in Precinct Two read 1,485; and the ballot box in Precinct Three read 1,252.

All voters who had been omitted from the voting list were handled according to law and certificates issued, if appropriate.

The results were announced at 3:05 a.m. (November 9th) by the Town Clerk. They were as follows:

OFFICE	I	II	III	TOTAL
<b>UNITED STATES SENATOR</b>				
Edward M. Kennedy (D)	638	730	610	1,978
W. Mitt Romney (R)	553	705	612	1,870
Lauraleigh Dozier (L)	13	9	11	33
William A. Ferguson, Jr.	1	3	2	6
(LaRouche Was Right)				
Blanks — Undervote	15	31	14	60
Overvote	3	7	3	13
	1,223	1,485	1,252	3,960
<b>GOVERNOR/LIEUTENANT GOVERNOR</b>				
Weld and Cellucci (R)	855	1,093	938	2,886
Roosevelt and Massie (D)	326	356	280	962
Cook and Crawford (L)	9	4	11	24
Rebello and Giske	3	2	2	7
(LaRouche Was Right)				
Blanks — Undervote	28	26	18	72
Overvote	2	4	3	9
	1,223	1,485	1,252	3,960

OFFICE	I	II	III	TOTAL
<b>ATTORNEY GENERAL</b>				
L. Scott Harshbarger (D)	714	886	731	2,331
Janis M. Berry (R)	408	482	435	1,325
Blanks — Undervote	101	117	86	304
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	1,223	1,485	1,252	3,960
<b>SECRETARY OF STATE</b>				
Arthur E. Chase (R)	451	579	520	1,550
William Francis Galvin (D)	572	649	542	1,763
Peter C. Everett (L)	70	78	53	201
Blanks — Undervote	129	178	135	442
Overvote	<u>1</u>	<u>1</u>	<u>2</u>	<u>4</u>
	1,223	1,485	1,252	3,960
<b>TREASURER</b>				
Joseph Daniel Malone (R)	773	972	821	2,566
Shannon P. O'Brien (D)	357	404	334	1,095
Susan B. Poulin (L)	14	20	17	51
Thomas P. Tierney (U)	20	30	34	84
Blanks — Undervote	58	55	43	156
Overvote	<u>1</u>	<u>4</u>	<u>3</u>	<u>8</u>
	1,223	1,485	1,252	3,960
<b>AUDITOR</b>				
A. Joseph DeNucci (D)	764	920	763	2,447
Forrester A. Clark, Jr. (R)	326	402	357	1,085
Geoff M. Weil (L)	14	35	26	75
Blanks — Undervote	118	128	105	351
Overvote	<u>1</u>	<u>0</u>	<u>1</u>	<u>2</u>
	1,223	1,485	1,252	3,960
<b>REPRESENTATIVE IN CONGRESS</b>				
<b>TENTH DISTRICT</b>				
Gerry E. Studds (D)	770	932	782	2,484
Keith Jason Hemeon (R)	397	493	433	1,323
Blanks — Undervote	56	60	36	152
Overvote	<u>0</u>	<u>0</u>	<u>1</u>	<u>1</u>
	1,223	1,485	1,252	3,960

OFFICE	I	II	III	TOTAL
<b>COUNCILLOR - FIRST DISTRICT</b>				
David F. Constantine (D)	758	945	776	2,479
Blanks — Undervote	465	540	476	1,481
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	1,223	1,485	1,252	3,960
<b>SENATOR IN GENERAL COURT</b>				
<b>PLYMOUTH &amp; BARNSTABLE DISTRICT</b>				
Therese Murray (D)	754	872	740	2,366
Richard S. Armstrong (R)	400	549	435	1,384
Paul DiPersio	0	1	0	1
Blanks — Undervote	66	61	77	204
Overvote	<u>3</u>	<u>2</u>	<u>0</u>	<u>5</u>
	1,223	1,485	1,252	3,960
<b>REPRESENTATIVE IN GENERAL COURT</b>				
<b>TWELFTH PLYMOUTH DISTRICT</b>				
Robert Kraus (R)	562	713	646	1,921
Thomas J. O'Brien (D)	626	735	570	1,931
Paul DiPersio	0	1	0	1
Blanks — Undervote	35	34	36	105
Overvote	<u>0</u>	<u>2</u>	<u>0</u>	<u>2</u>
	1,223	1,485	1,252	3,960
<b>DISTRICT ATTORNEY</b>				
<b>PLYMOUTH DISTRICT</b>				
William C. O'Malley (D)	876	1,071	884	2,831
Helen Kelleher	0	1	0	1
Blanks — Undervote	347	413	368	1,128
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	1,223	1,485	1,252	3,960
<b>CLERK OF COURTS</b>				
<b>PLYMOUTH COUNTY</b>				
Francis R. Powers (D)	832	989	809	2,630
Blanks — Undervote	391	496	443	1,330
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	1,223	1,485	1,252	3,960

OFFICE	I	II	III	TOTAL
REGISTER OF DEEDS				
PLYMOUTH COUNTY				
John D. Riordan (D)	663	771	626	2,060
H. Judson Terzian (R)	457	565	506	1,528
Blanks — Undervote	101	143	118	362
Overvote	<u>2</u>	<u>6</u>	<u>2</u>	<u>10</u>
	1,223	1,485	1,252	3,960

COUNTY COMMISSIONER				
PLYMOUTH COUNTY				
Robert J. Stone (R)	534	716	615	1,865
Kevin R. Donovan (D)	509	589	479	1,577
Blanks — Undervote	180	180	158	518
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	1,223	1,485	1,252	3,960

COUNTY CHARTER COMMISSION				
TENTH PLYMOUTH DISTRICT (No Candidate Filed)				
Maralyn Dupuis	0	0	1	1
Daniel Sapir	0	1	1	2
Stephen Triffiletti	0	0	2	2
Douglas Abde	0	11	7	18
Sally Mulready	0	0	1	1
Clive Beasley	0	0	1	1
Tom Lawrenson	0	0	1	1
Troy Garron	0	1	0	1
Victor Newman	0	1	0	1
Freda Burke	0	1	0	1
Michelle Vliet	0	2	0	2
Charles Wusenich	0	1	0	1
Blanks — Undervote	0	1,467	1,238	2,705
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	0	1,485	1,252	2,723

COUNTY CHARTER COMMISSION				
THIRTEENTH PLYMOUTH DISTRICT (No Candidate Filed)				
Douglas Abde, Plympton	3	0	0	3
Tom Condon - Lee Circle,				
Kingston	2	0	0	2
Michael R. Burns	1	0	0	1
Clive Beasley - Howland's				
Lane, Kingston	1	0	0	1
Blanks — Undervote	1,216	0	0	1,216
Overvote	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	1,223	0	0	1,223

QUESTION	I	II	III	TOTAL
QUESTION 1				
REGULATING SPENDING ON BALLOT QUESTION CAMPAIGNS				
Yes	415	522	423	1,360
No	724	890	746	2,360
Blanks — Undervote	80	70	81	231
Overvote	<u>4</u>	<u>3</u>	<u>2</u>	<u>9</u>
	1,223	1,485	1,252	3,960

QUESTION 2				
SEAT BELT LAW				
Yes	609	804	693	2,106
No	550	614	487	1,651
Blanks — Undervote	59	60	70	189
Overvote	<u>5</u>	<u>7</u>	<u>2</u>	<u>14</u>
	1,223	1,485	1,252	3,960

QUESTION 3				
CHANGING THE LAW REGARDING STUDENT FEES				
Yes	564	776	666	2,006
No	552	591	485	1,628
Blanks — Undervote	106	117	101	324
Overvote	<u>1</u>	<u>1</u>	<u>0</u>	<u>2</u>
	1,223	1,485	1,252	3,960

QUESTION 4				
TERM LIMITS				
Yes	527	748	613	1,888
No	628	668	575	1,871
Blanks — Undervote	59	60	61	180
Overvote	<u>9</u>	<u>9</u>	<u>3</u>	<u>21</u>
	1,223	1,485	1,252	3,960

QUESTION 5				
OPENING OF RETAIL STORES				
Yes	566	615	555	1,736
No	616	818	647	2,081
Blanks — Undervote	39	47	48	134
Overvote	<u>2</u>	<u>5</u>	<u>2</u>	<u>9</u>
	1,223	1,485	1,252	3,960

QUESTION	I	II	III	TOTAL
<b>QUESTION 6</b>				
<b>GRADUATED INCOME TAX</b>				
Yes	316	392	283	991
No	858	1,039	908	2,805
Blanks — Undervote	44	47	54	145
Overvote	<u>5</u>	<u>7</u>	<u>7</u>	<u>19</u>
	1,223	1,485	1,252	3,960
<b>QUESTION 7</b>				
<b>PERSONAL INCOME TAX CHANGES</b>				
Yes	298	384	265	947
No	873	1,052	931	2,856
Blanks — Undervote	50	48	56	154
Overvote	<u>2</u>	<u>1</u>	<u>0</u>	<u>3</u>
	1,223	1,485	1,252	3,960
<b>QUESTION 8</b>				
<b>STATE HIGHWAY FUND CHANGES</b>				
Yes	903	1,086	905	2,894
No	247	310	271	828
Blanks — Undervote	72	87	74	233
Overvote	<u>1</u>	<u>2</u>	<u>2</u>	<u>5</u>
	1,223	1,485	1,252	3,960
<b>QUESTION 9</b>				
<b>PROHIBITING RENT CONTROL</b>				
Yes	579	701	568	1,848
No	539	667	582	1,788
Blanks — Undervote	105	117	100	322
Overvote	<u>0</u>	<u>0</u>	<u>2</u>	<u>2</u>
	1,223	1,485	1,252	3,960
<b>QUESTION 10</b>				
<b>CHARTER STUDY COMMISSION</b>				
Yes	402	520	386	1,308
No	556	652	557	1,765
Doug Abde	0	1	0	1
Blanks — Undervote	265	311	307	883
Overvote	<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>
	1,223	1,485	1,252	3,960

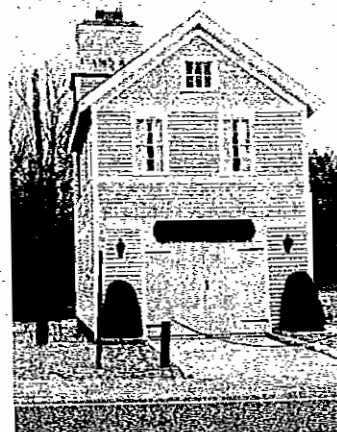
The wardens and clerks were dismissed after the results were announced. All supplies and used and unused ballots were returned to the Town Clerk's Office. All ballots cast, which had been locked in their transfer cases at the Kingston Elementary School, were then transported to and locked in the Clerk's vault.

It is noted for the record that when attempting to tabulate the ballots, mechanical difficulties arose with the ballot reader. After several unsuccessful attempts to process the ballots, a call was placed to Donna Pratt, Town Clerk for the Town of Pembroke, who graciously lent us her ballot reader.

The Town Clerk made the requested telephone calls. The office was locked at 3:47 a.m. (November 9th).

A true record, ATTEST:

Mary Lou Murzyn  
Town Clerk



*SURPRIZE HOSE HOUSE, MAIN STREET  
Maintained as Fire Museum by Kingston Fire Department*

SPECIAL TOWN MEETING  
NOVEMBER 14, 1994

The Special Town Meeting was called to order by the Moderator, Lawrence I. Winokur, at 7:48 p.m. at the Kingston Elementary School, 150 Main Street, Kingston, Massachusetts. Mr. Winokur welcomed all present and in particular welcomed Patricia Whalen, Town Administrator, to her first Kingston Town Meeting.

Mr. Winokur stated that it was obvious that proper notice in accordance with the statutes had been given and the reading of the warrant was waived. He explained the guidelines under which this Town Meeting would be conducted.

The vote checkers were: Maureen E. Twohig, Grace C. Cardoza, Robert F. Mulliken, Nancy Delaney, Edward F. O'Neil and Margaret R. Holds. The doorkeeper was Catherine J. Coyle; the mike carrier was Charles V. Ladd; and David R. Buhl recorded the meeting.

The sworn tellers were Paul L. Armstrong, Philip R. Burnham, George D. Cravenho and Donna M. Farrington.

Marjorie F. Cadenhead, Chairman of the Board of Selectmen, read a prepared statement.

On the motion of Marjorie F. Cadenhead, VOTED that the following nonresidents be admitted to and allowed to address the town meeting:

Elizabeth A. Lane, Town Counsel  
Patricia A. Whalen, Town Administrator  
Benjamin W. Husted, Jr., Town Accountant  
Sia Stewart, Library Director  
Kathy Clarkson, Recreation Director  
Michael L. DeCapua, Chief of Police

ARTICLE 1. On the motion of George A. Cappola, VOTED UNANIMOUSLY that the sum of \$218,096 be raised and appropriated to meet the increase in the FY95 appropriation for the Silver Lake Regional School.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

ARTICLE 2. Joseph F. Glass moved that the sum of \$11,243 be raised and appropriated and added to the FY95 appropriation for Library personal services and the sum of \$1,000 be raised and appropriated and added to the FY95 appropriation for Library expenses.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

Kevin F. Cully moved to divide the article.

THE MOTION WAS NOT CARRIED.

On the motion of Joseph F. Glass, VOTED that the sum of \$11,243 be raised and appropriated and added to the FY95 appropriation for Library personal services and the sum of \$1,000 be raised and appropriated and added to the FY95 appropriation for Library expenses.

Kevin F. Cully moved to take Article 8 out of order.

THE MOTION WAS CARRIED.

At the request of the Moderator, the tellers counted the house. There were 176 voters present.

ARTICLE 8. On the motion of Kevin F. Cully, VOTED UNANIMOUSLY that the sum of \$291,627 be borrowed in anticipation of reimbursement from the Commonwealth of Massachusetts pursuant to Chapter 85 of the Acts of 1994.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 3. On the motion of Richard P. Cretinon, VOTED that the sum of \$21,506 be raised and appropriated and added to the FY95 appropriation for Solid Waste Disposal expenses.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

ARTICLE 4. On the motion of Douglas J. Fleming, VOTED that the sum of \$66,000 be transferred from surplus revenue available in the treasury for the repair and replacement of the sewage disposal system for the Reed Community Building.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

ARTICLE 5. On the motion of Susan M. Farrell, VOTED that the sum of \$6,000 be transferred from surplus revenue available in the treasury and that the sum of \$15,000 be transferred from the appropriation approved under Article 20 of the 1994 Annual Town Meeting and that the total of \$21,000 be added to the Board of Selectmen's personal services budget to fund the FY95 salary for a Town Planner.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

PLANNING BOARD RECOMMENDED FAVORABLE ACTION.

PLANNING ADVISORY COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 6. To see if the Town will vote to amend the Wage and Personnel Bylaw as revised in a document entitled "Wage and Personnel Board Bylaw Revisions," or take any other action relative thereto.

Mr. Winokur explained the past history involving this proposed article. He further explained that Jerome M. Powell, Chairman of the Wage and Personnel Board, was prepared to move this article as a private citizen. After considerable thought, however, Mr. Winokur felt it would be inappropriate for Mr. Powell to proceed. Mr. Winokur stated that the Wage and Personnel By-Law is silent on a situation such as this but it would be precedent setting to allow Mr. Powell to proceed. The Moderator would rule Mr. Powell out of order if he were to make a motion. Mr. Powell graciously conceded and no motion was made. Mr. Winokur thanked Mr. Powell for all of his hard work and efforts.

ARTICLE 7. Daniel J. Murphy moved that the sum of \$3,000 be raised and appropriated to be expended for a personnel management consultant.

Jerome M. Powell moved to amend by adding the words "such consultant to report directly to and take direction from the Wage and Personnel Board".

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION ON THE ORIGINAL MOTION.

A vote was taken on the amendment of Mr. Powell.

THE AMENDMENT WAS NOT CARRIED.

On the motion of Daniel J. Murphy, VOTED that the sum of \$3,000 be raised and appropriated to be expended for a personnel management consultant.

ARTICLE 9. On the motion of Miriam MacInnis, VOTED that the Town accept the provisions of Massachusetts General Laws Chapter 90, Section 20A<sup>1/2</sup>.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

ARTICLE 10. On the motion of Roscoe A. Cole, Jr., VOTED that the sum of \$55,652 be raised and appropriated to repay the unpaid balance borrowed in accordance with the vote taken under Article 5 of the July 22, 1985, special town meeting.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

ARTICLE 11. On the motion of Roscoe A. Cole, Jr., VOTED that the remaining unused debt, authorized as voted under Article 5 of the July 22, 1985, special town meeting, in the amount of \$1,990,000.00 be rescinded.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

ARTICLE 12. Kevin F. Cully moved that the Town accept from the Commonwealth of Massachusetts a parcel of land as described in Article 12 of the Warrant for the special town meeting of 14 November 1994 as follows:

A parcel of land consisting of approximately twenty-two and 85/100 (22.85) acres, two and 60/100 (2.60) acres of which is shown on the Massachusetts Highway Department's Map as Parcel 6-4 and on Kingston Assessor's Map 94 as a portion of Lot 6 and of which twenty and 25/100 (20.25) acres is shown on the Massachusetts Highway Department's Map as Parcel 6-FRL-1 and on Kingston Assessor's Map 94 as the remaining portion of Lot 6.

FINANCE COMMITTEE RECOMMENDED UNFAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED UNFAVORABLE ACTION.

YES - 27; NO - 117

THE MOTION WAS NOT CARRIED SINCE IT DID NOT  
MEET THE 2/3 REQUIREMENT.

ARTICLE 13. Marjorie F. Cadenhead moved that the sum of \$2,677 be raised and appropriated for the payment of the following unpaid bills of a prior year incurred by the following departments:

- 1) Radio Shack-incurred by  
Conservation Commission ..... 45.72
- 2) Jordan Hospital-incurred by  
Police Department ..... 378.00
- 3) Stoneman, Chandler & Miller-  
incurred by Elementary School ..... 1,250.00
- 4) MPG Newspapers-incurred by  
Recreation Commission ..... 419.40
- 5) Kathy Clarkeson-incurred by  
Recreation Commission ..... 447.20
- 6) N. E. Orthopedic & Sports  
Medicine-incurred by  
Selectmen for medical payment  
for injured fire personnel ..... 114.99
- 7) Meyer Physical Therapy, Inc. -  
incurred by Selectmen for medical  
payment for injured fire personnel ..... 21.56

Marjorie F. Cadenhead moved that the items listed in the motion for Article 13 be divided so that each is voted upon separately.

THE MOTION WAS NOT CARRIED.

On the motion of Marjorie F. Cadenhead, VOTED UNANIMOUSLY that the sum of \$2,677 be raised and appropriated for the payment of the following unpaid bills of a prior year incurred by the following departments:

- 1) Radio Shack-incurred by  
Conservation Commission ..... 45.72
- 2) Jordan Hospital-incurred by  
Police Department ..... 378.00
- 3) Stoneman, Chandler & Miller -  
incurred by Elementary School ..... 1,250.00
- 4) MPG Newspapers-incurred by  
Recreation Commission ..... 419.40
- 5) Kathy Clarkeson - incurred by  
Recreation Commission ..... 447.20

- 6) N. E. Orthopedic & Sports  
Medicine-incurred by  
Selectmen for medical payment  
for injured fire personnel ..... 114.99
- 7) Meyer Physical Therapy, Inc. - .....  
incurred by Selectmen for medical  
payment for injured fire personnel ..... 21.56

ARTICLE 14. On the motion of Theodore C. Alexiades, VOTED that the sum of \$500,000 be transferred from surplus revenue available in the treasury to be added to the Stabilization Fund.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

BOARD OF SELECTMEN RECOMMENDED FAVORABLE ACTION.

On the motion of Edmund J. King, Jr., VOTED to adjourn without day.

There were 45 voters from Precinct 1, 70 voters from Precinct 2 and 72 voters from Precinct 3, for a total of 187 voters.

Adjournment was at 9:22 p.m.

Respectfully submitted,

Mary Lou Murzyn  
Town Clerk

SUMMARY OF NOVEMBER 14, 1994 SPECIAL TOWN MEETING

Articles Voted:

#1	Silver Lake Regional School District	\$ 218,096.00
#2	Library - Personal Services	11,243.00
	Library - Expenses	1,000.00
#3	Solid Waste Disposal - Expenses	21,506.00
#4	Reed Community Building - Repair of Sewage Disposal System	66,000.00

# 5	Board of Selectmen - Personal Services Funding of Town Planner	21,000.00
# 6	Wage and Personnel Bylaw	NO MOTION
# 7	Personnel Management Consultant	3,000.00
# 8	Borrowing in anticipation of Reimbursement Chapter 85 of the Acts of 1994	291,627.00
# 9	Accept M.G.L. Chapter 90, Section 20A 1/2	VOTED
#10	Repay Unpaid Balance - Article 5 of July 22, 1985 Special Town Meeting	55,652.00
#11	Rescind Unused Debt - Article 5 of July 22, 1985 Special Town Meeting	\$1,990,000.00
#12	Accept a Gift of Land from Commonwealth of Massachusetts	DEFEATED
#13	Payment of Unpaid Bills	2,677.00
#14	Stabilization Fund	500,000.00



*ELM STREET DAM AND FISH LADDER  
Rear of Pumping Station*

## BIRTHS RECORDED IN KINGSTON FOR THE YEAR 1994

Date	Name	Parents
<b>JANUARY</b>		
3	Dekarski, Alexandra Elizabeth	Edward P. & Cynthia L.
3	Hayes, Ryan Joseph	Donald J. & Julie A.
4	Freeman, Kristen Gail	George F. & Linda A.
5	Whitaker, Kelsey Ann	Keith A. & Debra
10	Reilly, Conner John	Sean D. & Doreen E.
14	Lerch, Michael Stephen	Christopher E. & Kelly K.
14	May, Bernard Joseph, III	Bernard J. & Katherine
14	Skerry, Timothy Walter	Barry C. & Barbara M.
18	Atchison, Michael William	William R. & Kerri M.
21	Ballenas, Jason Edgar	Edgar H. & Maureen T.
21	Freeland, Jesse Peter	Robert B. & Dawn R.
23	Hill, Daniel Joseph	Stephen C. & Michelle A.
25	Brockman, Courtney Jean	Daniel C. & Rosemary C.
25	Felix, Daniel Peabody	Andrew M. & Linda M.
26	Doyle, Graham Richard	Richard G. & Jill B.
28	Waikus, Hallie Rose	Mark R. & Lisa

## FEBRUARY

3	Cabral, Tara Marie	Philip M. & Veronica A.
4	Finch, Thomas Shiverick	Thomas J. & Gloria J.
8	Hunter, Sarah Whittier	Gregory F. & Elizabeth H.
10	Gibbons, Colleen Marie	Lawrence J. & Brenda S.
10	Shepherd, Samuel John	Charles R. & Tracey A.
11	Doerr, Timothy Michael	Michael E. & Judith M.
14	Colantuone, Catherine Mary	William J. & Carol J.
15	Doucette, Nicole Priscilla	Robert G. & Suzanne L.
23	Cox, Cameron Marc	Marc C. & Tracy L.
23	Katsikas, Thomas Michael	Stephen P. & Linda M.
23	Sullivan, Kourtney Nicole	Christopher M. & Tracy F.
26	LaBriola, Amanda Rose	Ralph E. & Dawn M.
26	Romano, Amelia Cynthia	Michael T. & Cynthia A.

## MARCH

5	Heath, Kaylen Marie	David J. & Alice M.
9	Brookner, Aaron Robert	Howard M. & Linda J.
10	Jensen, Thomas Arthur	Michael A. & Carole E.
14	Hebert, Danielle Simone	Mark P. & Jennifer J.
23	Davis, Kylie Rose	Richard E. & Kerry L.
25	McShane, Haley Marie	Edward J. & Sheila
30	Pateline, Janelle Tara	Peter E. & Karen L.

Date	Name	Parents
<b>APRIL</b>		
2	Kislauskis, Evan Doyle	Edward H. & Cynthia A.
4	Burrill, Jeremy Michael	Michael J. & Heather L.
4	Sargent, Mathew James	Mark W. & Patricia A.
5	Hall, Stephen William	William H. & Tammy M.
7	McBreen, Juliette Elizabeth	William R. & Anne M.
8	Bombardier, Courtney Elizabeth	Thomas C. & Mary Kate
11	Gazzola, Daniel John, Jr.	Daniel J. & Anna C.
11	Wolfrum, Daisey Malinda	Carl H. & Heidi
15	Barcelona, Ana Terese	Brett C. & Teresa A.
16	Bernabeo, Timothy Lane	Theodore D. & Patricia H.
18	Thissell, Cameron Eric	Anthony J. & Danielle K.
27	McGrath, Emily Catherine	Stephen M. & Christine E.
28	Smith, Chace Lee	Christopher S. & Michelle L.

<b>MAY</b>		
3	Haynes, Brendan Christopher	Christopher M. & Katharine M.
4	Odier, Justine Monroe	Philippe C. & Debra J.
6	Stowell, Mackenzie Logan	Jeffrey S. & Cathleen E.
7	Antoine, Robert Warren	Thomas W. & Lori A.
14	Petersen, Courtney Ann	Richard C. & Joanne
15	Dawe, Meghan Alexandra	Matthew D. & Marilou C.
21	Boddie, Nicholas Allen	Bryant G. & June A.
22	Botsolis, Alexander	Eliot & Donna M.
23	Harrington, Samuel Michael	Robert L. & Cheryl A.
26	D'Agostino, Brian Joseph	Joseph J. & Sheryl S.
26	Hurley, Leah Marie	David F. & Sharon M.
27	Gornley, Nicholas Edward	Edward M. & Bonnie G.

<b>JUNE</b>		
2	Barnard, Michael Brian	Brian F. & Grace P.
2	Heither, Andrea Paige	Thomas A. & Joyce H.
3	Gillen, Kayla Marie	David M. & Lisa M.
4	Collins, Courtney Lynn	Michael J. & Jennifer A.
4	Payne, Heather Ann	Kenneth R. & Diane M.
6	Nocher, Robert Joseph, III	Robert J. & Sara
8	Ventura, Joshua Paul	David S. & Debra L.
9	Watts, Alissa Marie	Brian L. & Kathleen M.
15	Yetman, Sarah Elizabeth	Joseph M. & Julie E.
21	Page, Martin David Kelley	Edward A. & Kristine S.K.
23	Fernandes, Chaunte Janine	David A. & Lisa M.
27	Balboni, Catherine Corinne	Peter F., Jr. & Brenda C.
27	O'Malley, James Edward	James C. & Theresa A.

Date	Name	Parents
<b>JULY</b>		
1	Presutti, Katherine Luis	Luis I. & Erin M.
6	Cooper, Evan Arthur	James P. & Stephanie D.
11	Neary, Sara Jean	Russ P. & Mary E.
12	Eldredge, Matthew Emerson	David A. & Kelly A.
17	Wallace, Ryan Patrick	Brian J. & Diane M.
18	Kelley, Cassidy Elizabeth	Joseph T. & Kerin A.
19	Reynolds, Jared Everett	Russell A. & Patricia A.
20	Allington, Ashley Elizabeth	Timothy M. & Deborah L.
27	Reilly, Margaret Badot	Robert F. & Lisa B.
30	Kowalski, Brianne Marie	John H. & Kristyn J.
31	Norvish, Daniel Allen	David W. & Michelle M.

<b>AUGUST</b>		
3	O'Donnell, Daniel Paul	Paul E. & Cindy
4	Thibeault, Robert Eli	Raymond J. & Bonnie E.
6	Griffin, Thomas Harkins	Brian E. & Joan H.
6	Long, Bryan David	David B. & Marilyn
7	Ellis, Lindsey Anne	Michael D. & Karen K.
8	Frizzell, Thomas Miller	Frederick T. & Hannah
9	Walsh, Amanda Taylor	Christopher J. & Dawn A.
10	Walsh, Margaret Mary	John M. & Lisa A.
19	Cadorette, Chelsea Lynn	Richard A. & Debra A.
22	Chen, Raymond Jie	Zhong Wu & Suk Wan
24	Chenard, Andrew David	Bruce D. & Annmarie
27	Murphy, Kelly Marie	Sean C. & Jacqueline A.
29	Hammel, Theodore Frederick	Frederick A., Jr. & Dana C.
29	Lund, Melissa Louise	Peter A. & Virginia M.
31	Azulay, Justin Joseph	Scott J. & April G.

<b>SEPTEMBER</b>		
1	Turner, Benjamin Ward	Allan K. & Virginia L.
5	Koch, Matthew William	William R. & Cheryl A.
6	Case, Jillian Marce	Michael T. & Rene F.
9	Clawson, Steven Cole	John S. & Karen J.
10	Augello, Adam Fernando	Thomas A. & Barbara A.
13	Ennis, Danielle Debra	John J. & Debra A.
15	Costa, Joseph Michael	John J. & Carol E.
21	White, Kristen Elizabeth	David J. & Dawn P.
24	McQuillan, Kaleen Margaret	Thomas K. & Kathleen W.
26	Attia Hanna, Amy Raafat	Raafat I. & Meryt A.
26	Dunn, Sarah Fay	Stephen J. & Anne
28	Hill, Sarah Ann	Peter M. & Beth A.

Date	Name	Parents
<b>OCTOBER</b>		
1	Junior, MacKenzie Robert	Scott A. & Mandy J.
2	Smith, Conor Eugene	James E. & Joanne P.
3	Allen, Jamie Lynn	Gary J. & Lynn A.
3	Tonsberg, Evan Stone	Frederick W. & Roberta J.
5	Hovey, Charlotte Oceana	Thomas W. & Donna M.
6	Long, Caleb Robert	Charles A. & Ellen W.
7	Darbyshire, Aaron Robert	Michael T. & Rosemarie
7	White, Nathaniel Scott	Scott A. & Kathleen M.
11	Johnston, Elizabeth Ann	George N. & Debra A.
12	Genatossio, Jessica Lauren	Robert J. & Janice L.
17	Musial, Brooke Danielle	Donald S. & Kelly M.
22	Cazeault, Emily Rose	Jon T. & Paula J.
22	Kelly, Lauren Michelle	Mark H. & Karen M.
26	Chaves, Caitlin Alice	Joseph L. & Mary-Ellen
28	Brown, Cameron Wayne	Wayne D. & Brenda J.
31	Lochran, Joseph Timothy	John W. & Pamela V.

#### NOVEMBER

3	White, Daniel Peter	Peter W. & Susan
4	O'Brien, Sarah Elisabeth	Thomas J. & Elisabeth L.
5	Barbas, Connor James	Andrew D. & Kimberly H.
8	Balboni, Vanessa Anne	Steven P. & Megan A.
11	Fletcher, Gregory Walter	Brent P. & Virginia T.
13	Griffin, Amanda Kaitlyn	Paul M. & Karen M.
16	Braz, Madison Nichole	James M. & Michelle L.
17	Plaisted, Makenzie Denise	Stephen & Carla L.

#### DECEMBER

2	Haite, Ryan Michael	Lawrence J. & Paula M.
3	Coan, Melanie Laura	Richard B. & Andrea J.
6	Bandoni, Joseph Paul	Paul C. & Mary M.
12	Rodriguez, Joaquin Killory	Anthony & Sarah M.
14	Melanson, James Timothy, Jr.	James T. & Lisa M.
19	Splaine, Brian Joseph	Maurice J. & Beth A.
21	Stevens, Harrison Edward Rooney	Richard D. & Janet M.
24	Maurice, Brandon Tyler	Wayne J. & Lynn P.

### MARRIAGES RECORDED IN KINGSTON FOR THE YEAR 1994

Date	Name	Residence	Married At
<b>JANUARY</b>			
16	Glenn Robert Rizzuto Anne Marie Doherty	Kingston Kingston	Plymouth
29	Michael J. Collins Jennifer Aileen Visuri	Kingston New Hampshire	Kingston
<b>FEBRUARY</b>			
12	Michael John McBrine Lee Ann Cotugno	Kingston Hingham	Weymouth
15	Brian Keith Anderson Priscilla Deshon Holmes	Kingston Kingston	Plymouth
19	Francis Richard Cloran Dianne Jackson	Kingston Kingston	Mashpee
19	Paul T. St. Martin Shannon C. Boyce	Kingston Kingston	Kingston
<b>MARCH</b>			
5	John Henry Kowalski Kristyn Marie Joyce	Kingston Kingston	Sandwich
12	James Anthony Mele Pamela Jean Buckley	Kingston Kingston	Randolph
<b>APRIL</b>			
3	Arthur Leonardi Sandra L. Peavey	Kingston Kingston	Carver
16	Michael Salvatore LaFerrara Jane Mary Connaughton	Kingston Kingston	Kingston
24	Mark Alan Ferrari Jennifer Anne Fletcher	Duxbury Duxbury	Plymouth
30	Raymond N. Anderson Carol J. Matinzi	Kingston Kingston	Hanover

Date	Name	Residence	Married At
<b>MAY</b>			
7	Michael Lawrence McCartney Elizabeth Ann Cordano	Kingston Kingston	New Marlborough
13	Zachary Ives Potrykus Donna Marie Cadillic	Kingston Kingston	Kingston
14	Lawrence J. Iarossi, Jr. Lisa Marie Hommel	Kingston Kingston	Weymouth
22	Elliott M. Rowlands, Jr. Dianne Y. Blanchard	Kingston Kingston	Kingston
28	Paul E. Davis Debra Ann Nash	Kingston Kingston	Marshfield
<b>JUNE</b>			
4	Robert Franklin Squires Robin Marie Opachinski	Kingston Kingston	Plymouth
11	Peter D. Brown Michelle Ann DeYoung	Kingston Kingston	Bridgewater
11	Jon G. Nemes Marilyn Quinn Sassa	Plymouth Plymouth	Kingston
18	Daniel W. Jacobson, Jr. Jeanmarie Sanford	Kingston Kingston	Harwich
24	Thomas Edgar Ward, Jr. Cherie Anne Mitchell	Tennessee Tennessee	West Bridgewater
25	Scott Richard Wilkins Janine Marie Cole	Connecticut Connecticut	Duxbury
26	Leon Eugene Willis Jessica Ann Cadose	Kingston Kingston	Plymouth
26	Eric David Strand Marion Elizabeth Atwood	Kingston Duxbury	Marshfield
26	Michael Joseph Jamison Jennifer Joyce Rushton	New Jersey New Jersey	Kingston
<b>JULY</b>			
6	George Vincent Cavicchi, Jr. Christine Marie Loring	Kingston Kingston	Kingston

Date	Name	Residence	Married At
9	Shayne Patrick McGlone Debra Jean Desreuisseau	Kingston Kingston	Plymouth
16	Louis M. DeMeule Lori Lynne Leshinsky	Michigan Michigan	Kingston
16	Bradley Lewis Barrus Lisa M. Zeller	Kingston Kingston	Plymouth
21	Walter James Crothers, III Erica Anne Barnes	Kingston Kingston	Duxbury
30	Richard Patrick LaCross Virginia Marie Jackson	Kingston Kingston	Kingston
30	David Patrick Roche Kellie Frances Murphy	Kingston Kingston	Kingston
30	Kenneth Joseph Tringali Kimberly Anne Lekouses	Kingston Kingston	Boston
<b>AUGUST</b>			
5	Daniel Gregory Duggan Kathie Ann Donahue	Kingston Brockton	Orleans
6	Richard Paul Gagner, Jr. Jennifer Lassige	Sagamore Beach Kingston	Weymouth
13	James Andrew Duane Laurie E. Kearns	Kingston Kingston	Kingston
13	Michael Steven Guidaboni Beth Elaine Stotts	Kingston Kingston	Plymouth
30	Gregory Robert Chaves Stephanie Joan Jesse	Plympton Plymouth	Kingston
30	Karl Francis Montana Kelly Anne Volpe	Plymouth Yarmouth	Barnstable
30	Roderick L. Perry, Jr. Linda Ann LaBonte	Kingston Kingston	Sandwich
31	George Joseph Mutrie Martha Brennan Christian	Weston Kingston	Kingston
31	William Paul McNeil, Jr. Reiko Aoki	Kingston Japan	Kingston

Date	Name	Residence	Married At
<b>SEPTEMBER</b>			
2	Charles J. Quinn Melissa Ann Jesse	Kingston Kingston	Duxbury
4	Robert J. Durbin Sandra Lee Lovett	Kingston Kingston	Malden
10	James Francis McCarthy, Jr. Maureen Ellen Schnyer	Kingston Kingston	Abington
10	Jeffrey Wallace Roop Cathleen Martin	Kingston Kingston	Plymouth
11	Bruce F. Skeritt Diane Agnes Ferrara	Kingston Kingston	Plymouth
24	Kenneth S. Reardon Julie Beth Curadossi	Kingston Norwell	Scituate
24	Stephen Francis Ruxton Stacey Louise Connelly	Kingston Kingston	Plymouth
24	James Brendan White Jennifer Susan Ricci	Sagamore Beach Weymouth	East Hampton
30	James E. Cohen Jean T. Doherty	Kingston Kingston	Kingston
<b>OCTOBER</b>			
1	Charles H. Flaherty Diane M. Ward	Kingston Kingston	Wareham
2	John Charles Breen Bridget Lynn Buckley	Kingston Kingston	Sandwich
2	Benjamin G. Ghiglieri Lynn M. McCarthy	Michigan Kingston	Hingham
29	Paul E. Furciniti Lynn A. Porter	Bourne Bourne	Bourne
29	Charles N. Goode Michelle M. D'Arcy	Kingston Kingston	Winchester
30	Adel Hajnasr Kelli L. Rae	Kingston Bridgewater	Boston

Date	Name	Residence	Married At
<b>NOVEMBER</b>			
9	Scott William Sears Christine Marie Curry	Kingston Kingston	Kingston
10	Michael Patrick Loneragan Patricia A. Tevault	Kingston Kingston	Kingston
12	Jonathan D. Neal Tammy Marie Graham	Kingston Kingston	Pembroke
19	Raye Michael LaPlante Elizabeth Jane Knowles	Weymouth Kingston	Kingston
26	Richard Charles Govoni Kimberly Dawn Cote	Pocasset Pocasset	Wareham
26	Michael Bradley Lincoln Wendy Marie Rodgerson	Kingston Kingston	Kingston
<b>DECEMBER</b>			
4	Wayne Marshall Begin Hillary Ann Meiggs	Plymouth Kingston	Kingston
10	George Rowe, Jr. Jacqueline C. Hughes	Kingston Plymouth	Plymouth
15	Roger Silva, Jr. Nancy Ellen Bevacqua	Kingston Kingston	Kingston
23	James A. Valotta Sharon D. Bartlett	Duxbury Duxbury	Duxbury
30	Charles L. Farrington, III Jennifer M. Palmer	Kingston Illinois	Kingston
30	Jawad Kazim Haimaidi Karen Jean Cartolano	Plymouth Plymouth	Plymouth

**DEATHS RECORDED IN KINGSTON  
FOR THE YEAR 1994**

Date	Name	Age	Parents
<b>JANUARY</b>			
4	Petrilli, Antonia	87	Virgilio Capone Mary Balbasari
5	Williams, Catherine E.	85	Charles McManus Mary Moran
6	Levy, Thomas B.	82	James F. Levy Sadie B. Lambert
7	Curtis, Dorothy M.	78	William Voecker Anna Brown
7	Prince, Dorothy Louise	89	Edward W. Waystack Frances H. Sullivan
16	Alberghini, Margaret L.	84	William T. Hurle Maria Grannemann
18	Gilman, Ellis A.	75	William Gilman Elsie Barke
21	McDonough, Margaret C.	88	Thomas Gordon Bridget Carr
28	Cornell, Frank L., Jr.	56	Frank L. Cornell, Sr. Catherine Dyke
28	Woodworth, Frederick E.S.	82	John C. Woodworth Eva Caswell
30	Fitzgerald, Dorothy M.	77	Edward J. Duffy Agnes Marooney
<b>FEBRUARY</b>			
2	Shepherd, Marjorie	97	Frederick Scott Keith Mary Forbes
5	Richardson, Elizabeth T.	82	Edwin Taylor Jennie Woodward
10	Jackson, Tsutako K.	60	Kinichi Kunii Unknown

Date	Name	Age	Parents
11	Stauffer, Elizabeth C.	94	Anthony Hock Mary Ohrenberger
19	Donovan, Mildred V.	71	Harry K. Shrake Vera M. Seeley
19	Malfy, Francis John	69	John Malfy Angelina Favor
21	French, Gertrude M.	74	William Stewart Winifred Cullen
21	Cross, Arthur Benjamin	74	Primo Cross Lucy Incarnation
28	Mason, William Francis	88	Nicholas Mason Agnes Mifflin
<b>MARCH</b>			
7	Maloni, Olga	81	Isadoro Benotti Ida Tura
On or about			
13	Willard, Darlene E.	40	Bruce S. Willard Gloria J. Gloriso
14	Nash, Ellen Ingeborg	89	Henry Sealund Ida Gustafson
19	Ruemker, William Henry	80	Frank H. Ruemker Frances Henkel
20	Reardon, Donald J.	68	James T. Reardon Elizabeth Gallagher
21	Kandola, Mikal S.	34	Kjell S. Kandola Virginia McDonald
23	Lab, Mary D.	88	Daniel Lab Elizabeth Warner
25	LeDuc, Edesse	84	Cleophas LeBlanc Margaret LeBlanc
25	Malaguti, August	88	Gaetano Malaguti Rose Corvini

Date	Name	Age	Parents
25	Smith, Janet	66	Milton F. Perkins Mary G. Frawley
27	McDonald, Alice J.	94	Joseph Forsyth Marie Morrell
30	Clough, Marie G.	60	Anthony George Antose Benusis
<b>APRIL</b>			
4	O'Brien, Sylvia M.	90	Unknown Brown Unknown
17	Rossetti, John Michael	80	Domenico Rossetti Alesandra Minutello
18	Govoni, Mary L.	72	George Davis Mary Falvey
18	McCoy, Dorothylou	67	Robert Cowan Dorothy Spenser
21	Cunningham, Grace E.	86	Everett Douglas Lillian Blaney
25	Hill, Barbara L.	73	Maurice F. Hatch Hazel M. Coleman
25	Vernazzaro, Bartholomew A.	66	Frank Vernazzaro Lucia Frasca
28	Leonardi, Chester J.	83	Gottardo Leonardi Mary Cavicchi
30	Pimental, Antone R.	84	Marianno Pimental Unknown
<b>MAY</b>			
6	Miller, Denise	84	Unknown Sumner Unknown
9	Hand, Arthur	72	Arthur Hand Mary Conroy
13	Turner, Rubena I.	84	Willard Irving Sadie Duffy

Date	Name	Age	Parents
20	Thompson, Richard J.	53	Harry Thompson Dorothy G. Mowry
23	Fiske, Ann K.	30	Benjamin Fiske Kathleen A. Sweeney
24	Dale, Emaline	96	Stephen Gilbert Sarah Jane Crann
25	Ceurvels, Robina L.	74	John Lannigan Martha Unknown
25	Kendall, Mary Frances	81	Unknown Unknown
27	Thomas, Arthur J.	67	Jesse Thomas Mary Correia
28	Buzzell, Hattie M.	82	Walter D. Iaman Saphronia Unknown
29	Ruprecht, Richard	76	Joseph M. Ruprecht Anna Seaver
<b>JUNE</b>			
6	DiBona, Angelina	86	Carmine Paglia Pasquala Gallo
11	Leo, Thomas Andrew	31	Sebastian A. Leo Rose L. Lupinetti
11	Santos, George F.	65	Antonio Santos Jennie Grace
12	Sutherland, Dorothy C.	87	Herbert C. Crowell Mabelle Ayer
14	Norton, Phyllis A.	64	Wallace Gilbert Leona Pelkie
18	Morisi, Aurora C.	79	Vittorio Pasolini Lucia Bertozzi
21	Niebling, Rose C.	79	Neil Farren Bridget Unknown

Date	Name	Age	Parents
Found on			
22	Carey, Jeanette Johnson	82	Unknown Johnson Unknown
24	Armstrong, Katherine Q.	87	James Quine Katherine Roach
25	Fillippini, Laura E.	78	Henry Cyrus Eaton Jennie Hotchkiss
27	Cushman, Frances Elizabeth	77	William H. Pinney Frances Hale
28	Griffith, George H.	82	William Griffith Amy P. Johnson
JULY			
1	Bower, Joseph	56	William Bower Grace Gough
1	Lapinski, Ann E.	76	Nicholas F. Elksnin Mary Frances Jaworska
2	Mullin, Jacqueline K.	70	John Kirk Winnifred Burke
7	Gould, Mildred	76	John Strassel Anne Braunecker
10	Bonneau, Mary J.	79	William T. L'esperance Helen Flanagan
16	Farrington, Ruth E.	97	Frank W. Maglathlin Martha J. Sampson
16	Franzosa, Violetta	86	Emilio Giorgio Philomena Giorgio
17	Sullivan, Richard D.	66	John Sullivan Nora Long
18	Cushing, Charles S.	74	John Cushing Catherine Quinlan
24	Williams, Gail P.	51	James E. Wallace Elizabeth Garney

Date	Name	Age	Parents
27	Gallagher, Jennie G.	95	Frank Gazzola Mary Garbarino
AUGUST			
3	Howard, Robert C.	78	Ellsworth Howard Alice Murphy
6	Todd, Lydia W.	79	Walter M. Todd Dorothy Fisler
7	Lundius, Mildred V.	81	Anton Lundius Marion Hansen
9	Motte, B. Natalie	70	Bertram S. Wright Bernice Vickerson
11	Woods, William Lawry	71	William J. Woods Charlotte Barnicoat
13	Whitehead, Pearl	80	Abraham Baumwald Fannie Pearlstein
16	Bonney, Albert C.	83	Arthur M. Bonney Isabella Taylor
16	Jerna, Frederick E.	74	Carl Soderjerna Annie Unknown
17	Santos, Cesar L.	85	Joaquin L. Santos Maria Maaxma Bento
20	Messina, Edna M.	76	John Falvey Margaret Vaughan
21	Mowry, Helen A.	98	Wendell A. Mowry Mabel Thayer
26	Martin, Carroll E.	79	James Martin Susan Johnson
31	Walker, Clare J.	72	Joseph L. Sullivan Clara Buckley
SEPTEMBER			
7	Shea, Walter D.	72	John J. Shea Nora Dennehy

Date	Name	Age	Parents
11	Tait, Grace S.	95	William Tait Cordelia G. Shaw
12	Edwards, Helen A.	76	John Geilfuss Lena Bradley
20	Donovan, Harold J.	76	Timothy Donovan Mary Lunney
21	McGoff, John J.	90	Patrick McGoff Rose McLaughlin
26	White, John J.	63	Edward W. White Margaret E. Merkel

#### OCTOBER

1	Shea, Bernadean V.	76	Robert G. C. Martin Matilda McBeth
2	Dean, Sophie A.	83	Stanislaw Tomkiewicz Sofia Juriewicz
4	Hill, Jeanne Denise	42	William L. Fowler Yvonne Bomberger
4	Smith, Margaret J.	68	George F. Smith Margaret Feehily
10	Becker, Edward C.	70	Carlisle M. Becker Bessie Strouse
10	Colley, Orrin G.	84	George A. Colley Ethel L. Griffin
17	Semple, Robert Stewart, Jr.	88	Robert S. Semple, Sr. Margaret White
18	Hathaway, Fannie E.	91	Myron S. Holman Ida Crocker
21	Vantangoli, Elizabeth	79	Charles Brown Mary Dunham
24	Escher, Mary Florence a.k.a. Sister Mary Florence	88	Philip Escher Mary Hughes

Date	Name	Age	Parents
26	Gorn, Bruna M.	82	Joseph Zona Theresa Cavallini
30	Knaus, Hazel I.	81	Samuel Thompson Maude E. Lang
30	Rosseller, Thomas W., Sr.	76	Herbert Rossetter Bertha Halliday
31	Caldera, Anthony R.	78	Gil Caldera Maria Roderiques

#### NOVEMBER

1	Sulprizio, Winifred A.	69	Sydney Duffield Gertrude Johnson
4	Powers, Parker, Jr.	74	Parker Powers, Sr. Adelaide Murphy
5	Davis, Mary M.	71	Sylvester Farrell Mary Walsh
5	Jewett, Elizabeth M.	91	James McKay Alice Leslie
7	Dagnall, Evelyn a.k.a. Sister Evelyn	86	Joseph Dagnall Anna Garrity
17	Taylor, Lillian A.	84	Raymond T. Gormley Ethel Hare
20	Fairweather, Shirley	69	Henry Martin Agnes Kerr
27	Gilmore, Beatrice Cornelia	94	Joseph P. Breault Lillian Mae Bull
27	O'Neill, Dorothy M.	88	George H. Curtis Edith M. O'Brien
30	Isakson, Nancy R.	48	Parker Ayer Alice Weber

#### DECEMBER

3	Murphy, Helen F.	81	William Donovan Anna Walsh
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Date	Name	Age	Parents
3	York, Edward E.	62	Ralph E. York Esther F. Ryder
8	Hansen, Ethel V.	91	John Miller Alice Dorey
9	Guthro, Katherine E.	84	Edward Featherston Blanche Keegan
12	Phillips, Shirley E.	65	Gordon Couch Myrtle Minzner
15	Brown, Marshall Tildon	87	Moses L. Brown Sarah Bailey
15	Wedge, Elizabeth	94	Gregory McGrath Margaret Witzel
20	Gavoni, Alexander	89	Antonio Gavoni Amalia Carafoli
21	Schilling, Edward S.	85	Joseph Schilling Bertha M. Stephen
24	Bouchard, Rene J., Jr.	63	Rene J. Bouchard, Sr. Georgianna Morin
26	Fonseca, Joseph Robert, Jr.	27	Joseph R. Fonseca, Sr. Eleanor McSherry

#### ADDITIONAL DEATHS RECORDED IN KINGSTON FOR THE YEAR 1993

##### OCTOBER

27	Laurenti, Bruno C.	80	Augustino Laurenti Vittoria Po
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##### DECEMBER

13	Harrison, Wilma	67	David Magee Olive Rhoda Leigh
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#### REPORT OF THE TOWN CLERK POPULATION STATISTICS FOR KINGSTON

1994 Town Census	9,468
1993 Town Census	9,363
1992 Town Census	9,028
1991 Town Census	8,784
1990 Town Census	8,321
1990 Federal Census	9,045
1989 Town Census	7,988
1988 Town Census	7,971
1987 Town Census	7,491
1986 Town Census	7,852
1985 State Census	7,338
1980 Federal Census	7,356
1975 State Census	6,776
1970 Federal Census	5,999

#### JURY LIST

The jury list is available for inspection during business hours in the Town Clerk's Office.

#### BY-LAWS APPROVED IN 1994

On June 9, 1994, Scott Harshbarger, Attorney General of Massachusetts, issued the following approvals:

"The foregoing amendment to the zoning bylaws adopted under article 6 of the warrant for the Kingston Special Town Meeting held April 2, 1994, is hereby approved."

"The within zoning map pertaining to article 6 of the warrant for the Kingston Special Town Meeting held April 2, 1994, is hereby approved."

In accordance with law, James R. Goonan, Constable for the Town of Kingston, certified that the above zoning by-law amendment and zoning map approval was posted in five public places in the Town including one posted in each precinct, on June 16, 1994.

On July 26, 1994, Scott Harshbarger, Attorney General of Massachusetts, issued the following approvals:

"The foregoing amendments to the general by-laws adopted under articles 14 and 15 of the warrant for the Kingston Annual Town Meeting that convened April 2, 1994 are hereby approved except that Section 6-1-2 of the recodified by-laws adopted under article 14 is stricken and deleted therefrom. Also stricken from article 14 are the words 'rude or' contained in Section 6-1-1."

"The foregoing amendments to the zoning by-laws adopted under articles 16 and 35 of the warrant for the Kingston Annual Town Meeting that convened April 2, 1994 are hereby approved."

In accordance with law, Alfred D. Darsch, Constable for the Town of Kingston, certified that the above general by-law amendments and zoning by-law amendments were posted in five public places in the Town, including one posted in each precinct, on July 29, 1994.

# REPORT OF THE TOWN ACCOUNTANT

## TOWN OF KINGSTON BALANCE SHEET\* GENERAL FUND — JUNE 30, 1994

### ASSETS

Cash .....	\$3,552,676
Accounts Receivable:	
Pro forma Tax .....	1,191
Boat Excise .....	7,836
Tax Possessions & Foreclosures .....	18,843
Personal Property Tax .....	35,591
Veterans Benefits .....	10,026
Police Details Rotating .....	16,805
Water Charges Receivable .....	148,050
Motor Vehicle Excise .....	269,418
Tax Titles .....	631,549
Real Estate Tax .....	343,879
<b>Total Receivables .....</b>	<b>1,483,188</b>
Less: Reserve for Abatements .....	195,202
Due from Commonwealth — Meals Tax .....	30
Due from Commonwealth — ECIA CH I .....	43,348
Due from Commonwealth — Chapter 90 .....	131,323
<b>Total due from Commonwealth .....</b>	<b>174,701</b>
Miscellaneous Receivables	
Miscellaneous Exchange .....	126
Amount to be raised — Sewer Article .....	55,652
<b>Total Miscellaneous .....</b>	<b>55,778</b>
<b>Total Assets .....</b>	<b>\$ 5,071,141</b>

## TOWN OF KINGSTON BALANCE SHEET\* GENERAL FUND — JUNE 30, 1994

### LIABILITIES AND FUND BALANCES

Liabilities:	73
Payroll Taxes Withheld .....	1,717
Abandoned and Unclaimed Property .....	3,350
Due to Commonwealth — Sporting Licenses .....	16,215
Insurance Proceeds .....	5,765
Conservation Commission — N.O.I. ....	101,947
Due to Trust and Guaranty Funds .....	88,147
Due to Special Revenue Funds .....	131,323
Deferred Revenue — Comm. of Mass. Chapter 90 .....	43,348
Deferred Revenue — ECIA Chapter 1 .....	640,219
Due to Capital Improvement Fund .....	103,851
Other Miscellaneous Liabilities (Schedule II) .....	456,368
Warrants Payable .....	1,224,960
Deferred Revenue (Schedule I) .....	<b>2,817,283</b>
<b>Total Liabilities .....</b>	<b>133,066</b>
Encumbrances .....	385,394
Continuing Appropriations .....	<b>518,460</b>
Fund Balances	( 2 )
Designated — Over Under Assessment .....	1,735,400
Undesignated Fund Balance .....	<b>1,735,398</b>
<b>Total Fund Balance .....</b>	<b>\$ 5,071,141</b>
<b>Total Liabilities and Fund Balance .....</b>	

\* not audited

## TOWN OF KINGSTON STABILIZATION FUND\* AS OF JUNE 30, 1994

	BALANCE
June 30, 1993 .....	\$114,026
Net Activity .....	349,971
June 30, 1994 .....	<b>\$ 463,997</b>

\*not audited

**\*APPROPRIATIONS AND EXPENDITURES  
as of June 30, 1994**

OPERATING BUDGETS	BALANCE 7/01/93	TOWN MEETING TRANSFER	F/Y 1994 APPROPRIATION	RESERVE FUND TRANSFER	RECEIPTS	EXPENDITURES	BALANCE TO REVENUE	BALANCE TO F/Y 1995
ADMINISTRATION	19,316	(26,325)	897,199	28,705		798,954	86,571	33,370
RESERVE FUND			130,000	(129,846)			154	
PUBLIC SAFETY	252		2,088,521	37,051		2,048,692	24,226	52,906
EDUCATION	12,914		5,460,366			5,448,265	340	24,675
PUBLIC WORKS *	20,184		1,363,067	41,960		1,391,382	17,369	16,460
HUMAN SERVICES	1,136	(465)	169,736	2,400		151,404	20,214	1,189
CULTURE & RECREATION	12	(1,000)	340,017	78		321,299	14,969	2,839
DEBT SERVICE			710,497			708,747	1,750	
STATE/COUNTY CHARGES	(346)		44,875			44,531		(2)
EMPLOYEE BENEFITS	35		1,056,885	7,335		992,630	71,625	
INSURANCE	125		112,150			97,428	14,847	
SPECIAL ARTICLES	1,383,280	1,182	1,289,793	12,317		1,641,551	19,408	1,025,613
GRANTS & GIFTS	62,786				947,710	965,029		45,467
INSURANCE PROCEEDS	8,353				33,405	25,543		16,215
<b>TOTAL</b>	<b>1,508,047</b>	<b>(26,608)</b>	<b>13,663,106</b>	<b>0</b>	<b>981,115</b>	<b>14,635,455</b>	<b>271,473</b>	<b>1,218,732</b>

\*Not audited

\*Contains increase for snow & ice deficit as if appropriated, due to being added to tax rate.

**\*LONG-TERM DEBT  
as of June 30, 1994**

	JUNE 30, 1993	PRINCIPLE PAYDOWN	NEW DEBT	JUNE 30, 1994
<b>INSIDE DEBT LIMIT</b>				
LAND ACQUISITION	75,000	75,000		0
WATER TREATMENT	680,000	70,000		610,000
LIBRARY	800,000	55,000		745,000
LANDFILL CLOSURE	570,000	45,000		525,000
FIRE DEPT. EQUIPMENT	136,000	41,000		95,000
DEPARTMENTAL EQUIPMENT	71,000	16,000		55,000
<b>TOTAL INSIDE DEBT</b>	<b>2,332,000</b>	<b>302,000</b>	<b>—</b>	<b>2,030,000</b>
<b>OUTSIDE DEBT LIMIT</b>				
STANDPIPE CONSTRUCTION	600,000	120,000		480,000
SEWER	135,000	35,000		100,000
SCHOOL HEATING SYSTEM	840,000	60,000		780,000
<b>TOTAL OUTSIDE DEBT</b>	<b>1,575,000</b>	<b>215,000</b>	<b>—</b>	<b>1,360,000</b>
<b>TOTAL DEBT</b>	<b>3,907,000</b>	<b>517,000</b>	<b>—</b>	<b>3,390,000</b>

\*Not audited

## REPORT OF THE ANIMAL CONTROL DEPARTMENT

During the year FY 94 the department received over 1400 calls for service, information, and assistance. An increased public demand for services relating to cats resulted in two significant changes. First, the department began responding to cat-related calls. Second, a donated cat cage was installed at the shelter and a cat adoption program began. The stray domestic or feral cat is a steadily increasing problem. Because they have no vaccination history and are free roaming, these animals have the potential to create a bridge between wildlife rabies and the domestic house cat.

A total of 192 animals (134 dogs and 58 cats) were handled. \$2,258.00 was collected (\$1,478-fees/fines, \$780-adoptions). The 1986 Ford Van was replaced with a new 1994 Ford Van. At the shelter the following improvements were installed: a department telephone, replacement fencing, donated concrete in the outside run area, a new street light, and two outdoor exercise areas built in cooperation with The Mass. Correctional Institute.

As in the past, Kingston is fortunate to have the services of a dedicated staff of volunteers. They serve our community and the animals at our shelter faithfully.

I wish to express my sincere gratitude to The Kingston Animal Hospital for their special program that services the medical needs of shelter animals. the Kingston Highway and Tree Departments for their assistance throughout the year, the many people who donated financial aid for the animals, and those who donated services and goods. Together, we have made a humane difference.

## REPORT OF THE ANIMAL INSPECTOR

For the fiscal year 1994 there were 32 reported dog and cat bite cases. As a result of which, the aforementioned animals were quarantined on suspicion of rabies. Fortunately, all of them were released after the ten-day observation period, as no signs of rabies appeared. Reports of the foregoing cases were forwarded to the state authorities and the Kingston Board of Health.

In accordance with the new state mandated program with regard to the management of dogs and cats exposed to wildlife, nine extended (45/day - 6/mos.) quarantine orders were issued. The length and type of quarantine is determined by both the vaccination status and the degree of exposure experienced by the animal. There were no confirmed cases of rabies in Kingston.

The annual census of farm animals was completed, and the report forwarded to the Division of Animal Health.

## REPORT OF THE BOARD OF ASSESSORS

It has been a very busy year for the Board of Assessors and the office staff. Many changes have occurred and much has been accomplished.

It was a year of recertification for the Town of Kingston, as well as the beginning of a six year cyclical re-inspection program. The first one-sixth of this re-inspection was completed in the Rocky Nook area.

This summer brought the resignation of Mrs. Yelle as the Administrative Assessor due to her relocation to Ohio, the appointment of James C. Judge as Administrative Assessor, the appointment of William J. Twohig to Chairman of the Board of Assessors and the appointment of William B. Martin to fill the Board vacancy.

As has been the case for the past few years, the Town of Kingston has seen this year an increase of more than 100 new homes.

The completion of the Summer Hill project will also add value to the Towns' assessment rolls.

This increase in growth has necessitated an update of our mass appraisal software.

The Board of Assessors wants to thank its co-workers, other department heads, and elected officials of the Town for their continued support in helping us to better serve the taxpayers of Kingston.

## REPORT OF THE BUILDING INSPECTOR

The Building Department has jurisdiction in many regulatory areas including building, zoning, architectural access, earth removal and site development. The department sees its role also to act as an information and access resource of other Town Boards with limited public contact.

The Building Department was extremely busy as Kingston's growth continued and will continue based on projects in progress. For comparison:

SINGLE FAMILY DWELLINGS	PERMITS	90
MOBILE HOMES	PERMITS	24
ALTERATIONS	PERMITS	103
SHEDS	PERMITS	28
COMMERCIAL	PERMITS	33
SWIMMING POOLS	PERMITS	16
MISCELLANEOUS	PERMITS	34
GARAGES	PERMITS	4
	TOTAL	332

## REPORT OF THE KINGSTON CABLE ADVISORY COMMITTEE

In 1994 the KCAC continued to meet regularly on the first and third Mondays of each month. Adelphia Regional Manager James Sweeney or his representative usually attended the first Monday meetings, as did Kevin Cully as liaison to the Board of Selectmen. The KCAC worked to keep its members and selectmen abreast of the large volume of FCC cable regulations and rulings that regularly emanate from the FCC and the Massachusetts Cable Commission. Throughout the year, however, the committee's main emphasis continued to be on preparations for negotiating a new and improved cable contract for the Town of Kingston. The committee monitored the contract negotiations between Adelphia and the Town of Duxbury to their conclusion in November. We are now preparing a survey to be sent to Kingston residents, asking their opinions of the cable service. In addition, the KCAC is planning a public ascertainment meeting as part of the same process. Recently the committee hired an executive secretary to handle the growing volume of memoranda and correspondence related to the license renewal negotiations.

## REPORT OF THE CAPITAL PLANNING COMMITTEE

Approved capital expenditures for FY 1995 totaled \$1,830,200. The CPC 5 Year Plan, for FY 1995 included an additional \$1,582,000 either not approved at Annual town meeting or not placed on the warrant. Specifics of these expenditures and recommendations are an addendum to this report on file with the town clerk.

CPC was approved for an operating budget for the year of \$1,150.00 most of which is the projected payroll expense for a clerk/secretary position. The committee accepted the resignation of Mr. Alexiades and Mr. John Balboni's appointment expired at conclusion of ATM. The committee wishes to thank both for their contributions to the development and implementation of the 5 Year Plan.

The balance of items projected in the remaining four years of the 5 Year Plan indicates the significance of projects facing the town which need to be addressed and decided upon as to affordability of these projects versus their need by the town.

The committee's thanks are extended to the Selectmen's and Town clerk's offices, all town departments and committees for their support offered and their willingness to discuss and apprise CPC of evolving immediate and future plans.

## REPORT OF THE COUNCIL ON AGING

Through out FY94 the Council on Aging continued to provide a wide range of services to elderly, handicapped, and non-elderly residents of Kingston.

With the addition of the second van our transportation services were greatly enhanced. The vans logged a total of 33,038 miles, provided 7,187 services, while operating for 2,439 hours.

Meals-on-Wheels, Surplus Food Distribution, Income Tax Assistance, Medical Insurance Assistance through the SHINE Program, Emergency Food Pantry, Blood Pressure/Health and Flu Shot Clinics, legal and social services continue to be important elements of the Council on Aging.

During the year it became apparent that, as the elder population of Kingston increases, and people are looking forward to longer and healthier lives, the Reed Community House is becoming inadequate for our needs. Regrettably, the steep sloping driveway and parking area make accessibility difficult and/or impossible for many of our elder residents. The Council on Aging plans, in the near future, to seek funding for a new center for our offices, programs, and activities.

## REPORT OF THE EMERGENCY MANAGEMENT AGENCY

During 1994 KEMA continued training volunteers to staff the Emergency Operations Center in preparation for events which may threaten the health and safety of town residents. KEMA has worked closely with the police and fire departments during training sessions. We wish to thank the police and fire chiefs for their interest and co-operation in comprehensive emergency planning and training. Thank you is also extended to all KEMA staff who have volunteered many hours of work during the past year.

## REPORT OF THE FIRE DEPARTMENT

The principle activity of the Department during 1994 centered around planning for the construction of the commuter rail service that will terminate in Kingston and dealing with staffing issues.

For the entire year the Department has operated with at least two, and sometimes three, of its full-time staff out of work due to long term illness or injuries suffered on the job. This has caused a serious staffing problem and also the expenditure of additional funds to provide for coverage of shifts that are vacated due to these vacancies.

The planning for the construction of the commuter rail and tunnels under Route 3 have occupied a considerable amount of the Department's time and attendance at many meetings reviewing plans and making preparations for the construction project. The growth of the Town continued at its brisk pace and the commuter rail construction seems to have a bearing on increased interest in both commercial and residential development. Both of these will have an effect on the department in the near future.

New vehicles were delivered during 1994 and a 1986 Ambulance, a 1975 Pumper, and a 1967 Ladder Truck were all replaced with new vehicles.

The department, in conjunction with the Plymouth Fire Department and Duxbury Fire Department, formed a Technical Rescue Team made up of 10 members from each department who are being trained in special rescue techniques for incidents that may occur involving rescue of persons involved in construction accidents or any incidents needing technical expertise.

A Fire Cadet Program was started in the Fall of 1994 with 21 high school age students participating. This program is designed to give them the training and exposure to a fire department's operation and prepare them for a future career in the fire service.

Four Captains' positions were created within the department and for the first time the department has the capabilities of having full-time career supervisors on duty rather than relying totally on the "on call" system as has been done in the past.

## REPORT OF THE GAS INSPECTOR

A total of 279 gas permits were issued in fiscal year 1994, with a total of \$6,739.00 collected in fees.

## HANDICAP COMMISSION

Another year without a full commission has hampered our activities. With the addition of new members, the Commission plans to become active again.

Please, we still have openings for members and, with ADA planning continuing, we need you!

## REPORT OF THE BOARD OF HEALTH

1994 continued the spirit of cooperation between the citizens of Kingston and the Board of Health. The board wishes to take this opportunity to extend their thanks to several members of the community.

First to Elizabeth Tewksbury, former clerk to the Board of Health for her years of service.

Also to Lois Mulliken, Catherine Bramen, Dona Apple and Dennis Randall for their participation in writing the draft of the Board's Harassment Policy. Your time and dedication to the project was greatly appreciated.

Special thanks to Dr. Peter M. McIver for continuing to provide space for the well child clinics and to the Council on Aging for their help in organizing the annual flu clinics.

The Board would like to welcome Pamela Borgatti who after a thorough interviewing process was hired as clerk to the Board of Health. The Board would like to thank all the candidates who applied for the position.

Highlights of the past year included:

— Active participation in the South East Massachusetts Associated Boards of Health. Kingston sponsored two of the quarterly meetings. Speakers included Brian Donahoe, Regional Director, of the Department of Environmental Protection, who addressed concerns involving the new Title V regulations, and John Fontana from the Massachusetts Department of Public Health who discussed Eastern Equine Encephalitis and Mosquito Control Issues.

— The Board continued to meet regularly with representatives from the South Shore Boards of Health Collaborative Tobacco Control Program which has been working with local establishments to encourage smoke free environments. The Collaborative has also worked with the Kingston school system to initiate educational programs relative to the dangers and the prevention of tobacco use.

— Several significant changes have been made with respect to the Board of Health regulations:

1. The distances for placement of wells has been modified.
2. The seepage haulers fee was reduced.
3. The certification of Managers in Food Sanitation as adopted in 1993 was rescinded in favor of a more comprehensive training program offered privately.
4. The Health Agent Reports are now on file in the Town Clerk's Office with the corresponding meeting minutes.

We are still in the process of reviewing other regulations as well as integrating the new Title V regulations.

— The Board received approval in April at the Annual Town Meeting for a temporary position of data entry clerk. This position will be utilized to design a system to track the septage pumping activity in the town and to track the permits and licenses issued by the board.

The members of the board of health look forward to the coming year and to continued success in working with the Kingston community.

Revenue statistics are available in the Office of the Board of Health and of the Town Clerk.

## REPORT OF THE HIGHWAY DEPARTMENT

Many varied projects were accomplished by your Highway Department in 1994.

Projects undertaken were as follows:

**Resurfacing Program** — Streets resurfaced were:

River St., Country Way, White Pine Ln., Parting Ways Rd., Barbara Rd., Sheridan Dr., Brookings Dr., and a portion of West St.

**Berms** — Berm work was done on:

West Ave., Bay View Ave., Elm St., Grove St., Jones River Dr., Maple Ave., School St., Chapel St., Brookdale St., Center Hill Rd., Shore Dr., and Winthrop St.

**Poly Crack Filling**

Balance of Evergreen St., Country Way, Barbara Rd., Sheridan Dr. and Brookings Dr.

**Drainage Work**

Reconstruction of catch basins and manholes prior to resurfacing was completed on Country Way, White Pine Ln., Barbara Rd., Sheridan Dr. and Brookings Dr. A 4' x 8' reinforced concrete box culvert was installed on West St.

**State Aid Construction**

Work was completed on Crescent St., Smith's Ln. and Kennedy Rd., and included leveling course of asphalt, drainage rehabilitation, molded berm, cape cod berm, sidewalk reconstruction, road resurfacing and line painting.

The Massachusetts Highway Dept. completed work in June on the reconstruction of Wapping Rd., Route 106. This project was requested by this department in 1977.

## Other Projects

Materials excavated from Highway and Water Department projects as well as material recycled at Transfer Station Recycling Center was again crushed and recycled for road material.

A Household Hazardous Waste Day was held on Sept. 17, 1994 and was highly successful. Items collected were as follows: pool chemicals, batteries, photo chemicals, household chemicals, adhesives, paint, waxes, polishers, organic liquids, acid, etc.

A Storm Water Run-off Treatment Facility was installed at the Water Dept. on Elm St. with funding provided by the Jones River Watershed Assoc. through a grant from the Sheehan Family Foundation and equipment provided by Storm Treat Systems.

A Storm drainage system for roof run-off was installed at the new Library at the request of the Library Building Committee.

An additional parking area was constructed at Gray's Beach at the request of the Recreation Commission.

And finally I would like to thank the Highway Department and other town employees for their cooperation and assistance in helping this department achieve and exceed our goals for 1994.

## REPORT OF THE INDUSTRIAL DEVELOPMENT COMMISSION

The Industrial Development Commission was very busy throughout the 1994 fiscal year. The broad-based Special Planning Committee that had two major results — (1) the recommendation that Kingston should hire a town planner and (2) the very successful "Kingston 20/20" in November 1993 — included IDC members Robert Crosscup, Ronald Gleason and Doris Johnson.

In December, the IDC became a member of the Route 44 Partnership with the neighboring towns of Plymouth, Plympton, Carver and Middleborough. This "Local Partnership for Economic Development" program (through the state Executive Office of Community Development) will try to work on ways to minimize the impact of that new highway while reaping some economic benefits. Crosscup, Gleason and Johnson in February attended a day-long EOCD workshop on economic development methodology, along with representatives of two dozen other area towns.

IDC members attended the MBTA Advisory Committee's meetings with T officials in the fall of 1993. After a joint meeting of that committee and the board of selectmen voted unanimously Dec. 15, 1993 to seek state consideration of reconfiguration of Exit 8 to improve access to the T station from Route 3, the IDC also wrote to state officials about that issue. With the assistance of state Rep. Robert Kraus, we and other town officials were able to meet with Mass. Highways officials on March 25, 1994 to discuss access problems. Highway

officials assured us that they will listen to community wishes on this issue; we subsequently met with the transportation planner from Old Colony Planning Council, the regional planning agency for our area, and continue our efforts in this area.

The IDC has identified the town's overall traffic circulation — a de facto system based, quite literally, on Pilgrim footpaths — as a problem in attempting orderly economic development while retaining residential safety and serenity. The IDC plans to maintain contact with Mass. Highways and Old Colony Planning Council because of our conviction that upgrading the road system is crucial — it is a task with which our new town planner certainly will be an asset.

The IDC, especially members Crosscup and Paul Randall, is very grateful to the assessors office for assistance in our effort to inventory all potential business sites and publicize those available — such as the empty Cobb and Drew factory, C. Drew Co., undeveloped areas — through signage, advertising, brochures and listing with regional and state "clearing houses." The IDC already has been in correspondence with MASIT, a public-private agency seeking sites for high tech businesses.

It was disappointing to the commission when annual town meeting did not support our warrant article seeking the rezoning — from residential to commercial/industrial — of approximately 450 acres adjacent to the current industrial zone near Exit 8. At present, the town has 272 industrial-zone acres and 430 commercial acres, a total of 702 acres — 5.8 percent of Kingston's approximately 12,000 acres. The last town master plan, the Downe Report of 1970, recommended that to provide a reasonable tax base, Kingston should plan on 1,510 acres for commerce and industry — 12.7 percent of the town's acreage. The 450 acres we sought to rezone would have brought the total to 1,152 acres, 9.6 percent of the town acreage. Some of that land is bound to have houses built on it before we have a chance again to seek the will of the voters on providing for future tax base.

The IDC's mission is to broaden Kingston's tax base so the town can continue to provide high quality schools and other community services while enjoying a reasonable tax rate. We believe this can be done by providing opportunities for businesses to locate in the town and attracting these businesses by promoting the town's assets: excellent location near major highways; soon to be served by commuter rail; attractive quality of life by the ocean; and a reputation as a town with responsible management and good services.

## REPORT OF THE MBTA ADVISORY COMMITTEE

The MBTA Advisory Committee met for the first time on September 10, 1992. Its stated purpose was to advise the Board of Selectmen regarding the myriad of issues and problems relating to the MBTA's siting of a regional

train station and layover facility in Kingston. The committee was not created to review the actual siting itself. Membership in the committee consists of representatives of the Board of Selectmen, the Fire Department, Conservation Commission, Board of Health, Police Department, Planning Board, Finance Committee, and two from the citizenry at large. At its next meeting, on September 29, the committee organized, and voted Kevin Cully as chairman, Ted Baker as vice chairman, and Jon Alberghini as spokesperson.

One of the first activities of the committee was to distribute questionnaires to townspeople, asking for their concerns. The plan was to present these concerns to representatives of the MBTA and then to see what help the state could provide. The MBTA office in Quincy offered the assistance of Wayne Duchemin as a liaison person, and four meetings were held at which Mr. Duchemin discussed the town's concerns and provided what help he could. After that Mr. Duchemin's position was canceled and further dealings have been principally with John Powers and Robert Egan, both senior officials in the Quincy office and thus unable to give Kingston the close personal attention provided by Mr. Duchemin.

Altogether the committee has held 26 meetings, at ten of which representatives of the MBTA were present. They have in general kept the committee posted on the progress of the construction plan, and have on occasion brought with them experts in fields such as noise and vibration, details of the tunneling project at the Routes 3 and 3A intersection, traffic control and environmental considerations.

They have made a number of commitments to the town. Grade crossings will be protected with lights and barriers. Landscaping will be provided where the tracks come close to private homes. The line will be fenced along part of the way; there areas need to be identified and negotiated. Safety education programs will be put on at the elementary school. Police details during construction will be funded. Wooden ties will be used near private dwellings to lessen vibration. Traffic will be kept flowing all during construction. Wetlands, when damaged, will be replicated. The state will take over Marion Drive and Gallen Road and maintain them.

A number of questions, however, remain either unanswered or answered only partially. Citizens worry about the possibility of freight traffic, and the answer seems to be "not yet". Will the town be assessed for the railroad? "That's up to the state government." Who will control the parking lot? Will there be environmental damage from the parking lot? What can be done to improve safety at the Landing Road bridge? How will the town pay for the cost of additional fire and police protection and increasing damage to its roads? How can the town prepare for possible accidents both during construction and when the trains are running? Will traffic really be able to flow smoothly during peak hours? Already, current projections indicate that the

level of service on the off-ramp at Exit 8 will be F — Failure. Will noise and vibration be a real problem?

Fire Chief Alberghini summarized the problems for his department:

The town should start to prepare now for what is an already known problem and start to add personnel, prepare for additional equipment acquisition and the relocation of one fire station. These would be necessary even if the commuter rail did not come to Kingston. However, the reality is that commuter rail is now here and the personnel, equipment and physical facilities are not. Kingston is still in the "level service" type of budgeting and there is no way the Fire Department can be expected to continue to provide the level of service it had in 1993 when its budget is constantly being level funded.

Similar concerns could be voiced by other town departments.

Obviously, these are problems that the MBTA Advisory Committee cannot handle. But this is not enough, given the magnitude of change facing Kingston. We believe that the town needs professional planning assistance immediately. Therefore, we recommend using the money appropriated for engineering services at the Special Town Meeting in conjunction with money appropriated for a Town Planner<sup>1</sup>, in order to hire that planner now. The committee feels that in general it has been of some help, recognizing that its authority is limited. We are grateful for the assistance of both Senator Murray and Representative Kraus, who have often stepped in and made their voices heard. We understand that the MBTA is undertaking an enormous project, and the detailed concerns of one town along the line must often seem insignificant in comparison with the complexity of the entire work.

We feel that when construction begins in September a storm of complaints and worries will break out, but we are willing to continue to attempt to get what answers we can for the citizens of Kingston, given the limitations of our power.

The future approach should be with one voice. A fragmented approach of special interests and individual town departments will prevent a clear overall view of the impact on Kingston and which mitigation measures should be implemented.

Therefore, there needs to be a focal point for all negotiations and meetings with town departments and MBTA officials. This could be either the MBTA Advisory Committee or some other designee of the Board of Selectmen. Whoever is selected needs to be empowered to act on the town's behalf and this needs to be clearly and consistently communicated to all involved.

We welcome the opportunity to meet with the Board of Selectmen to discuss this report and await your decision.

<sup>1</sup> The MBTA Advisory Committee was disbanded on 4 October 1994. Paul DeCoste was hired as Town Planner and began work on 17 January 1995.

## REPORT OF THE LIBRARY DIRECTOR

The doors to the Frederic C. Adams Public Library closed on November 26, 1994. The physical move was accomplished in two days with the help of numerous volunteers, and the new Kingston Public Library opened to the public on December 12, 1994.

1994 was spent preparing for this event. This year we also continued preparing to enter our collection onto the Old Colony Library Network. We hope to accomplish this task by July 1995.

This year's "Ticket to Read" Summer Reading Program was our most successful program ever. Other programs included several crafts programs, some of them sponsored by the Friends of the Library; legal and investment seminars for adults; and the annual visit from Santa Claus, with transportation provided by the Fire Department.

There were 27,691 visits to the Library in FY94, and the Library patrons borrowed 49,546 items. We issued 806 new library cards.

## REPORT OF THE CHAIRMAN OF THE BOARD OF LIBRARY TRUSTEES

This year it is a pleasure for me, as Chairman of the Library Trustees, to report to you of the work done by the Trustees and of the plans that have been made for the future. We are now located in our new "Kingston Library". We express our thanks to all of you. We have traveled down the long road that I have talked about for several years. We have now reached the end of that long road, and we now have that beautiful library of which we are so proud!

The building is made of brick, wood and cement. The inside is filled with love, friendship and service and mounds of material for all to utilize and enjoy. The Trustees are looking forward to providing more programs, longer hours and available space for a variety of many new and educational programs. In the History Room, we have a treasure of information about our own town and other surrounding towns. The children's area is larger and, yes, there is also an area for you to come to sit and enjoy — just reading where it's quiet. Our Staff is well-qualified to help you in many ways.

We wish to thank our Director Sia Stewart for the many extra dedicated hours that she has given to the new library. It is her plans that have been used to display over 37,000 articles. She has been a great help to the library and will continue her dedication in carrying on the work of a professional library. Our Staff has been outstanding. We, also, thank all the volunteers who have helped in any way to make this dream come true at last.

Your library is ready. We ask all citizens to come in, browse around, ask for a library card, and we are sure you will learn to enjoy the new "Kingston Library".

We, the Trustees, thank all of our towns-people for your continued support during these past few years.

## REPORT OF THE OLD COLONY PLANNING COUNCIL

To the Honorable Board of Selectmen and the Citizens of the Town of Kingston:

As your representatives to the Old Colony Planning Council (OCPC), we are pleased to present this report on behalf of the Council for 1994.

The Council is one of thirteen regional planning agencies in Massachusetts, authorized by state statute to prepare plans for the physical, social and economic development of their respective regions. In addition OCPC, which serves fifteen communities in the Brockton-Plymouth areas, is the only regional planning agency in Massachusetts to be designated as an Area Agency on Aging. In this responsibility, the Council manages federal Older Americans Act funding for its regular planning district plus eight additional municipalities. The Council is also designated by the Commonwealth of Massachusetts as the Metropolitan Planning Organization for transportation planning and as an Economic Development District by the U.S. Department of Commerce, Economic Development Administration for economic development planning, coordination and financial support.

Each member Community of the Council is represented by one delegate and one alternate member. The Council members establish policy, develop the work program, and, employ and oversee the activities of the professional staff. The Council meets on the last Wednesday of each month at 7:30 p.m. in the OCPC offices located at 70 School Street in Brockton.

In 1994 the Council's activities concentrated on meeting the increased requirements of the Intermodal Surface Transportation Efficiency Act for transportation planning and assisting communities in acquiring funding under the program; preparing required documents and providing technical assistance under the economic development program; and, administering the elder services program. The Council was saddened in May by the sudden passing of its President, James A. Kassos of Brockton who had just been re-elected to serve a second term. The OCPC dedicated the Library/Conference Room in memory of Mr. Kassos. Mr. John G. Mather of Halifax was elected to replace him as President of the Council. Elected to serve as Council Secretary was Eldon F. Moreira of West Bridgewater; and Joseph Landolfi of Stoughton was elected Treasurer.

The Council gratefully acknowledges the generous support and cooperation of its member communities, the participation and involvement of the members of the Joint Transportation Committee chaired by Stephen Baker; the Overall Economic Development Committee chaired by Mr. Joseph Joseph; and, the Area Agency on Aging Advisory Committee chaired by Mr. Christian Schembri. The Council also recognizes the work of local boards and commissions and the government agencies, public and private institutions and individuals who assisted its efforts.

## REPORT OF THE OLD COLONY PLANNING COUNCIL AREA AGENCY ON AGING

To the Honorable Board of Selectmen and the residents of the town of Kingston:

As your representatives to the Old Colony Planning Council Area Agency on Aging, we are pleased to present this report of the Area Agency's activities for 1994.

The Old Colony Planning Council Area Agency on Aging is responsible for administering Title III funds under the Older Americans Act. This federal funding enables the Area Agency on Aging to address the needs of elders in twenty-three communities in southeastern Massachusetts. Through the combined efforts of the local Councils on Aging, community service agencies and the Area Agency on Aging, Title III funds are used to develop and support a broad range of in-home and community-based elder services.

During fiscal year 1994, almost 13,000 elders in the region received in excess of 300,000 units of service, ranging from home-delivered meals to transportation services through the program. These services were provided through more than twenty local and regional social support programs and twenty-five Title III supported nutrition sites. The following service programs were funded in 1994 by the Area Agency on Aging:

- Senior center services
- Mental health assessment and counseling
- Homemaker, personal care and home health aid services
- Social day care/respite services
- Congregate and home-delivered meals
- Support services for deaf and/or blind elders
- Transportation services

- Emergency/crisis assistance
- Chore services
- Legal services
- Nursing home ombudsman services

The Area Agency on Aging Advisory Committee plays a vital role in the development and support of elder service programs in the area. The Advisory Committee, consisting of representatives from each of the 23 communities served, assists the Area Agency on Aging with assessing elder service needs, establishing funding priorities and selecting subgrantees to provide Title III services. The support and cooperation of the local communities and Advisory Committee is acknowledged with gratitude by the Old Colony Planning Council Area Agency on Aging.

The Old Colony Planning Council Area Agency on Aging meets regularly on the fourth Tuesday of each month at 1:30 p.m. at the Hanson Senior Center/Library.

### REPORT OF THE PARKING CLERK

The revenue collected from parking violations during FY94 was \$15,696.52.

### REPORT OF THE KINGSTON PLANNING BOARD

This past year the Planning Board took on more responsibility with the hearing of some special permits. Our main objective is in trying to streamline the process, by enabling the applicant to come to one Board for certain approvals as opposed to two Boards.

As you all know the railroad has begun its expansion of rail service to the south shore, bringing along with it residential and business growth.

There are several subdivisions in various stages of completion and several more in the planning stages.

The Planning Board would like to thank Ed King, for his many years of service, and also welcome Paul Decoste, our new Town Planner.

### REPORT OF THE PLUMBING INSPECTOR

The total number of plumbing permits issued for fiscal year 1994 was 224, with a total of \$12,615.00 collected in fees.

## REPORT OF THE PLYMOUTH COUNTY MOSQUITO CONTROL PROJECT

The Commissioners of the Plymouth County Mosquito Control Project are pleased to submit the following report of our activities during 1994.

The Project is a special district created by the State Legislature in 1957, and is now composed of 25 Plymouth County towns, the City of Brockton, and the Town of Cohasset in Norfolk County. On July 14, the Town of Whitman rejoined the Project. The Project is a regional response to a regional problem and provides a way of organizing specialized equipment, specially trained employees, and mosquito control professionals into a single agency with a broad geographical area of responsibility.

Again in 1994, the season began with an above normal water table which produced large numbers of spring brood mosquitoes throughout the County. Efforts were directed at larval mosquitoes starting with the spring brood. Ground and aerial larviciding was accomplished using B.T.I., an environmentally selective bacterial agent. Upon emergence of the spring brood of adult mosquitoes, ultra-low-volume adulticiding began. The Project responded to increased numbers of service requests until a drying trend occurred during mid-summer. All sprayers and trucks performed well with little time lost to breakdowns.

The threat of the mosquito-transmitted disease Eastern Equine Encephalitis (EEE) was low in 1994. This season marked the first time since 1981 that EEE virus was not isolated during the mosquito surveillance period. The recurring problem of EEE in Southeastern Massachusetts continues to ensure cooperation between this Project and the Massachusetts Department of Public Health.

The figures specific to the Town of Kingston are given below. While mosquitoes do not respect town lines the information given below does provide a tally of the activities which have had the greatest impact on the health and comfort of Kingston residents.

#### Insecticide Application.

2,082 acres were treated using truck mounted sprayers for control of adult mosquitoes. More than one application was made to the same site if mosquitoes reinvaded the area. The first treatments were made in May and the last in September.

Our greatest effort has been targeted at mosquitoes in the larval stage, which can be found in woodland pools, swamps, marshes and other standing water areas. Inspectors continually gather data on these sites and treat with highly specific larvicides when immature mosquitoes are present. Last year a total of 87 inspections were made to 39 catalogued breeding sites.

### Water Management.

During 1994 crews removed blockages, brush and other obstructions from 480 linear feet of ditches and streams to prevent overflows or stagnation that can result in mosquito breeding. This work, together with machine reclamation, is most often carried out in the fall and winter.

Finally, we have been tracking complaint response time, that is the time between notice of a mosquito problem and response by one of our inspectors. The complaint response time in the Town of Kingston was less than two days with more than 277 complaints answered.

### Mosquito Survey.

A systematic sampling for the mosquitoes in Kingston indicates that *Anopheles quadrimaculatus* was the most abundant species. Other important species collected included *Aedes aurifer* and *Culex restuans*.

We encourage citizens or municipal officials to call our office for information about mosquitoes, mosquito-borne diseases, control practices, or any other matters of concern.

## REPORT OF THE POLICE DEPARTMENT

During 1994, the Kingston Police Department responded to over 20,000 calls for service, a nearly 20% increase over last year. Major law enforcement efforts were successfully directed at drug trafficking and gang activity. In addition, the department implemented its community policing program through the Bike Patrol using donated bicycles. Eight officers received specialized bike safety and community policing training. To address the growing concern for violence among teenagers, the department in cooperation with the SLRHS began the first high school DARE program in Plymouth County. Finally, as construction began on the MBTA's Old Colony Railroad project in Kingston, the department maintained close communication with the MBTA, its contractors, and Mass. Highway to address the traffic and community safety concerns.

## REPORT OF THE RECREATION DEPARTMENT

During 1994, the Commission oversaw the successful integration of the Youth Commission Programs with those of the Recreation Commission. Program offerings have been expanded and participation has increased. Consistent with the Mission Statement of the Department, we are working towards developing a comprehensive leisure program serving residents of all ages and interests. We now offer programs for toddlers and preschool age children through senior citizens.

The Summer Playground program saw many new changes. Two days each week were spent at Gray's Beach. Many new and varied activities were enjoyed by over 300 participants as were the performers who came to entertain the children and adults.

The Commission would like to thank the Playground Counselors and congratulate them on job well done!

The summer recreation basketball league was such a tremendous success again this summer that it will be continued this winter for boys and girls 14 through 17 years of age. Because of the generosity of the program sponsor, Mr. John Iannucci of Therap-ease, there is no fee charged for participation.

Special events this year were equally successful. The Easter Egg Hunt attracted over 200 children to Gray's Beach Park to collect the brightly colored eggs. A special visitor arrived in the Kingston Animal Control van with lights flashing to top off the first annual Egg Hunt. The Halloween Party saw changes as well. The younger children enjoyed a traditional party in the afternoon while the older boys and girls danced the night away dressed as ghosts, ghouls and goblins! Together, the Halloween Parties attracted over 300 children and their parents.

After school recreation activities were relocated to the Reed Community House to consolidate management and oversight. New programs this year included gymnastics, cheerleading, dance and ski lessons. In addition, programs that are being considered are golf, cooking, sailing lessons, country line dancing and tennis lessons.

## REPORT OF THE RECYCLING COMMITTEE

The Recycling Committee would like to say "Thank You" to everyone who contributed to the town's recycling efforts.

The members of the committee are always willing to listen and assist the town residents in any questions or problems that may occur. In addition we are always open to new program ideas or solutions, where we can save money.

This year we had a change in the committee's chairmanship and a special note of thanks goes to Chris Newton for all his years of volunteer effort. The new chairman is Chuck McCoy, who will continue the recycling efforts with the continued cooperation of the other committee members.

The program for redeemable bottles and cans has been a continued success. Many of the town's youth groups have seen the monetary benefits of recycling. If any group would like to participate or inquire about information please contact Lauren Chartier, the program director.

In the months ahead our efforts will focus on increased program use and the establishment of new programs. We will continue to increase the exposure of recycling through educational materials and program updates in the local media.

I would like to mention and say "Thank You" to George A. Rose, Jr., who has competed in various road races and donated his winnings back to the town's recycling efforts.

Finally with all the growth that the town has realized the committee hopes and encourages that all the residents do what they can for the environment through recycling.

## REPORT OF THE BOARD OF REGISTRARS

During 1994, there were three scheduled elections — the Annual Town Election, the September State Primary and the November State Election. The centralized polling location in the cafetorium at the Kingston Elementary School has continued to provide direct supervision of all election proceedings.

For only the second time in recent history, the Registrars were confronted with a residency issue. A complaint was filed with the Registrars alleging that Dennis N. Randall, an elected member of both the Board of Health and the Board of Library Trustees, no longer was domiciled within our town. After proper hearing as required by law, the Registrars voted to remove Mr. Randall from the voting list. Subsequent votes of vacancies were then declared by the respective boards and the matter was closed.

The Registrars anxiously await the arrival and implementation of the new optical scan vote tabulating equipment. Town Meeting generously approved the funding of this equipment in April and the bid process has begun. The equipment will be in place for the 1995 Annual Town Election.

All residents are urged to return their annual town census forms. Compliance insures that a voter's name will be maintained on the voting list.

The Town Clerk's office is open daily for voter registration during regular business hours. Mail-in registration forms are also available upon request. Additionally, in compliance with the new Motor Voter Law, the Department of Motor Vehicles will offer voter registration at all of their locations beginning January 1, 1995.

Registered voters as of December 1, 1994, are as follows:

Precinct	Democrat	Republican	Unenrolled	Totals
1	496	295	963	1,754
2	548	403	1,104	2,055
3	524	387	911	1,822
	<u>1,568</u>	<u>1,085</u>	<u>2,978</u>	<u>5,631</u>

The Town's population as of this date is 9,783.

## REPORT OF THE SUPERINTENDENT OF SCHOOLS

To the School and Citizens of Kingston:

My nineteenth annual report is submitted with the desire that the implementation provisions of the Education Reform Act will place education at the highest priority in our four towns.

With the current climate of change and the ramifications of these changes affecting all staff, consistency and stability are on many occasions difficult to accomplish. However, our staff and leadership people have committed themselves to excellence and their efforts have always been focused upon the target, namely, to improve the educational opportunities for all students.

Student growth continues to be one of the more dominant factors within our schools. Commitments have been made to maintain reasonable class sizes thus enabling students to receive the individual and collective attention that they deserve.

The Halifax School Department returned to town and now occupy their beautiful new and renovated building. The Building Committee, citizens and parents of Halifax are to be congratulated for making this a reality. The additional classrooms, the wonderful renovations and the more suitable educational spaces have been most uplifting for the students and staff.

While Halifax has resolved the immediate need of upgraded facilities, both Kingston and Plympton are progressing in studying the need for additional educational facilities. The Pembroke School Department is currently reviewing school attending areas and a redistricting plan will be presented to the school committee for their consideration and subsequent action for the 1995-96 school year.

Our personnel needs were dramatically increased this year in comparison to the previous decade due to retirements, resignations and restoration of some positions. I would like to publicly commend and thank two trusted friends and colleagues for helping the students in our district on an interim basis. Dr. William Quinlan served in the capacity of the Administrator of Special

Education on an interim basis. Mr. William MacDonald served as an Interim Assistant Superintendent, K-8 for an entire school year. Their valuable assistance and guidance had positive results for the students of our district.

Dr. Patricia W. Randall was appointed Assistant Superintendent, K-8 and started her new assignment on September 6, 1994. Dr. Randall previously served students in New York state in a variety of capacities and her expertise will be demonstrated as she becomes aware of our schools and their programs.

People are the key ingredient to any organization and as you glean the highlights of the Principals' reports, the citizens should be extremely proud and feel confident that their leadership people and staff have demonstrated their commitment to the children of our district.

#### Acknowledgment

The Education Reform Act has created a great deal of excitement, enthusiasm and educational challenges. These challenges could not have been met without a dedicated group of administrators, committed teaching staff and a competent group of support staff to serve the children of this district.

During this past year a new and renovated Halifax Elementary School became a reality, a two million dollar bond issue at Silver Lake Regional School District for major roof repairs and a library addition was favorably acted upon and a two hundred thousand dollar roof project was accomplished at the North Pembroke Elementary School. These financial sacrifices could not have happened without the cooperation and efforts of many boards and the majority of citizens of each of our towns and on behalf of all of our students and staff, may I extend a most gracious thank-you.

As I conclude this annual report, I have reviewed the previous eighteen reports submitted by this Superintendent and these reports reflect that the courses that were "charted", the direction presented, the commitment demonstrated, the expectations demanded and the willingness to serve all students has always been forthright and consistent. To this end, I will continue to expend whatever energy is needed, exhaust all avenues that exist and continue to be the motivating factor in assuring that all students should be presented with educational opportunities that they so rightly deserve.

To school committee members, staff, students, parents and citizens, thank you for your cooperation and understanding in attempting to attain these goals.

## REPORT OF THE KINGSTON SCHOOL COMMITTEE

Town of Kingston, Massachusetts  
Including a Report of the SILVER LAKE REGIONAL SCHOOL DISTRICT  
For the Year Ending June 30, 1994

### SCHOOL COMMITTEE

Mrs. Marion Lanagan, Chairman	Term Expires 1995
Mr. James Coyle, Vice Chairman	Term Expires 1995
Mr. Charles Noble, Secretary	Term Expires 1996
Mrs. Colleen Costa	Term Expires 1997
Mr. John Pfaffinger	Term Expires 1996

The School Committee meets at 7:30 p.m. on the second Monday of each month.

### ADMINISTRATION OFFICE

Dr. Paul A. Squarcia	Superintendent of Schools
Mr. William L. Pepper	Assistant Superintendent for Secondary Education
Dr. Patricia W. Randall	Assistant Superintendent, K-8
Mr. Robert G. Fanning	Administrator of Special Education
Mr. David W. Proule	Business Manager

### SCHOOL CALENDAR

Fall Term	September 7 thru November 10, 1994
Winter Term	November 14 thru January 27, 1995
Second Winter Term	January 30 thru April 7, 1995
Spring Term	April 10 thru June 26, 1995

In addition to all legal holidays, schools will be closed on Friday following Thanksgiving.

"NO SCHOOL" announcements will be given by radio stations WATD, WBET, WHDH, WPLM and WRKO between 6:35 a.m. and 8:00 a.m. In addition, the fire alarm signals will indicate no school as follows:

6:30 a.m., no school all schools, including Junior & Senior High Schools  
7:00 a.m., no school Elementary ONLY.

The signal will be 4 short double blasts, repeated 3 times.

## REPORT OF THE ELEMENTARY SCHOOL COMMITTEE

The School Committee meets at 7:30 pm on the second Monday of each month.

To the citizens of Kingston, here is a brief outline of some of the happenings at Kingston Elementary School:

1. Our enrollment continues to grow.
2. Implementation of Education Reform.
3. A new Literature-Based Reading Program.
4. A Disabilities Awareness Program.
5. New technology purchases such as CD-ROMS and the use of MCET programming.
6. Continuing a School Council Board as directed under Education Reform.
7. Traditions continue at Kingston Elementary School — The Thanksgiving Feast, Reading Incentive Program, Junior Great Books, The Variety Show, Project Night, the Mock Trial and the DARE Program.
8. Hiring of a new Assistant Principal.

Many thanks to the Home School Association's assistance in providing a variety of educational programs and events, as well as the much needed support to our school.

Thanks to the voters at town meeting for voting to replace our heating and ventilation system, as well as much needed roof repairs.

The School Committee wishes to publicly thank Superintendent Paul Squarcia, Principal Bruno Zoltowski, Assistant Principal Laurie Longhurst, teachers, support staff, volunteers, students and their parents for their efforts in improving the educational programs at Kingston Elementary School.

Mrs. Marion Lanagan, Chairman	Term Expires 1995
Mr. Chuck Noble, Vice Chairman	Term Expires 1996
Mr. John Pfaffinger, Secretary	Term Expires 1996
Mr. James Coyle	Term Expires 1995
Mrs. Colleen Costa	Term Expires —

## KINGSTON ELEMENTARY SCHOOL. B.J. ZOLTOWSKI, PRINCIPAL — HIGHLIGHTS

During the academic year 1012 students were enrolled in grades K-6 at Kingston Elementary School.

Kingston Elementary continued to grow educationally and enhanced instruction in all academic areas. This was particularly true in reading. This year was the first year of full implementation of the new Houghton Mifflin Literature Based Reading Program. The staff was involved in a variety of workshops and demonstrations on learning to implement the new program.

Much was accomplished last year in the area of disabilities. A disability awareness program started last year under the guidance of our adjustment counselor. Many parents were involved in the project and taught classes on various disabilities to make our students more aware of differences in people.

A great deal of work was done in the area of technology. With the addition of MCET, we have greatly expanded our capabilities. Many more educational programs via satellite are now available. The addition of a computer and CD-ROM in the Media Center have expanded our ability for students to access reference material and in greater depth. We continue to develop plans to update our technology.

KES continues to provide for our students a variety of educational programs, concerts and events. Special thanks to the Kingston Home School Association who work tirelessly to raise funds in order to provide our students with wonderful experiences.

We continue to include the various activities that have become a tradition at school. These include our Thanksgiving Feast, our school Reading Incentive Program, the Junior Great Books Program, Variety Show, Project Night and our wonderful DARE Program.

A new aspect to the school this year was the establishment of our first School Council. As mandated under the Education Reform Law, the council consisted of three parents and community at large members, two teachers and the principal. The seven member council spent the year writing a School Improvement Plan which was submitted and accepted by the School Committee.

The support of the parents and the community this year has been tremendous. A special thanks to all of you for your support, generosity and interest. I wish to publicly commend the staff at KES for their dedication and hard work. They make KES a great school.

On behalf of the staff and children I would like to also take this opportunity to acknowledge the great support of the townspeople and the many dedicated volunteers who continue to provide the school with services that would otherwise be unavailable.

I wish to extend special thanks to our Superintendent, Dr. Paul A. Squarcia and our School Committee members for assistance and support. Their commitment and dedication have been tremendous.

# **KINGSTON SCHOOL DEPARTMENT 1993-94 BUDGET FINAL CLOSEOUT TRIAL BALANCE**

	BUDGETED 1993-94	CARRYOVERS	TOTAL AVAILABLE	TOTAL EXPENDITURES	BALANCE	ENCUM- BRANCE	RETURNED TO TOWN
11 School Committee	\$ 12,337.00		\$ 12,337.00	\$ 6,963.73	\$ 5,373.27		\$ 5,373.27
12 Superintendent's Office	57,239.28		57,239.28	56,090.94	1,148.34		1,148.34
124 Uni/Supt's Office	2,667.07		2,667.07	3,238.67	- 571.60		- 571.60
22 Principal's Office	151,952.00		151,952.00	117,610.80	34,341.20		34,341.20
23 Teaching	1,825,668.00	\$ 16,495.48	1,842,163.48	1,922,179.55	- 80,016.10	\$ 25.00	- 80,041.07
24 Textbooks	14,000.00		14,000.00	12,994.68	1,005.32		1,005.32
25 Library	47,840.00		47,840.00	49,212.87	- 1,372.87		- 1,372.87
26 Audio Visual	4,100.00		4,100.00	3,812.11	287.89		287.89
31 ATTENDANCE	100.00		100.00	100.00	— 0 —		— 0 —
32 Health	30,738.00		30,738.00	28,063.98	2,674.02		2,674.02
33 Transportation	315,760.00		315,760.00	266,096.16	48,663.84		49,663.84
34 Food Service	2.00		2.00	— 0 —	2.00		2.00
411 Custodial	162,619.00		162,619.00	159,635.66	2,983.34	400.00	2,583.34
412 Heating of Building	24,315.00		24,315.00	32,701.92	- 8,386.92		- 8,386.92
413 Utilities	169,974.00		169,974.00	131,517.06	38,456.94		38,456.94
421 Maintenance of Grounds	200.00		200.00	150.00	50.00		50.00
422 Maintenance of Building	82,382.00	337.00	82,719.00	62,189.61	20,529.39	6,656.00	13,873.39
423 Maintenance of Equipment	9,110.00		9,110.00	12,745.48	- 3,635.48		- 3,635.48
73 Acquisition of Equipment	5,033.00		5,033.00	5,522.82	- 489.82		- 489.82
74 Replacement of Equipment	— 0 —		— 0 —	— 0 —	— 0 —		— 0 —
<b>SPECIAL EDUCATION</b>							
922 Supv-TCH-Guid.	318,492.05		318,492.05	318,251.19	240.86	1,119.70	- 878.84
923 Transportation	61,471.80		61,471.80	87,007.08	- 25,535.30		- 25,535.30
929 Programs with Others	285,363.64		285,363.64	313,109.89	- 27,746.30		- 27,746.30
TOTALS	\$3,581,363.84	\$16,832.48	\$3,598,196.32	\$3,589,194.20	\$9,002.12	\$8,200.70	\$801.42
932 Vocational	39,000.00		39,000.00	39,000.00	— 0 —	— 0 —	— 0 —

Cash  
 Assessment Fiscal  
 Halifax  
 Kingston  
 Pembroke  
 Pictou  
 Pictou  
 Estimated Receipts  
 Deferred Teacher's  
 Surplus Revenue  
 Due from Common  
 Due from State and  
 Smoking Cessation  
 Federal Vocational  
 Due from Member  
 Halifax  
 Kingston  
 Pictou  
 Pictou  
 Total Assets  
 Warrants and Acc  
 Accrued Payroll  
 Payroll Deductions  
 Federal Income Tax  
 Medicare Tax  
 Pictou County  
 Mass. Teacher's  
 Union Dues  
 Amalgamated  
 Group Health Ins  
 Group Life Insur  
 Sales and Meals  
 Accrued Vacation  
 Deferred Revenue

# **SILVER LAKE REGIONAL SCHOOL DISTRICT** **BALANCE SHEET — JUNE 30, 1994** **GENERAL ACCOUNTS**

## **ASSETS**

Cash		\$ 2,323,996
Assessment Fiscal 1994		
Halifax	\$ 1,487,273	
Kingston	1,840,001	
Pembroke	3,389,199	
Plympton	<u>612,542</u>	7,329,015
Estimated Receipts to be Collected 1994		14,949,107
Deferred Teacher's Salaries		0
Surplus Revenue Appropriated for the 1994 Budget		0
Due from Commonwealth/MA Chpt 71		0
Due from State and Federal Government		
Smoking Cessation	43,543	
Perkins Vocational Education	<u>22,557</u>	66,100
Due from Member Towns — Shared Costs		
Halifax	12,872	
Kingston	17,709	
Pembroke	32,458	
Plympton	<u>3,140</u>	66,179
<b>Total Assets</b>		<b>\$24,734,397</b>

## **LIABILITIES & RESERVES**

Warrants and Accounts Payable		368,844
Accrued Payroll		134,254
Payroll Deductions		
Federal Income Tax	(9,536)	
Medicare Tax	3,267	
Plymouth County Retirement System	15,705	
Mass. Teacher's Retirement System	114,349	
Union Dues	(6,755)	
Annuities	3,032	
Group Health Insurance	141,315	
Group Life Insurance	5,863	
Sales and Meals Tax	<u>(932)</u>	266,308
Accrued Vacation Costs		141,000
Deferred Revenue		84,740

# LIABILITIES & RESERVES — (Continued)

Federal and State grants		
Chapter II	56	
Voc Ed Perkins	(4,751)	
ESEA Title II Math	1,218	
Palms State Math and Science	789	
Governor's Alliance Against Drugs	13,736	
Title I — Special Needs	1,433	
Title VI — Special Needs	91	
Equal Education Opportunity	184,336	
School Improvement	116	
Horace Mann	193	
Per Pupil Education	(67,367)	
Smoking Cessation	(934)	128,916
Revolving Funds		
School Lunch	266,039	
Drivers Education	18,817	
Evening School	3,178	
Summer School	727	
Athletic	63,187	
Vocational	29,622	
Lost Books	13,957	
Preschool Special Needs	(2,400)	
Emotional Disabled Special Needs	(9,939)	383,188
Due to Capital Projects Fund		16,598
Surplus Revenue		547,320
Reserved for Encumbrances		385,107
Appropriated Voted for 1994		14,949,107
Revenue Reserved Until Collected — Assessment 1994		7,329,015
<b>Total Liabilities and Reserves</b>		<b>\$24,734,397</b>

383,188  
16,598  
547,320  
385,107  
14,949,107  
7,329,015  
\$24,734,397

128,916

**SILVER LAKE REGIONAL SCHOOL DISTRICT  
STATEMENT OF DEBT  
1994 — 1995**

Purpose	Year of Issue	Year of Maturity	Amount Originally Issued	Amount Outstanding	1994-95 Principal Due	1994-95 Interest Due	Totals	Rate of Interest	Due Date for Principal
Sr. High Construction	1994-95	2004-05	\$2,000,000.00	\$2,000,000.00	\$0.00	\$87,571.00	\$87,571.00	4.7	06/30/2005

**SILVER LAKE REGIONAL SCHOOL DISTRICT  
SUMMARY OF GENERAL ACCOUNTS  
July 1, 1993 — June 30, 1994**

Account	Balance 7/1/93		Appropriations		Cash		Transfers		Balance 6/30/94	
	Dr.	Cr.	Dr.	Cr.	Dr.	Cr.	Dr.	Cr.	Dr.	Cr.
Cash	1,991,608			17,298,132	17,630,520				2,323,996	
Assessments FY 93										
Halifax	1,389,661				1,389,661				0	
Kingston	1,708,666				1,708,666				0	
Pembroke	3,154,384				3,154,384				0	
Plympton	593,329				593,329				0	
Assessments FY 94										
Halifax			1,487,273						1,487,273	
Kingston			1,840,001						1,840,001	
Pembroke			3,389,199						3,389,199	
Plympton			612,542						612,542	
Assessment Revenue 1993		6,846,040					6,846,040			
Assessment Revenue 1994				7,329,015						7,329,015
Payroll Deductions										
Federal Withholding					1,313,507	1,323,043			9,536	
State Taxes					576,038	576,038				0
Medicare Taxes					62,150	58,883				3,267
Plymouth Teacher's Union		9,702			92,949	86,946				15,705
Mass. Teacher's										
Retirement System		103,398			595,033	584,080				114,351
S/L Education Association		0			50,359	57,114			6,755	
Annuities		0			447,725	444,693				3,032
Credit Union		0			763,006	763,006				0
Kingston Ed. Association		0			728	728				0

**SILVER LAKE REGIONAL SCHOOL DISTRICT  
SUMMARY OF GENERAL ACCOUNTS — Continued  
July 1, 1993 — June 30, 1994**

Account	Balance 7/1/93		Appropriations		Cash		Transfers		Balance 6/30/94	
	Dr.	Cr.	Dr.	Cr.	Dr.	Cr.	Dr.	Cr.	Dr.	Cr.
Payroll Deductions — Continued										
Group Health Insurance		60,426			371,199	290,312				141,313
Group Life Insurance		2,518			19,957	16,612				5,863
Sales and Meals Tax	663				907	1,176			932	
Federal and State Grants										
Chapter II		253			3,082	3,279				56
Voc Ed Perkins		34,634			52,259	91,644			4,751	
ESEA Title II Math		3,870			4,914	7,566				1,218
Palm State Math and Science		39				750				789
Governor's Alliance										
Against Drugs		19,482			1,040	6,786				13,736
Title I — Special Needs		14,058			51,523	64,148				1,433
Title VI — Special Needs		15,817			307,774	323,500				91
Equal Education Opportunity		224,814				40,478				184,336
School Improvement		116								116
Horace Mann		193								193
Per Pupil Education		100,380				167,747			67,367	
Smoking Cessation					112,016	112,950			934	
Early Childhood					19,205	19,205				0
Revenue FY 93		6,846,040						6,846,040		0
Anticipation Loan					1,000,000	1,000,000				0

**SILVER LAKE REGIONAL SCHOOL DISTRICT**  
**SUMMARY OF GENERAL ACCOUNTS — Concluded**  
**July 1, 1993 — June 30, 1994**

Account	Balance 7/1/93		Appropriations		Cash		Transfers		Balance 6/30/94	
	Dr.	Cr.	Dr.	Cr.	Dr.	Cr.	Dr.	Cr.	Dr.	Cr.
Revolving Funds										
School Lunch		213,442			433,944	381,347				266,039
Drivers Education					9,410	(9,407)				18,817
Evening School					30,468	27,290				3,178
Summer School					6,730	6,003				727
Athletic		48,552			91,987	77,352				63,187
Vocational		38,227			61,616	70,221				29,622
Lost Books		13,957								13,957
Preschool Special Needs		9,806			112,414	124,620			2,400	
Emotional Disabled										
Special Needs	5,505				30,360	34,794			9,939	
Appropriations FY 93										
Revenue				13,035,009	13,035,009					
Appropriation Control										
FY 93		13,576,308	13,576,308							
Appropriation Control										
FY 94				14,949,107						14,949,107

# **SILVER LAKE REGIONAL SCHOOL DISTRICT CONSTRUCTION COSTS 1994-95 BUDGET**

## **Summary of Member Town Assessments**

Member Towns	Total 1994 Construction
Halifax	16,779.00
Kingston	23,110.00
Pembroke	40,528.00
Wilmington	<u>7,154.00</u>
	<b>\$87,571.00</b>

1994 Construction —  
Sr. High Construction — \$2,000,000.00

Principal Due	0.00
Interest Due	<u>87,571.00</u>
	<b>\$87,571.00</b>

Total Principal and Interest	87,571.00
Less Estimated State Aid	<u>0.00</u>
	<b>\$87,571.00</b>

Net Construction Assessment **\$87,571.00**

**SILVER LAKE REGIONAL SCHOOL DISTRICT  
FISCAL CLOSE-OUT  
JUNE 30, 1994**

	Original Appropriations	Adjustment	Total Available	Encumbrances Expenditures	Closed to Revenue	Balance June 30, 1994
School Committee	\$ 57,200.00	\$0.00	\$ 57,200.00	\$ 85,432.00	(\$28,232.00)	\$0.00
Superintendent's Office	473,517.00		473,517.00	476,577.00	(3,060.00)	
Supervision	438,799.00		438,799.00	429,407.00	9,392.00	
Principal's Office	490,761.00		490,761.00	502,691.00	(11,930.00)	
Teaching	7,202,500.00		7,202,500.00	7,318,163.00	(115,663.00)	
Textbooks	48,854.00		48,854.00	49,485.00	(631.00)	
Library	132,625.00		132,625.00	118,370.00	14,255.00	
Audio Visual	5,375.00		5,375.00	4,056.00	1,319.00	
Guidance	571,650.00		571,650.00	470,173.00	101,477.00	
Health	54,851.00		54,851.00	54,978.00	(127.00)	
Transportation	800,726.00		800,726.00	774,520.00	26,206.00	
Athletics	29,073.00		29,073.00	31,365.00	(2,292.00)	
Custodial	510,352.00		510,352.00	544,575.00	(34,223.00)	
Fuel	100,505.00		100,505.00	65,157.00	35,348.00	
Utilities	499,447.00		449,447.00	479,064.00	20,383.00	
Maintenance/Grounds	2,250.00		2,250.00	2,217.00	33.00	
Maintenance/Buildings	434,899.00		434,899.00	484,813.00	(49,914.00)	
Maintenance/Equipment	101,844.00		101,844.00	85,915.00	15,929.00	
Retirement	202,297.00		202,297.00	314,069.00	(111,772.00)	
Insurance	1,255,182.00		1,255,182.00	1,286,593.00	(31,411.00)	
Debt Services	100,000.00		100,000.00	8,137.00	91,863.00	
Acquisition/Equipment	106,335.00		106,335.00	61,871.00	44,464.00	
Replacement/Equipment	90,244.00		90,244.00	80,765.00	9,479.00	
Debt Retirement/Principal	575,000.00		575,000.00	575,000.00	0.00	
Debt Retirement/Interest	20,700.00		20,700.00	20,700.00	0.00	
Special Needs	644,121.00		644,121.00	593,844.00	50,277.00	
<b>TOTALS</b>	<b>\$14,949,107.00</b>	<b>\$0.00</b>	<b>\$14,949,107.00</b>	<b>\$14,917,937.00</b>	<b>\$31,170.00</b>	<b>\$0.00</b>

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## REPORT OF THE SILVER LAKE REGIONAL SCHOOL COMMITTEE

To the Citizens of the Silver Lake Regional School District:

The Silver Lake Regional School Committee continues its commitment to excellence in providing educational opportunities to the students of the Silver Lake Regional School District. Thanks to the cooperative efforts of the administrative, teaching and support staffs, parents, students and the general community, the Silver Lake Regional Junior and Senior High Schools have had another successful year. Students have, on many levels, achieved awards and recognition for academic and athletic achievements. All who contributed to the process, in addition to the parents and students themselves, should be congratulated.

The past year was the first year under the Comprehensive Education Reform Act. The Silver Lake Regional School Committee has been examining its changing role under the new laws. The Silver Lake Committee, as do all school committees, now concentrates on broader policy concerns. The direct operating control of the schools is primarily in the hands of the school administration. The Committee also acknowledges and thanks the School Councils from both the Junior and Senior High Schools for their contributions as well as their recommendations.

The Senior High School continues its commitment to the Renaissance Program which has been recognized as a model program. The Junior High School is now in its seventh year as a middle school and also is recognized as a model program. The Regional School Committee, in conjunction with the teachers and administrators, is working on developing innovative and more productive methods of delivery of educational services to the students. New proposals have already been implemented in terms of student discipline as well as more demanding graduation requirements. Proposals are now being reviewed which may restructure the school day for more efficient use of time and greater opportunities for learning. Many thanks are extended to the restructuring committee composed of the administration and many teachers.

The Silver Lake Regional School Committee gratefully acknowledges the approval by the Regional School District towns of the two million dollar bond for building, alterations and repairs. In the spring of 1994, Gayle Associates was chosen to oversee the project. The areas of greatest concern are the roofs of the three school buildings overseen by the Regional School Committee. Bids should be received by the end of 1994 and repairs are expected in the spring of 1995. Because long-standing problems could not be addressed over the course of many years due to fiscal constraints, the roofs will require significant major repairs.

Although the Silver Lake Regional School District Committee is grateful to the communities for approving the two million dollar bond issue, the

schools are experiencing considerable over-crowding. Future expansion, renovation and/or reconfiguration to both the Junior and Senior High Schools are anticipated over the upcoming years.

The Education Reform Act held high promise of more certain and increased state financial support of school projects and programs. We have hopes that the state funding mechanisms will provide more certain state financial support and earlier notification of the amount of state payments to be expected by the district. Over the last several years the Silver Lake Regional School District has had a long and drawn out budget process. In that one-half of the regional school budget is state funded, delays in providing the state aid figures until after the scheduled spring town meetings causes much difficulty in making budgetary choices and recommendations to the district towns. Our hope is that the Education Reform Act will, in the future, address this problem by providing state aid information in a more timely fashion.

The Silver Lake Regional School Committee meets regularly on the second Thursday of each month at the Junior High School, in Pembroke, and the fourth Monday of each month at the Senior High School, in Kingston. The meetings begin at 7:30 p.m. and public attendance, as well as comments, are encouraged and appreciated.

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**KINGSTON SCHOOL DEPARTMENT  
MEMBERSHIP  
October 1, 1994**

GRADE	K	SP	1	2	3	4	5	6	7	8	9	10	11	12	PG	TOTAL
Kingston Elementary	151		170	154	139	149	123	134								1,020
Secondary									126	120	106	98	95	110		655
GRAND TOTAL																1,675

# SILVER LAKE REGIONAL SCHOOL COMMITTEE BUDGET PROPOSAL 1994-1995

REGULAR DAY		1993-1994	1994-1995	%
		Budget	Proposal	INC/DCR
11	School Committee	\$ 57,200.00	\$ 59,500.00	4.0%
12	Superintendent's Office	494,152.00	534,768.00	8.2%
21	Supervision	390,868.00	444,308.00	13.7%
22	Principal's Office	507,332.00	523,292.00	3.1%
23	Teaching	7,188,300.00	7,790,193.00	8.4%
24	Textbooks	48,854.00	73,760.00	51.0%
25	Library	132,625.00	140,588.00	6.0%
26	Audio Visual	5,375.00	10,280.00	91.3%
27	Guidance	582,375.00	594,210.00	2.0%
32	Health	54,851.00	57,493.00	4.8%
33	Transportation	814,926.00	804,891.00	-1.2%
35	Athletics	29,073.00	26,240.00	-9.7%
411	Custodial	510,352.00	538,826.00	5.6%
412	Heating	100,505.00	118,832.00	18.2%
413	Utilities	99,447.00	491,341.00	-1.6%
421	Maintenance/Grounds	2,250.00	3,250.00	44.4%
422	Maintenance/Buildings	434,899.00	450,370.00	3.6%
423	Maintenance/Equipment	101,844.00	114,670.00	12.6%
51	Retirement	202,297.00	196,386.00	-2.9%
52	Insurance	1,255,182.00	1,363,908.00	8.7%
54	Debt Service	100,000.00	30,000.00	-70.0%
73	Acquisition/Equipment	106,335.00	38,721.00	-63.6%
74	Replacement/Equipment	90,244.00	79,384.00	-12.0%
Total Regular Day		\$13,709,286.00	\$14,485,211.00	5.7%
SPECIAL EDUCATION				
921	Supervision	\$ 75,948.00	\$ 82,411.00	8.5%
923	Teaching	549,095.00	583,618.00	6.3%
928	Psychological Services	7,900.00	8,939.00	13.2%
933	Transportation	111,178.00	11,513.00	3.0%
Total Special Education		\$ 644,121.00	\$ 686,481.00	6.6%
GRAND TOTAL		\$14,353,407.00	\$15,171,692.00	5.7%
Certified August 30, 1994				

## SILVER LAKE REGIONAL SCHOOL DISTRICT Proposed and Approved Amounts [PROPOSED #] [870 /3/1-3]

### BUDGET REPORT PROPOSED AND APPROVED FIGURES

Account Number	Account Title	1993 Budget	1993 Expended	1994 Budget	1995 Proposed Budget	1995 Proposed Increase/ Decrease	1995 Approved Budget	1995 Approved Increase/ Decrease
**Main & Oper L05								
*School Committee 110								
L05 000/1101-911-11 [0316] Salary, Assis		6500	6511.06	7500	10000	2500	10000	2500
L05 000/1101-911-20 [0334] Salary, Cleri		1500	1312.25	1500	1500	0	1500	0
L05 000/1101-911-46 [0112] Legal/Coning		39700	65440.91	43700	43700	0	43700	0
L05 000/1101-911-50 [0049] Supplies		2700	1097.94	2700	2700	0	2700	0
L05 000/1101-911-61 [0114] Lighthouse Du		100	0.00	100	100	0	100	0
L05 000/1101-911-63 [0113] Travel		100	0.00	100	100	0	100	0
L05 000/1101-911-69 [0116] Masc Conferen		400	0.00	800	600	-200	600	-200
L05 000/1101-911-70 [0109] Treasurer's B		800	1150.00	800	800	0	800	0
* Subsubtotal *		51800	75512.16	57200	59500	2300	59500	2300
* OFFICE OF THE SUPT. 120								
L05 000/1201-911-11 [0278] Administrativ		264633	197640.37	260849	265322	4473	265322	4473
L05 000/1201-911-21 [0297] Salary Cleric		150693	148395.93	148283	178997	30714	178997	30714
L05 000/1201-911-40 [0332] Contracted Se		23910	11969.44	23835	24232	397	24232	397
L05 000/1201-911-43 [0055] Printing & Ad		17000	5521.22	10000	10000	0	10000	0
L05 000/1201-911-50 [0011] Supplies (Off		18000	20899.46	18000	18000	0	18000	0
L05 000/1201-911-6D [0013] Postage		5200	5200.00	5200	5200	0	5200	0
L05 000/1201-911-6H [0032] In-District T		1250	1768.42	1250	1250	0	1250	0
L05 000/1201-911-6J [0040] In-State Trav		4200	2908.24	4200	4200	0	4200	0
L05 000/1201-911-6K [0043] Out-Of-State		1000	0.00	1000	1200	200	1200	200
L05 000/1201-911-80 [0066] Building & Eq		900	0.00	900	1400	500	1400	500
* Subsubtotal*/		486791	394303.08	473517	509801	36284	509801	36284

**SILVER LAKE REGIONAL SCHOOL DISTRICT Proposed and Approved Amounts [PROPOSED #F]  
[870 /3/1-3]**

**BUDGET REPORT  
PROPOSED AND APPROVED FIGURES**

Account Number	Account Title	1993 Budget	1993 Expended	1994 Budget	1995 Proposed Budget	1995 Proposed Increase/ Decrease	1995 Approved Budget	1995 Approved Increase/ Decrease
<b>* UTIL/SUPER'S OFF. 124</b>								
L05 000/1240-611-00 Electricity		6368	22048.00	6368	6495	127	6495	127
L05 000/1241-611-00 Heat		1234	100.00	1234	1259	25	1259	25
L05 000/1242-611-00 Water		120	190.00	120	122	2	122	2
L05 000/1243-611-00 Telephone		8913	9823.40	8913	9091	178	9091	178
L05 000/1244-611-00 Custodial Supplies		500	362.37	500	500	0	500	0
L05 000/1245-611-00 Building Maint.		3500	207.43	3500	7500	4000	7500	4000
* Subtotal *		20635	32731.20	20635	24967	4332	24967	4332
<b>* SUPERVISION SERV. 210</b>								
L05 000/2101-221-10 [0295] Salary, Coordi		152130	147766.00	152380	161712	9332	161712	9332
L05 000/2101-221-20 Salary Clerical		0	0.00	0	12031	12031	12031	12031
L05 000/2101-221-60 [0048] Travel		3000	3379.60	3000	3000	0	3000	0
L05 000/2101-331-10 [0326] Salary, Coordi		152130	147765.00	152380	161712	9332	161712	9332
L05 000/2101-331-20 Salary, Clerical		0	0.00	0	18250	18250	18250	18250
L05 000/2101-331-60 [0078] Travel		3000	2283.36	3000	3000	0	3000	0
L05 000/2101-333-10 [0333] Salary, Directo		54298	52743.00	54398	57657	3259	57657	3259
L05 000/2101-333-20 [0012] Salary, Cleri		23692	22873.76	23710	24946	1236	24946	1236
L05 000/2101-333-50 [0067] Supplies & Ma		2000	2034.24	2000	2000	0	2000	0
* Subtotal *		390250	378845.96	390868	444308	53440	444308	53440
<b>* PRINCIPAL'S OFFICE 220</b>								
L05 000/2201-221-10 [0258] Salary, Princ		171949	136269.07	167347	178579	11232	178579	11232
L05 000/2201-221-20 [0275] Salary, Cleri		46757	45103.76	46766	49209	2443	49209	2443
L05 000/2201-221-50 [0329] Office Suppli		11050	9406.57	11050	12150	1100	12150	1100
L05 000/2201-331-10 [0286] Salary, Principi		175600	173490.67	176929	188596	11667	188596	11667
L05 000/2201-331-20 [0308] Salary, Cleric		46607	43879.83	63178	49209	-13969	49209	-13969

**SILVER LAKE REGIONAL SCHOOL DISTRICT Proposed and Approved Amounts [PROPOSED #F]  
[870 /3/1-3]**

**BUDGET REPORT  
PROPOSED AND APPROVED FIGURES**

Account Number	Account Title	1993 Budget	1993 Expended	1994 Budget	1995 Proposed Budget	1995 Proposed Increase/ Decrease	1995 Approved Budget	1995 Approved Increase/ Decrease
L05 000/2201-331-40 [0003] Contracted Sc		8052	4177.92	7977	8289	312	8289	312
L05 000/2201-331-50 [0021] Office Suppli		24105	23383.21	24700	26070	1370	26070	1370
L05 000/2201-331-6A [0038] Dues		2840	3097.00	2840	2840	0	2840	0
L05 000/2201-331-6L [0050] Graduation		6195	8007.37	6195	8000	1805	8000	1805
L05 000/2201-333-6L [0057] Graduation		350	0.00	350	350	0	350	0
* Subtotal *		493505	446815.40	507332	523292	15960	523292	15960
<b>* INSTRUCT SERVICES 230</b>								
L05 000/2301-221-10 [0219] Salaries, Teac		2842594	3021473.00	3302270	3638782	336512	36387932	336512
L05 000/2301-221-11 Salary, Aides		0	0.00	24746	23949	-797	23949	-797
L05 000/2301-221-13 [0222] Substitutes		39000	15226.45	39000	40600	1600	40600	1600
L05 000/2301-221-30 Salary, In School Su		0	0.00	15894	18305	2411	18305	2411
L05 000/2301-221-50 [0294] Supplies & Ma		60881	61069.21	98150	94050	-4100	94050	-4100
L05 000/2301-221-5F Professional Develop		0	0.00	0	10000	10000	10000	10000
L05 000/2301-221-6F [10531] Course Reimbu		10500	12705.50	20500	10500	-10000	10500	-10000
L05 000/2301-331-10 A0249] Salaries, Teac		2722966	2611630.91	2716156	2911079	194923	2911079	194923
L05 000/2301-331-11 Salary, Aides		0	0.00	29238	30400	1162	30400	1162
L05 000/2301-331-13 [0252] Substitutes		39294	52639.90	39000	40600	1600	40600	1600
L05 000/2301-331-30 [0267] Salary, In-Sch		17418	17117.05	17418	18305	887	18305	887
L05 000/2301-331-50 [0320] Supplies & Ma		77047	55193.38	81160	86499	5329	86499	5329
L05 000/2301-331-5F Professional Develop		0	0.00	0	10000	10000	10000	10000
L05 000/2301-331-6F [0261] Course Reimbu		10500	12495.00	10500	10500	0	10500	0
L05 000/2301-333-10 [68655] Salary, Teach		678766	590447.00	759885	800956	41071	800956	41071
L05 000/2301-333-40 [0307] Contracted Se		20604	15528.97	20453	21078	625	21078	625
L05 000/2301-333-50 [0325] Supplies & Ma		27930	25050.73	27430	23890	-3540	23890	-3540
L05 000/2301-333-5F Professional Develop		0	0.00	0	0	0	0	0
L05 000/2301-333-6F [00266] Course Reimbu		700	0.00	700	700	0	700	0
* Subtotal *		6548200	6490577.16	7202500	7790193	587693	7790193	587693

**SILVER LAKE REGIONAL SCHOOL DISTRICT Proposed and Approved Amounts [PROPOSED #F]  
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**BUDGET REPORT  
PROPOSED AND APPROVED FIGURES**

Account Number	Account Title	1993 Budget	1993 Expended	1994 Budget	1995 Proposed Budget	1995 Proposed Increase/ Decrease	1995 Approved Budget	1995 Approved Increase/ Decrease
<b>RAMS 240</b>								
L05 000/2401-221-5A [0251] Textbooks		14600	8284.90	19141	47968	28827	47968	28827
L05 000/2401-331-5A [0281] Textbooks		15549	17991.44	23003	22292	-711	22292	-711
L05 000/2401-333-5A [0290] Textbooks		3250	3299.06	6710	3500	-3210	3500	-3210
*Subtotal *		33399	29577.40	48854	73760	24906	73760	24906
<b>* LIBRARY SERVICES 250</b>								
L05 000/2501-221-17 [0141] Salary, Librar		45123	44409.00	45123	47419	2296	47419	2296
L05 000/2501-221-50 [0213] Supplies & Ma		10193	9997.41	20193	22350	2157	22350	2157
L05 000/2501-331-17 [0171] Salary, Libra		45535	44809.00	45535	47819	2284	47819	2284
L05 000/2501-331-50 [0243] Supplies & Ma		10625	10433.16	21774	23000	1226	23000	1225
*Subtotal *		111476	109648.57	132625	140588	7963	140588	7963
<b>* AUDIOVISUAL PROGMS 260</b>								
L05 000/2601-221-54 [0174] Supplies & Fi		1875	422.00	1875	2250	375	2250	375
L05 000/2601-331-54 [0204] Supplies & Fi		1875	1833.94	3000	4000	1000	4000	1000
L05 000/2601-333-50 [0210] Supplies & Fi		500	495.00	500	4030	3530	4030	3530
*Subtotal *		4250	2750.94	5375	10280	4905	10280	4905
<b>* GUIDANCE SERVICES 270</b>								
L05 000/2701-221-18 [0092] Salary, Direct		167913	163212.50	211340	233749	22409	233749	22409
L05 000/2701-221-20 [0110] Salary, Cleric		23197	22401.00	23197	22542	-655	22542	-655
L05 000/2701-221-50 [0164] Supplies & Ma		3263	3191.57	3635	5709	2074	5709	2074
L05 000/2701-331-18 [0122] Salary, Direct		212899	217648.04	301180	301209	29	301209	29
L05 000/2701-331-21 [0139] Salary, Cleri		23047	22230.00	33772	23283	-10489	23283	-10489
L05 000/2701-331-50 [0176] Contracted Se		0	0.00	0	0	0	0	0
L05 000/2701-331-50 [0193] Supplies & Ma		10800	8983.81	9251	7718	-1533	7718	-1533
*Subtotal *		441119	437666.92	562375	591210	14835	591210	14835

**SILVER LAKE REGIONAL SCHOOL DISTRICT Proposed and Approved Amounts [PROPOSED #F]  
[870/3/1-3]**

**BUDGET REPORT  
PROPOSED AND APPROVED FIGURES**

Account Number	Account Title	1993 Budget	1993 Expended	1994 Budget	1995 Proposed Budget	1995 Proposed Increase/ Decrease	1995 Approved Budget	1995 Approved Increase/ Decrease
<b>*HEALTH SERVICES 320</b>								
L05 000/3201-221-10 [0207] Salary, Nurse		23975	23906.00	24005	25226	1221	25226	1221
L05 000/3201-221-40 [0259] Contracted Se		2506	2526.00	2526	2628	102	2628	102
L05 000/3201-221-50 [0279] Supplies & Ma		750	741.69	750	750	0	750	0
L05 000/3201-331-10 [0237] Salary, Nurse		24005	23906.00	24005	25226	1221	25226	1221
L05 000/3201-331-40 [0289] Contracted Se		2900	3088.30	2815	2913	98	2913	98
L05 000/3201-331-50 [0310] Supplies & Ma		750	340.93	750	750	0	750	0
*Subtotal *		54886	54508.92	54851	57493	2642	57493	2642
<b>*PUPIL TRANS. 330</b>								
L05 000/3301-331-48 [0124] Transportatio		2517	2158.00	2517	6087	3570	6087	3570
L05 000/3301-331-4A [0129] Transportation		1000	475.00	1000	1500	500	1500	500
L05 000/3301-331-4B [0086] Salary, Non-P		0	0.00	0	0	0	0	0
L05 000/3301-333-4C [0131] Transportation		7304	7000.00	7742	14940	7198	14940	7198
*Subtotal *		10821	9633.00	11259	22527	11268	22527	11268
<b>* TRANSPORTATION 331</b>								
L05 000/3311-221-49 Transportation		362650	356041.35	387525	384705	-2820	384705	-2820
L05 000/3311-331-49 [0294] Base Contract		362650	350069.00	387525	384705	-2820	384705	-2820
*Subtotal *		725300	706110.35	775050	769410	-5640	769410	-5640
<b>* TRANS/PRIVATE SCH. 337</b>								
L05 000/3371-221-49 [0093] Transportation		9348	9471.07	9830	6477	-3353	6477	-3353
L05 000/3371-331-49 [0123] Transportation		4512	4431.98	4587	5477	1890	6477	1890
*Subtotal *		13861	13903.05	14417	12954	-1463	12954	-1463

**SILVER LAKE REGIONAL SCHOOL DISTRICT Proposed and Approved Amounts [PROPOSED #F]  
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**BUDGET REPORT  
PROPOSED AND APPROVED FIGURES**

Account Number	Account Title	1993 Budget	1993 Expended	1994 Budget	1995 Proposed Budget	1995 Proposed Increase/ Decrease	1995 Approved Budget	1995 Approved Increase/ Decrease
<b>* ATHLETIC SERVICES 351</b>								
L05 000/3511-221-19 [0119] Salary, Intram		0	6469.00	0	0	0	0	0
L05 000/3511-331-40 [0203] Athletics & C		13093	13081.50	17593	11916	-5677	11916	-5677
L05 000/3511-331-50 [0230] Supplies & Ma		10615	10608.90	10615	13459	2844	13459	2844
L05 000/3511-331-60 [0239] Other Expense		865	846.00	865	865	0	865	0
* Subsubtotal *		24573	31005.40	29073	26240	-2833	26240	-2833
<b>* PLANT OPER/MAINT. 400</b>								
L05 000/4001-911-68		0	0.00	0	0	0	0	0
* Subsubtotal *		0	0.00	0	0	0	0	0
<b>* CUSTODIAL SERVICES 411</b>								
L05 000/4111-221-31 [0273] Salary, Custod		160965	167460.48	161166	169560	8394	169560	8394
L05 000/4111-221-35 [0223] Salary, Superv		17768	17250.00	17768	19350	1582	19350	1582
L05 000/4111-221-50 [0296] Supplies & Ma		6388	7352.95	6388	7000	612	7000	612
L05 000/4111-331-31 [0293] Salaries, Cust		297816	305301.25	297678	313566	15888	313566	15888
L05 000/4111-331-35 [0265] Salary, Superv		17768	17250.00	17768	19350	1582	19350	1582
L05 000/4111-331-50 [0327] Supplies & Ma		9584	9618.28	9584	10000	416	10000	416
* Subsubtotal *		510289	524232.96	510352	538826	28474	538826	28474
<b>* HEATING OF BUILDGS 412</b>								
L05 000/4121-221-66 [0006] Fuel Oil & Ut		6177	1048.07	0	-30000	30000	30000	30000
L05 000/4121-331-66 [0035] Fuel Oil		90455	74260.17	90455	78782	-11673	78782	-11673
L05 000/4121-333-66 [0042] Fuel Oil		10050	0.00	10050	10050	0	10050	0
* Subsubtotal *		106682	75308.24	100505	118832	18327	118832	18327

**SILVER LAKE REGIONAL SCHOOL DISTRICT Proposed and Approved Amounts [PROPOSED #F]  
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**BUDGET REPORT  
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Account Number	Account Title	1993 Budget	1993 Expended	1994 Budget	1995 Proposed Budget	1995 Proposed Increase/ Decrease	1995 Approved Budget	1995 Approved Increase/ Decrease
<b>* UTILITY SERVICES 413</b>								
L05 000/4131-221-64 [0041] Water		2011	2822.20	1600	2936	1336	2936	1336
L05 000/4131-221-65 [0036] Electricity		284554	243659.11	270549	253502	-17047	253502	-17047
L05 000/4131-221-67 [0039] Gas		19400	18958.87	19400	20113	713	20113	713
L05 000/4131-221-68 [0045] Telephone		15133	19695.51	14133	20491	6358	20491	6358
L05 000/4131-331-64 [0071] Water		2655	5163.85	2655	5373	2718	5373	2718
L05 000/4131-331-65 [0064] Electricity		129636	106520.78	129636	130065	429	130065	429
L05 000/4131-331-67 [0068] Gas		4000	4218.06	4000	4649	649	4649	649
L05 000/4131-331-68 [0075] Telephone		39070	33605.47	39070	34963	-4107	34963	-4107
L05 000/4131-333-65 14404. Electricity		14404	0.00	14404	14404	0	14404	0
L05 000/4131-333-68 [0080] Telephone		4000	4750.21	4000	4845	845	4845	845
* Subsubtotal *		514863	439394.06	499447	491341	-8106	491341	-8106
<b>* MAINTENANCE OF GRNDS. 421</b>								
L05 000/4211-221-50 [0284] Supplies & Ma		500	0.00	750	750	0	750	0
L05 000/4211-331-50 [0288] Supplies & Ma		1500	1782.87	1500	2500	1000	2500	1000
* Subsubtotal *		2000	1782.87	2250	3250	1000	3250	1000
<b>* MAINTENANCE 422</b>								
L05 000/4221-221-40 [0269] Contracted Se		116714	89300.21	122908	83808	-39100	83808	-39100
L05 000/4221-221-50 [0287] Supplies & Ma		4323	2426.53	4323	4323	0	4323	0
L05 000/4221-331-40 [0298] Contracted Se		175442	133151.84	290125	344696	54571	344696	54571
L05 000/4221-331-50 [0317] Supplies & Ma		8010	16172.02	8010	8010	0	8010	0
L05 000/4221-333-40 [0304] Contracted Se		5533	2932.16	5533	5533	0	5533	0
L05 000/4221-333-50 [0322] Supplies & Ma		4000	3772.86	4000	4000	0	4000	0
* Subsubtotal *		314022	247755.62	434899	450370	15471	450370	15471

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**BUDGET REPORT  
PROPOSED AND APPROVED FIGURES**

Account Number	Account Title	1993 Budget	1993 Expended	1994 Budget	1995 Proposed Budget	1995 Proposed Increase/ Decrease	1995 Approved Budget	1995 Approved Increase/ Decrease
* MAINTENANCE OF EQUIP 423								
L05 000/4231-221-40 [0299] Contracted Se		22922	12887.45	25522	27440	1918	27440	1918
L05 000/4231-331-4M [0330] Maintenance, E		50327	29094.52	50492	49400	-1092	49400	-1092
L05 000/4231-333-4F [0336] Maintenance, E		22330	17388.05	22330	34330	12000	34330	12000
L05 000/4231-333-50 [0015] Supplies & Ma		3500	5538.13	3500	3500	0	3500	0
* Subsubtotal *		99079	64908.15	101844	114670	12826	114670	12826
* EMPLOYEE BENEFIT PRG. 510								
L05 000/5101-000 WP Plymouth County Asse		146757	146757.00	202297	196386	-5911	196386	-5911
* Subsubtotal *		146757	146757.00	202297	196386	-5911	196386	-5911
* INSURANCE SERVICES 520								
L05 000/5201-331-6Z [0225] Gen Health/Li		1145683	1088656.92	1255182	1363908	108726	1363908	108726
* Subsubtotal *		1145683	1088656.92	1255182	1363908	108726	1363908	108726
* DEBT SERV. CUR. LOAN 540								
L05 000/5401-331-70 [0147] Anticipation		100000	10126.94	100000	30000	-70000	30000	-70000
* Subsubtotal *		100000	10126.94	100000	30000	-70000	30000	-70000
* ACQUIS/IMPRVMT EQP. 730								
L05 000/7301-221-80 [0090] Acquisition, E		0	0.00	34720	7715	-27005	7715	-27005
L05 000/7301-331-80 [01203] Acquisition, E		0	0.00	71615	27606	-44009	27606	-44009
L05 000/7301-333-80 [0125] Acquisition, E		0	0.00	0	3400	3400	3400	3400
* Subsubtotal *		0	0.00	106335	38721	-67614	38721	-6761

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**BUDGET REPORT  
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Account Number	Account Title	1993 Budget	1993 Expended	1994 Budget	1995 Proposed Budget	1995 Proposed Increase/ Decrease	1995 Approved Budget	1995 Approved Increase/ Decrease
* REPLCMT OF EQUIPMT. 740								
L05 000/7401-221-80 [0051] Replacement, E		0	0.00	37760	28669	-9091	28669	-9091
L05 000/7401-331-80 [0081] Replacement, E		12210	26801.96	33856	42715	8859	42715	8859
L05 000/7401-333-80 [0087] Replacement, E		7000	9947.95	18628	8000	-10628	8000	-10628
* Subsubtotal *		19210	36749.91	90244	79384	-10860	79384	-10860
* SP ED SUPERVISION 921								
L05 002/9212-212-11 [0195] Salary, Admini		27711	26392.00	27184	29640	2456	29640	2456
L05 002/9212-213-11 [0197] Salary, Admini		27711	26392.00	27184	29640	2456	29640	2456
L05 002/9212-222-20 [0224] Salary, Cleric		10105	6822.90	9915	10441	526	10441	526
L05 002/9212-223-20 [0228] Salary, Cleric		10105	13007.40	9915	10440	525	10440	525
L05 002/9212-552-50 [0314] Supplies		500	344.40	500	1000	500	1000	500
L05 002/9212-553-50 [0319] Supplies, Sped		500	221.30	500	500	0	500	0
L05 002/9212-662-63 [0008] Travel		375	124.40	375	375	0	375	0
L05 002/9212-663-63 [0007] Travel		375	0.00	375	375	0	375	0
* Subsubtotal *		77383	71304.40	75948	82411	6463	82411	6463
* SP ED TEACHING 923								
L05 002/9232-912-10 [0254] Salary, Teache		180742	181115.51	226294	229116	2822	229116	2822
L05 002/9232-912-20 Salaries, Tutors		0	0.00	0	9000	9000	9000	9000
L05 002/9232-913-10 [0256] Salary, Teache		289698	265110.53	322801	336502	13701	336502	13701
L05 002/9232-913-20 Salaries, Tutors		0	0.00	0	9000	9000	9000	9000
* Subsubtotal *		470440	446526.04	549095	583616	34523	583518	34523

**SILVER LAKE REGIONAL SCHOOL DISTRICT Proposed and Approved Amounts [PROPOSED #F]  
[870 /3/1-3]**

**BUDGET REPORT  
PROPOSED AND APPROVED FIGURES**

Account Number	Account Title	1993 Budget	1993 Expended	1994 Budget	1995 Proposed Budget	1995 Proposed Increase/ Decrease	1995 Approved Budget	1995 Approved Increase/ Decrease
* SP ED PSYCH SRVCS. 928								
L05 0029282-242-4T 44] Psych-Contracted		4000	4799.54	3500	5039	1539	5039	1539
L05 0029282-258-50 [0185] Supplies & Ma		300	109.61	300	300	0	300	0
L05 0029282-342-4T [0157] Psych-Contrac		4000	770.00	3500	3000	-500	3000	-500
L05 0029282-358-50 [0188] Supplies & Ma		600	347.50	600	600	0	600	0
* Subsubtotal*		8900	6026.65	7900	8939	1039	8939	1039
* SP ED TRANSPRTN. 933								
L05 0029332-242-4T [0306] Transportation		8262	13499.05	7047	7258	211	7258	211
L05 0029332-343-4T [0309] Transportation		5346	2129.50	4131	4255	124	4255	124
* Subsubtotal*		13608	15628.55	11178	11513	335	11513	335
** Subtotal **		12939782	12390747.82	14353407	15171692	818285	15171692	818285
*** Total ***		12939782	12390747.82	14353407	15171692	818285	15171692	818285

**Silver Lake Regional High School  
Replacement of Equipment  
1994-1995**

Administration	Classroom desks	\$14,040.00
AV	2 LCD Data Display Panel	3,300.00
	1 Projection Screen 96" x 96"	550.00
	2 Sharp 4-head Video Recorders	625.00
	1 Cam-corder, 12x1 Zoom	2,300.00
	1 Portable Battery Powered Camera light	195.00
	6 Adjustable Height AV Tables	1,300.00
	6 Wall-Mounted Projection Screens	750.00
Administration	3 Teacher Desks	1,086.00
	15 Computers	13,500.00
Administration	Printer	2,569.00
	3 Office Center/Desks, etc.	2,500.00
<b>Total</b>		<b>\$42,715.00</b>

**Silver Lake Regional High School  
Acquisition of Equipment  
1994-1995**

Math	2 Projection Connectors	\$ 1,100.00
Science	6 Electronic Balances	1,200.00
	6 Stereoscopes	5,400.00
Library	Mac Computer/Printer	2,500.00
	1 Briggs & Stratton Small Engine Tool Set	200.00
	1 Mechanics Tool Set/Box	400.00
Audio Visual	1 Satellite Receive System	3,800.00
	1 RF Modulator	1,500.00
	1 LCD Video Projector	3,200.00
	1 Laser Disk Player	900.00
	2 LCD Data Display Panel	3,810.00
	1 Roll Laminator	950.00
	6 Adjustable Height AV Tables	1,300.00
	1 Classroom CD Sound System	410.00
	Apple Scanner (BW/Color)	936.00
<b>Total</b>		<b>\$27,606.00</b>

**Silver Lake Regional High School  
Special Projects  
1994-1995**

Convert 4 Science Classrooms for Water, Electrical Fitting	\$ 25,000.00
Renovate Boys' Locker Room	187,000.00
Remove and Replace Underground Oil Tanks	<u>60,000.00</u>
<b>Total</b>	<b>\$272,000.00</b>

**Silver Lake Regional Junior High School  
Replacement of Equipment  
1994-1995**

Administration	60 Classroom Desks	\$ 9,360.00
AV	3 VCR Players	780.00
Administration	15 Macintosh Computers	13,500.00
	Printer	2,569.00
Maintenance	1 Wide-Area Vacuum	2,000.00
	Upright Vacuum	<u>460.00</u>
<b>Total</b>		<b>\$28,669.00</b>

**Silver Lake Regional Junior High School  
Acquisition of Equipment  
1994-1995**

Administration	OHP Computer Proj	\$5,225.00
Library	4 CD Rom Carts	660.00
Administration	15 4x8 Tables	<u>1,830.00</u>
<b>Total</b>		<b>\$7,715.00</b>

**Silver Lake Junior High School  
Special Projects  
1994-1995**

Remove and Place Oil Tanks at Interim Site	\$12,000.00
Replace Student Lockers	<u>19,800.00</u>
<b>Total</b>	<b>\$31,800.00</b>

**Silver Lake Regional High School  
Vocational Replacement of Equipment  
1994-1995**

Steamer Unit — Culinary Arts	<u>\$8,000.00</u>
<b>Total</b>	<b>\$8,000.00</b>

**Silver Lake Regional High School  
Vocational Acquisition of Equipment  
1994-1995**

Computer System for Parts Training in Auto Mechanics	\$1,300.00
Eye Wash Stations Cabinetry, Conservation, Culinary @ \$700 Each	<u>\$2,100.00</u>
<b>Total</b>	<b>\$3,400.00</b>

# **SILVER LAKE REGIONAL HIGH SCHOOL CLASS OF 1994 GRADUATES**

Jesse Michael Andreson  
Roland Joseph Andrews  
Robert Paul Armstrong  
William Carlton Armstrong  
Terence Michael Brems  
Jeffrey Thomas Brown  
Karen Marie Burns  
Thomas William Carreiro  
Jason Michael Case  
Scott Christopher Chase  
Danielle Michelle Chasse  
Daniel Anthony Contrino  
Christopher Kieth Davis  
Nicole Mary DelVecchio  
Tammy Joy Drew  
Dean Alan Edson  
Brian George Ellis  
Peter Aaron Fairweather  
Christina Marie Fernandes  
Michael George Feroli  
Peter Joseph Fossetti  
Clinton Paul Fowler  
John Patrick Fuller  
Kenneth Nelson Genthner  
Christopher Bruce Glover  
Tarra Marie Gonsalves  
Jaime Lea Goonan  
Robert Jason Gregory  
Leesha Autumn Haley  
Christopher Daniel Harkins  
Geoffrey Robert Harvey  
Jill Elizabeth Heaman  
Michael Johnson Hession  
Laila Nelly Kafrawy  
Mark Ethan Kearns  
Shane Michael Kent  
Julie Noelle Lansing  
Kristen Danielle Leary

David Ira Maglathlin  
Amy Zoe Manzelli  
Jamie Paul Mason  
Stephen James McAuliffe  
Megan Marie McBride  
Anthony Rudolph McGahan  
Kerry Marie McGahan  
Sierra Dawn McGregor  
Andrew Joseph Morris  
Ethan McAdams Mueller  
Geoffrey Michael Munday  
Daniel Benjamin Murphy  
Steven Vincent Neri  
Shannon Janice Nichols  
Gregory Victor Nikiforow  
James Matthew O'Brien  
Patrick Wayne Perkins  
Eric Craig Pierce  
Gordon Allen Pratt, Jr.  
Janice Anne Pringle  
Jeffrey Linwood Raymond  
Wayne Jay Sarantopoulos  
Emily Jane Smith  
Gordon Bartlett Smith  
Daniel James St. Croix  
Elena Talavera  
Heather Catherine Thorne  
Nicole Marie Tuberosa  
Kara Elizabeth Vacchino  
Amy Leigh Vantangoli  
John George Varitimos  
Michael John Veracka  
Stephen Michael Vetra  
Kara Joann Vinal  
Deborah Ann Loring Wall  
Andrew Robert Weidner  
Glenn Alan Wrightington  
Corinne Beverly Wynott

# **SILVER LAKE REGIONAL JUNIOR HIGH SCHOOL SIDNEY RUSSELL, PRINCIPAL HIGHLIGHTS**

As Silver Lake Regional Junior High School continues its evolution into a middle school of excellence, its journey is characterized by careful examination of existing practices, focused investigation of potential changes, and an eagerness to learn all we can about middle school practices and programs. This year's theme of Expect Excellence is the lens through which we are viewing new ideas as well as those dignified by long standing practice. A true middle school is, by deliberate design, responsive to the unique needs of young adolescents. It is a community of learning which maximizes the energy, enthusiasm and eagerness of early teens. As we continue to identify and define what works best for this age, we remain committed to preparing students for the twenty-first century. We accept the challenge of readying young people for a world of work which will call on their ability to demonstrate mastery in technology, communication, collaboration, and problem solving. A walk through our hallways and visits to our classrooms reveal an increased emphasis on inquiry based instruction. One shining example is the newly initiated Interactive Mathematics Program (IMP). Each day, teams of ninth grade students work to solve a variety of mathematical problems using critical and creative thinking in a setting which is based on discovery and shared solutions. Other examples of hands-on learning exist throughout the school across all disciplines. Science classes are expanding their scope as more and more teachers are providing outdoor experiential learning opportunities for students and using problem-based instruction. Ninth grade history students are grouped into research teams as they conduct highly sophisticated archeological digs around the school's campus. Technology classes celebrated ninety years of flight through designing and launching hundreds of original bi-planes modeled after the Wright flyer. English teachers continue to progress in their implementation of process writing techniques and exploring a language arts approach to reading, writing, and communicating. Specifically, students now have the opportunity to publish their work in Visions, the newly founded school literary magazine. All of these efforts are supported by the school's strong commitment to instructional technology. Throughout the school, students and teachers are becoming increasingly aware of and comfortable with the opportunities provided by computers, CD ROM laser disc, interactive video, and a vast networking system that links Silver Lake to a vast knowledge base world wide. This year, students and teachers are working with our new multi media full motion video equipped computer. The initial feedback is excellent as we continue to discover the seemingly unlimited capacity of such technology. Our newly equipped in house television studio has become the production site of Good Morning Silver Lake, a student produced news show broadcast throughout the school each week. Guided by the work of our K-12 Technology Task

Force and encouraged by the talents and expertise of our library/media staff, the variety and frequency of technology application continues to soar. There has been a vast increase in the number of students and staff who are availing themselves of current methods of accessing information in this age of ever expanding knowledge base.

Instructional growth abounds in many other areas, as this year has seen an expansion of interdisciplinary work, increased application of cooperative learning and student centered instruction as well as significant expansion in our exploration of inclusion practices. Guiding our growth is a project called Middle School Magic. Last summer, fifteen teachers and members of the administrative team formed a committee called Middle School Magic. This group identified ten issues central to middle school growth and presented them to the faculty for discussion. Now, each member of our staff is on a research team dedicated to one of those ten areas. The charge of each team is to investigate its topic while assessing its place in our middle school program. The work of Middle School Magic is unified under the umbrella of Core Values. Staff, parents, and students are in the process of identifying Core Values. By definition, a core value is a set of beliefs and principles that drive the decisions in a school, permeate its programs and policies, and are visible in all arenas of school life. Once these core values have been identified and agreed upon, they become the benchmark for the potential implementation of ideas generated from Middle School Magic research. Core values provide the beacons for change as well as the guideposts with which to assess the viability and compatibility of existing practices.

We continue to Expect Excellence from our students, and we are continually amazed by their talents, accomplishments and dedication to personal as well as school-wide excellence. Students excel in visual and performing arts, technology, math, and science, humanities, foreign languages, and athletics. The Leadership Team and Student Council continue to provide the school community with models of student excellence, while the membership in our many extra curricular organizations continues to grow! Students at SLRJHS are involved, contributive and caring young people. We have come to expect and receive excellence from our parents. The many contributions of this cadre of extremely capable volunteers enable us to provide increased opportunities for our students. Thanks to the many and varied contributions of our parent workers, we are able to maintain the energized pace of middle school life!

Our journey towards increased level of excellence is punctuated by the joy of discovery. As we learn more about middle school programs, we learn more about our strengths and areas in need of growth. This has been a year of focused and highly productive exploration and reflection. Now, nine years into our transition from a junior high, we are, in fact, growing up! As we mature, we do so with the optimism that comes with investigative exploration as well as the confidence that comes with documented success.

## REGIONAL HIGH SCHOOL JOHN F. McEWAN, PRINCIPAL HIGHLIGHTS

Silver Lake Regional High School had another successful year for our students and teachers throughout 1994. Students in our three grades continued to pursue a wide variety of courses and programs as they continued to work towards the next big steps in their futures. Whether they were to choose college, the military, a technical program, or other work, they had a good foundation on which to build.

Involvement in the community continued to grow. Beyond our Golden Agers Program at Evanswood we now have other programs with our students working in Alzheimer's units and with pre-school activities. We expect this involvement to increase even more with our new graduation requirement of community service. Even our discipline program is involved with community service in all four towns as a productive alternative to "staying after school."

Once again, students volunteered to paint our building on Good Friday. One hundred thirty-five students did a great job painting hallways and lavs. They also completed some beautiful murals in the halls. Their commitment and effort reflect their pride in their school.

Our art and music students continue to do very well in competitions in the state and across the country. Our speech program once again had representation at a number of national contests this past year. We also have a new drama director and a revitalized drama club and a new theater and speech course. The arts are alive and well at Silver Lakes! In fact, we have also added a Fine Arts graduation requirement for our students this year.

Our traditional Senior Awards Nights was held on May 31, 1994. Thousands of dollars in the form of scholarships and gifts were awarded by numerous school and community organizations that night. Our Underclassmen Awards Night was held on June 20. It was a great night to celebrate many of our students. Teachers and administrators were pleased to give out awards for academic excellence, effort, service, and leadership.

Once again, Graduation on June 4 was the highlight of the year. A beautiful and memorable day with speeches and pomp and circumstance set the tone for the accomplishments of the Class of 1994. They have gone on to further education and work and set a very high standard for classes to follow.

Improvements on our building have accomplished throughout 1994. Many of our leaking roofs have been addressed and work has been done at our athletic fields. We are currently working on plans to upgrade and enlarge our library and to renovate our boys locker room. Painting and general maintenance continue to be addressed throughout the school. We are constantly addressing the ever increasing demands for technology in education too.

A great deal of time has been spent working with our teachers, students, and parents to discuss the needs of our growing junior high and high school population. Decisions about that growth will be forthcoming and recommendations will affect our high school for many years to come.

We also have been working very hard on restructuring the high school. We have been using research and visits to other schools to come up with a plan for an improved Silver Lake. We are proposing longer but fewer periods per day and a mentoring program to help students adjust to high school. Education Reform continues to help set the direction for the next century. We are working hard to comply with the Department of Education's recommendations.

We continue to have a strong athletic and extracurricular program for our students. We are committed to the idea that an effective educational program should make a student well rounded and develop our students in as many ways as possible.

Silver Lake students have a great deal of potential and we at the high school have worked very hard to help our students find their potential and to develop it as much as possible. Through academics, sports, service, the arts, and in many other ways, Silver Lake Regional High School continues to be a vital resource to the communities of Halifax, Kingston, Pembroke, and Plympton.

## REPORT OF THE SEALER OF WEIGHTS & MEASURES

During the calendar year 1994, a total of four hundred eighty-two (482) measuring devices were sealed — one hundred fifty-eight (158) devices were adjusted, four (4) devices were marked Not Sealed (as such they cannot be used legally in trade), and eight (8) devices were condemned for failure to meet prescribed standards.

The following is a summary of measuring devices inspected and tested:

### Scales and Balances

Over 10,000 pounds	1 Sealed
5,000 to 10,000 pounds	2 Sealed
100 to 5,000 pounds	16 Sealed
	5 Adjusted
	2 Not Sealed
	1 Condemned

### Under 100 pounds

118 Sealed  
30 Adjusted  
2 Not Sealed  
6 Condemned

### Weights

Avoirdupois  
Metric  
Apothecary

50 Sealed  
83 Sealed  
59 Sealed

### Liquid Measuring Meters

Gasoline

132 Sealed  
120 Adjusted  
1 Sealed  
1 Adjusted

Diesel

### Vehicle Tank

Oil Trucks

7 Sealed  
2 Adjusted  
1 Condemned

### Linear Measures

Yard Sticks

11 Sealed

### Container Redemption Machines

2 Sealed

The following fees were assessed for the above inspections:

Sealing Fees	\$2,856.20
Adjusting Fees	630.00
Total Fees	<u>\$3,486.20</u>

The total 1994 fees represent an increase of \$490.80 over the previous year. The Sealer continues to discover businesses with measuring devices not previously tested and sealed. Of the assessed fees, \$3,478.20 was collected and turned into the Town Treasurer, along with one \$8.00 fee from the previous year, for a total of \$3,486.20.

I wish to express my appreciation to the personnel in the various Town Offices for their cooperation in assisting me in carrying out my duties, with a special thanks to the staff of the Selectmen's Office.

## REPORT OF THE TOWN TAX COLLECTOR

The Tax Department through the 1994 Fiscal Year has been working very hard to keep up with the work load and the many variations since computerizing.

The loss of Rose Po, Administrative Assistant, has made it a more difficult year. However, her replacement, Angela Drew, has proven to be beneficial to the Department.

John Brown, Senior Bookkeeper, has been very helpful in keeping track of the many payments on Water, Real Estate, Personal Property and Excise since computerization took place.

The Tax Department did get the Fiscal Year 1993 and 1994 Real Estate into Tax Title and realized interest of late payments of \$100,000. Additional figures for the past year are located in the auditor's report.

Since this will be my last report, I would like to thank Roscoe Cole, Town Treasurer and Assistant Tax Collector and also Benjamin Husted, Town Accountant, for all their support throughout this year.

## REPORT OF THE TREE DEPARTMENT AND MOTH SUPERINTENDENT

The Tree Department wants to thank the town for the new Chipper purchased in July. The Department has been using it steadily since then and it has made the job much easier.

Due to the increasing population of the town and the limited staff of the Tree Department, it was necessary to stop chipping brush at private residences. We are sorry we had to do this, but we could no longer meet everybody's desire for this service. Chipping is now done at designated times at the town dump. Please check the paper for the correct times.

The new Side Arm Mower, purchased in cooperation with the Highway Department, is working out very well and did an excellent job for us this year.

No Gypsy Moth infestation occurred this year. However, Fall Webworm appeared to be everywhere. Unfortunately, federal and state restrictions prevent us from spraying this pest.

## REPORT OF THE OFFICE OF VETERANS' SERVICES

It is our mission to assist with dignity those who have served their country during wars and other mishaps and find themselves in economic or medical need. In all our contacts with these applicants and their dependents, we shall make every effort to understand and take into account their emotional state,

apprehension to disclose personal information about themselves and their families. We must protect the confidentiality of all information provided.

It is our utmost intent and obligation to treat all applicants and their families with courtesy, dignity and respect. All alternative resources available should be fully explained and offered to them. Veterans have earned the right and the privilege to avail themselves and their dependents by qualification, whatever benefits if offered them by law. All Veterans Agents and Directors are required to explain to applicants the language and meaning of all statutory and regulatory provisions and administrative procedures governing the application process.

Since Veterans Affairs programs, State and Federal, are technical in nature and highly specialized, we are required to attend training seminars, symposiums and conferences. Each year there are numerous Federal and State legislative changes. In many instances there is a serious lack of understanding the scope and complexities of rights and privileges. The appeal process within both governments is difficult to the average veteran. We as Agents and Directors must maintain a cooperative liaison with many organizations and agencies relative to employment, vocations, educational opportunities, medical care, pensions, compensations, business loans, housing, etc.

In closing, we would like to reaffirm that it is the policy of this office to "aid and assist" his fellow veterans whenever possible. Our office is open Thursday and Fridays, 8:30 a.m. - 12:00 noon. Either myself, Don Sauer, or my very capable clerk, Gail Wrightington, will assist you in your hour of need.

## REPORT OF THE BOARD OF WATER COMMISSIONERS

In response to town meeting action, the water department began plans for the purchase and installation of telephone operated water meters for residential and commercial use. A water meter pilot program was instituted by the Water Department. This pilot program utilized a "state of the art" meter which requires no battery for operation. The pilot consisted of the installation of meters in fifty residential and commercial buildings. The interface with the town's existing utility billing software was monitored by the water department staff for several months. A formal request for bids will be prepared early in 1995.

Water Department statistical information is available at the office on Elm Street.

## REPORT OF THE WIRING INSPECTOR

The total number of wiring permits issued for Fiscal Year 1994 was 356, with a total of \$14,651.00 collected in fees.

## REPORT OF THE ZONING BOARD OF APPEALS

The Zoning Board of Appeals respectfully submits the following report for the year ending December 31, 1994:

	Variances	Special Permit	Review/Appeal
Granted:	9	4	1
Denied:	3	2	
Total	12	6	1

The Board had another busy year dealing with the various patterns of growth and changes within our community. John Sullivan and Stanley Kuzborski continued to serve as permanent members of the Board. Alternate members Neil Hulteen and Jeanette Gleason were appointed as permanent members. Marie Shea stepped down from the Board. The Board welcomed two new alternate members, Nancy Sapir and Gale Gleason.

The Board wishes to thank Town Clerk Mary Lou Murzyn and her assistant, Mary Boutin, for their assistance and cooperation throughout the past year.



### STORM TREATMENT SYSTEM

*Innovative anti-pollution installation designed to filter road runoff before it reaches the Jones River at Elm Street pumping station. Purchased and donated to the Town by the Jones River Watershed Association and installed by Kingston Highway Department.*

## WAGE AND PERSONNEL BOARD PERSONNEL BY-LAW

### Section 1. Authorization

(a) Pursuant to the authority contained in Sections 108A and 108C of Chapter 41 of the General Laws, there shall be established plans, which may be amended from time to time by vote of the Town at a Town Meeting; (1) classifying positions in the service of the Town, other than those filed by popular election, those under collective bargaining, those under the direction and control of the School Committee, the position of Town Counsel, certain positions for which the compensation is on a fee basis or the incumbents of which render intermittent or casual service and which do not appear in Schedule A of Section 8 following, into groups and classes doing substantially similar work or having substantially equal responsibilities; (2) authorizing a compensation plan for positions in the classification plan; (3) providing for the administration of said classification and compensation plans; and (4) establishing certain working conditions and fringe benefits for employees occupying positions in the classification plan.

(b) The following bargaining units which engage in collective bargaining with the Town shall have their wages, hours and other conditions of employment determined by collective bargaining agreement and not pursuant to the Town of Kingston Personnel By-Laws:

1. Police Unit — All regular full-time patrolmen/women and sergeants represented by the International Brotherhood of Police Officers, Local 436.

2. Firefighter Unit — All permanent full-time firefighters represented by the Kingston Permanent Firefighters Associations, IAFF, Local 2337.

3. Laborers Unit — Various full-time and regular part-time employees represented by the Kingston Town Employees Union pursuant to Massachusetts Labor Relations Commission certification MCR-3967.

4. Clerical Unit — Various full-time and regular part-time employees represented by the Kingston Town Employees Union pursuant to Massachusetts Labor Relations Commission certification MCR-3966.

### Section 2. Definitions

As used in this by-law, the following words and phrases shall have the following meanings unless a different construction is clearly required by the context or by the laws of the Commonwealth;

"Town," the Town of Kingston;

"Civil Service Law," Chapter 31 of the General Laws of the Commonwealth, as amended, and all rules and regulations made thereunder; and any special law enacted by the General Court regulating the classification, compen-

sation and conditions of employment of officers and employees of the Town under Chapter 31;

"Classification Plan," class titles of Schedule A of Section 8 of this by-law plus class specifications which are on file with the Personnel Board and which are hereby incorporated by reference;

"Class," a group of positions in the Town service sufficiently similar in respect to duties and responsibilities so that the same descriptive title may be used to designate each position allocated to the class, that the same qualifications shall be required of the incumbents, that the same tests of fitness may be used to choose qualified employees and that the same scale of compensation can be made to apply with equity;

"Position Class," same as class (a class may include only one position, in which event it is defined as a "single position class");

"Group," an occupational group of classes appearing in Schedule A of Section 8;

"Department Head," the officer, board or other body having immediate supervision and control of a department;

"Employee," an employee of the Town occupying a position in the classification plan;

"Department," a department, board, committee, commission or other agency of the Town subject to this by-law;

"Fiscal Year," 7-1 to 6-30 within the year of this by-law;

"Administrative Authority," the elected official or board, or the appointed official having jurisdiction over a function or activity;

"Full-time employment," employment for not less than seven hours per diem for five days a week for fifty-two weeks per annum, minus legal holidays and authorized vacation leave, sick leave, bereavement leave and other leave of absence;

"Part-time employment," employment for less than full-time employment, as defined above;

"Continuous employment," employment, uninterrupted except for required military service and for authorized leave, sick leave, bereavement leave, or other leave of absence;

"Full-time employee," an employee retained in full-time employment;

"Part-time employee," an employee retained in part-time employment;

"Position," an office or post of employment in the Town service with duties and responsibilities calling for the full-time or part-time employment of one person in the performance and exercise thereof;

"Permanent position," any position in the Town service which has required or which is likely to require the services of an incumbent without interruption of a period of more than six calendar months, either on a full-time or part-time employment basis;

"Permanent employee," (1) an employee retained on a continuing basis in a permanent position, as defined above; (2) any employee holding a permanent appointment under Civil Service Law to a position deemed permanent within the meaning of said law;

"Temporary position," or "seasonal position," any position in the Town service which requires or which is likely to require the services of one incumbent for a period not exceeding six calendar months; a seasonal position requiring less than the work of its occupation group shall be considered as part-time;

"Temporary employee," (1) any employee retained in a temporary or seasonal position as defined above; (2) any employee holding a temporary appointment under Civil Service Law who does not also have permanent status thereunder;

"Intermittent service," personal service rendered by an employee in a position calling for part-time employment, which service although constituting continuous employment is not rendered during prescribed working hours, daily, weekly or annually, but is rendered as required, according to the demands for such service;

"Casual service," personal service rendered by an employee in a position calling for part-time employment, which service does not constitute continuous employment; this service is rendered occasionally and without regularity according to the demands therefor;

"Compensation Plan," Schedules B through C in Section 8;

"Compensation Grade," a range of salary or wage rates appearing on Schedule B of Section 8;

"Rate," a sum of money designated as compensation for hourly, weekly, semi-monthly, monthly or annual personal services;

"Minimum Rate," the rate in a range which is normally the hiring rate of a new employee;

"Maximum Rate," the highest rate in a range which an employee normally is entitled to attain;

"Range," the dollar differences between minimum and maximum rates;

"Personal Rate," a rate above the maximum rate applicable only to a designated employee;

"Step Rate," a rate in the range of compensation grade;

"Increment," the dollar difference between step rates;

"Promotion," a change from a position of lower class and compensation grade to a position with greater responsibilities in a higher class and compensation grade;

"Board," the Personnel Board as defined in Section 3.

### Section 3. Personnel Board

(a) There shall be a Personnel Board to be known as the Wage and Personnel Board, composed of three (3) unpaid members, who shall not be employees or elected officials of the Town, responsible for the administration and maintenance of classification and compensation plans. One member of the Board shall be appointed by the Moderator, one member by the Finance Committee and one member by the Board of Selectmen. The three members of the Board shall be appointed for terms of one year, two and three years, respectively, and upon the normal expiration of these terms their successors shall be appointed by the same appointing authorities for terms of three years.

Original appointments to the Wage and Personnel Board under this by-law shall be made not later than thirty days following the effective date of the by-law; and subsequent appointments shall be made within thirty days following the expiration of the term of the Board member who is to be replaced.

The Board shall draw up and recommend to the Town a proposal for classification and compensation plans for consideration as a Town by-law; and shall from time to time recommend to the Town any action deemed necessary to maintain a fair and equitable pay level.

The Board shall make an annual report in writing to the Finance Committee and the Board of Selectmen 60 days prior to the annual Town meeting.

(b) The Board shall be invested with all the powers and duties specified in Section 108C of Chapter 41 of the General Laws.

(c) The Board shall administer the plans and shall establish such procedures as it deems necessary for the proper administration thereof.

(d) Forthwith after its appointment and annually, the Board shall meet and organize by electing a chairman and appointing a secretary and clerk. A majority of the board shall constitute a quorum for the transaction of business. A majority vote of the Board shall determine the action the Board must take in all matters upon which it is authorized or required to pass under this by-law.

(e) The Board may employ assistance and incur expenses as it deems necessary subject to the appropriation of funds thereof.

(f) The Board shall maintain adequate personnel records of all employees occupying positions subject to the classification and compensation plans, said records to be kept in its custody. Department heads shall provide such information as the Board may request.

(g) The Board shall approve and maintain written job descriptions of specifications of the classes in the classification plan, each consisting of a statement describing the essential nature of the work and the characteristics that distinguish the class from other classes. The description for any class shall be construed solely as a means of identification and not as prescribing what the duties or responsibilities of any position shall be or as modifying, or in any way affecting, the power of any administrative authority, as otherwise existing, to appoint, to assign duties to, or to direct and control the work of any employee under the jurisdiction of such authority.

(h) Upon recommendation of a department head, supported by evidence in writing of special reasons and exceptional circumstances satisfactory to the Board, the Board may authorize an entrance rate higher than the minimum rate for a position, and/or such other variance in the compensation plan as it may deem necessary for the proper functioning of the services of the Town. No variance shall become effective unless, or until, the necessary funds have been appropriated therefor.

### Section 4. Classification Plan

(a) All positions in the service of the Town except those excluded in Section 1 are hereof classified by the title appearing in Schedule A of Section 8 which is made a part thereof. These classes of positions shall constitute the Classification Plan for the paid Town service, within the meaning of Section 108A of Chapter 41 of the General Laws, as amended. Any compensation, benefit, or authorization not specifically granted to employees and to positions classified under this by-law, or under state and/or federal statute or regulation, is prohibited.

(b) Whenever a new position is requested, upon presentation of substantiating data satisfactory to the Personnel Board, the Board may vote to recommend the position with its appropriate class and salary or wage. Said recommendation must be approved at an annual or special town meeting. Whenever the duties of an existing position are so changed as to appear to merit a different classification, upon presentation of substantiating data satisfactory to the Personnel Board, or on the Board's initiative, the Board may allocate such change position to its appropriate class.

(c) The title in each class, as established by the Classification Plan, shall be the official title of every position allocated to the class and the official title of each incumbent of a position so allocated, and shall be used to the exclusion of all others on payrolls, budget estimates and other official records and reports pertaining to the position.

(d) No position may be reclassified or no class may be assigned to a different compensation grade, until the Personnel Board shall have determined such reclassification and compensation plans.

(e) In filling any vacant position which comes under the By-Law, such positions must be advertised for at least two weeks in the newspapers which the

Town customarily uses for legal notices. If the open position can be filled by promotion from within the department, then the vacancy need not be advertised. The last vacancy, however, which results from such promotion or promotions must be advertised as indicated above.

(f) As soon as a department head receives or gives notice that a position under his/her jurisdiction will be vacant, he/she will, prior to advertising or filling the position, notify the Wage and Personnel Board of the expected vacancy. No action shall be taken to fill the position which will become vacant until the Wage and Personnel Board reviews the job description and proposed salary or wage and makes a determination of its classification and equitable remuneration within the existing by-law structure. So that filling the position will not be unnecessarily delayed, the Wage and Personnel Board shall act on each notice within ten days of its receipt of the notice.

(g) Interrupted employment for a period of one year or less is considered as a whole subject to the approval of the department head and the Wage and Personnel Board.

#### *Section 5. Compensation Plan*

(a) The Compensation Plan shall consist of Schedules B through C in Section 8 which provide minimum and maximum salaries or wages for certain of the classes in the Classification Plan. The salary range of a position class shall be the salary range of all positions allocated to the class.

(b) All employees shall continue to be paid on an hourly, weekly, semi-monthly, annual or other basis, as at present, except as provided in the Compensation Plan, unless otherwise authorized by the Personnel Board.

(c) No department head shall fix the salary of any employee in a position so classified except in accordance with the Compensation Plan.

(d) No person shall be appointed, employed or paid as an employee in any position to the provision of the Classification Plan under any title other than those appearing in Schedule A of Section 8.

(e) The first three months of employment shall be considered a probationary period. In the event that an employee continues employment beyond the probationary period, he or she shall be entitled to all of the rights and benefits under this By-Law retroactive to the first day of employment.

(f) An employee in continuous full-time or part-time employment shall receive the increment between his present rate and the next higher step rate as follows:

1. On January first or July first provided he/she has completed twenty-six weeks service at the minimum or other rate if a rate other than the minimum is authorized as the entrance rate.

2. Thereafter one year from the date of his previous increase until he attains the maximum rate of the range of compensation grade to which his position class is assigned.

3. Employees in continuous part-time employment eligible for increments under the provision of this sub-section shall be those occupying positions in classes for which compensation is provided in Schedule B of Section 8.

(g) An employee occupying a seasonal position in a class for which compensation is provided in Schedule B of Section 8 shall receive increments as provided in the preceding sub-section on the basis of twenty-six weeks employment constituting one year.

(h) An employee receiving a promotion to a vacant position or to a new position as defined in Section 4 (b) shall, upon assignment resulting from such promotion, receive the rate in the compensation grade of the vacant or new position next above his existing rate. If the resulting adjustment does not equal \$100.00 for a position class assigned to Schedule B, the adjustment shall be to the second rate above the existing rate, but within the compensation grade of the vacant or new position.

(i) The employee receiving a promotion and adjustment in rate pursuant to the provisions of the preceding sub-section shall receive the next increment of his compensation grade effective the next January or July first following completion of twenty-six weeks at the rate resulting from the promotion.

(j) If an employee's rate at the time of adoption of this by-law is in excess of the maximum rate set forth in his appropriate compensation grade in Schedule B of Section 8 this rate shall not be reduced, but shall become a personal rate applicable only to said employee as defined in Section 2.

(k) Each department head of a department to which is assigned an employee occupying a position in the Classification Plan shall include in his estimates required by the provisions of Section 59 of Chapter 41 of the General Laws a pay adjustment section setting forth in detail the amounts which will be required for anticipated pay adjustments during the ensuing fiscal year and shall furnish a copy thereof to the Board.

(l) The adjustments provided for in this section shall be subject to the availability of appropriated funds.

#### *Section 6. Amendment of the Plans*

(a) The Classification Plan and/or the Compensation Plan and/or other provision of this by-law may be amended by vote of a Town Meeting. Requests for such amendments shall be made to the Board in writing. All written requests of amendments of the Classification Plan and/or the Compensation Plan and/or other provisions of this by-law must be submitted to the Board no later than three months and fifteen days prior to a Town Meeting. Whenever such a petition is

received the Board shall promptly hold a hearing to consider such proposed amendment, and the petitioners and the heads of the departments affected shall be given at least three days written notice. Prior to a Town Meeting the Board shall file with the Selectmen for insertion in the warrant for the next Town Meeting an article sufficiently stated to permit the Town to act upon the subject matter or any such petition, provided that the subject matter or petition be recommended by an affirmative vote of 2 of the 3 members of the Board. Any subject matter or petition which was submitted to the Board within the prescribed time limits as stated above which the board did not act favorably upon may be presented at a Town Meeting. At the same time, the Board shall file with the Finance Committee a final report, with recommendations, pertaining to any such petition, provided that no recommendation in favor of a proposed amendment shall be made except by an affirmative vote of 2 of its 3 members.

(b) The Board may, from time to time of its own motion, hold a hearing to consider any proposed amendment. In the event said proposed amendment is supported by an affirmative vote of 2 of its members; the Board shall proceed according to the preceding subsection to insert an article in the warrant and to report its recommendations to the Finance Committee.

#### Section 7. Continuing Review

The Board from time to time of its own motion, shall investigate the work and standard rates of salaries or wages of any or all positions to the provision of this by-law. Such reviews shall be made by such intervals as the Board deems necessary and, to the extent which the Board considers practicable, shall include all occupational groups in the classification plan.

#### Section 8. Position — Classes, Wage and Miscellaneous Compensation Schedules

### SCHEDULE A

#### Clerical Group

Clerk — Board of Selectmen	S-9
Clerk — Election (part-time)	Misc.
Clerk — General (part time)	Misc.
Clerk — Planning Board (part time)	Misc.
Clerk — Special Town Committees Not Otherwise Specified (part time)	Misc.
Clerk — Treasurer's Office (part time)	Misc.
Clerk — Water Board (part time)	Misc.
Clerk/Administrator — Police Department	S-9
Election Officer	Misc.
Junior Clerk — General (part time)	Misc.
Map and Deed Coordinator	Misc.
Personnel Clerk (part time)	Misc.
Secretary — Permanent Part-Time Departmental	S-7

### SCHEDULE A (continued)

Senior Clerk — General (part time)	Misc.
Streetlister/Census Clerk	Misc.
<i>Custodial Group</i>	
Caretaker	S-2
Caretaker — Landfill	S-1
Caretaker — Landfill (part time)	Misc.
Custodian — Library (part time)	S-1
Custodian — Recreation (part time)	Misc.
Matron	Misc.
<i>Labor Group</i>	
Casual Part-Time Worker	Misc.
Groundskeeper (part time)	Misc.
Groundskeeper — Senior (seasonal)	Misc.
Hydrant Worker	Misc.
Pesticide Applicator	S-5
<i>Library Group</i>	
Children's Librarian	S-9
Library Page (part time)	Misc.
Reference Librarian	S-9
<i>Recreational Group</i>	
Aide to Summer Program	Misc.
Cook — Council on Aging (part time)	Misc.
Director Summer Program — Recreation (seasonal)	Misc.
Flag Attendant	Misc.
Lifeguard (seasonal)	Misc.
Lifeguard — Swimming Instructor (seasonal)	Misc.
Senior Lifeguard — Swimming Instructor (seasonal)	Misc.
Summer Program Instructor — Recreation (seasonal)	Misc.
Supervisor — After School Programs	Misc.
Supervisor Assistant — After School Programs	Misc.
<i>Public Safety Group</i>	
Assistant Animal Control Officer (part time)	Misc.
Call Fire Captain (part time)	Misc.
Call Fire Lieutenant (part time)	Misc.
Call Firefighter (part time)	Misc.
Clerk-Dispatcher	S-8
Harbor Master Assistant/Shellfish Constable Assistant (part time)	Misc.
Patrolman (part time)	Misc.

# SCHEDULE A (continued)

## Administrative Group

Administrative Assessor	S-10
Administrative Assistant	S-3
Administrative Assistant — Board of Selectmen/Town Administrator	S-9
Alternate Health Agent (part time)	Misc.
Alternate Inspector of Buildings (part time)	Misc.
Animal Control Officer (part time)	Misc.
Animal Inspector	Misc.
Assistant Treasurer (full time)	S-10
Assistant Zoning Enforcement Officer (part time)	Misc.
Civil Defense Deputy Director (part time)	Misc.
Conservation Officer (part time)	Misc.
Deputy Fire Chief	F-2
Director for Council on Aging	S-8
Executive Secretary (part time)	Misc.
Executive Secretary — Finance Committee (part time)	Misc.
Executive Secretary — Planning Board (part time)	Misc.
Executive Secretary — Wage and Personnel Board (part time)	Misc.
Executive Secretary — Zoning Board of Appeals (part time)	Misc.
Harbor Master/Shellfish Constable (part time)	Misc.
Health Agent (full time)	Misc.
Inspector of Buildings/Zoning Enforcement Officer (full time)	S-10*
Recreation Director	S-9**
Registrar — Election	Misc.
Town Administrator	Contract
Town Planner	S-10
Warden — Election	Misc.

## Supervisory Group

Chief of Police	Contract
Civil Defense Director (part time)	Misc.
Fire Chief	F-3
Forest Fire Warden	Misc.
Highway Superintendent	Superintendent
Library Director	S-10
Moth Superintendent	Misc.
Town Accountant (full time)	S-10
Veterans' Agent	Misc.
Water Superintendent	Superintendent

\* With an additional remuneration of \$3,000.00.  
 \*\* Part time: pro-rated based on hours worked.

# SCHEDULE B

July 1, 1994 - June 30, 1995

Com. Grade	I	II	III	IV	V
S-1	5.23	5.63	5.93	6.23	6.43
S-2	6.53	6.93	7.29	7.54	7.84
S-3	7.09	7.49	7.84	8.14	8.24
S-4	7.39	7.69	7.94	8.19	8.34
S-5	7.54	7.84	8.04	8.24	8.44
S-6	7.84	8.19	8.49	8.74	9.10
S-7	8.54	9.05	9.50	9.90	10.15
S-8	9.69	10.45	11.16	11.94	12.48
S-9	25,587	27,095	28,492	29,527	30,683
S-10	31,959	33,768	35,376	36,723	38,200

## FIRE SCHEDULE

The F-2 and F-3 are to be determined by applying the following ratios to the base salary of the highest paid firefighters as specified by contract:

Com. Grade	I	II	III	IV
F-2	1.15	1.2	1.25	1.3
F-3	1.35	1.4	1.45	1.5

## LABOR SUPERINTENDENT SCHEDULE

The salaries of the Highway and Water Superintendents are to be determined by applying the following ratio to the base salary of the highest paid employee within the respective department as specified by contract:

Com. Grade	I	II	III	IV
Superintendent	1.35	1.4	1.45	1.5

Water Superintendent (part time) to be negotiated; not to exceed 50 percent of full-time salary.

## SCHEDULE C

### Miscellaneous Compensation Schedule

July 1, 1994 - June 30, 1995

Aide to Summer Program	per season	80.00
Alternate Health Agent (part time)	annually	781.00
Alternate Inspector of Buildings (part time)	annually	812.00

SCHEDULE C (continued)

Animal Control Officer (part time)	annually	9,582.00
Animal Inspector	annually	1,553.00
Assistant Animal Control Officer (part time)	hourly	8.28
Assistant Harbor Master/Assistant Shellfish Constable (part time)	annually	651.00
Assistant Zoning Enforcement Officer (part time)	annually	5,000.00
Call Fire Captain (part time)	hourly	8.87*
Call Fire Lieutenant (part time)	hourly	8.87†
Call Firefighter (part time)	hourly	8.87**
Caretaker — Landfill (part time)	hourly	8.69
Casual Part-Time Worker	hourly	7.80
Civil Defense Deputy Director (part time)	annually	122.00
Civil Defense Director (part time)	annually	243.00
Clerk — Election (part time)	hourly	7.80
Clerk — General (part time)	hourly	6.39
Clerk — Planning Board (part time)	annually	149.00
Clerk — Special Town Committees Not Otherwise Specified (part time)	hourly	5.80
Clerk — Treasurer's Office (part time)	hourly	9.41
Clerk — Water Board (part time)	annually	2,740.00
Conservation Officer (part time)	annually	10,980.00
Cook — Council on Aging (part time)	hourly	8.28
Custodian — Recreation (part time)	hourly	7.80
Director Summer Program — Recreation (seasonal)	weekly	235.00
Election Officer	hourly	6.51
Executive Secretary (part time)	annually	2,135.00
Executive Secretary — Finance Committee (part time)	annually	3,284.00
Executive Secretary — Planning Board (part time)	annually	5,382.00
Executive Secretary — Wage and Personnel Board (part time)	annually	2,759.00
Executive Secretary — Zoning Board of Appeals (part time)	annually	5,175.00
Flag Attendant	per location	149.00
Forest Fire Warden	annually	853.00
Groundskeeper (part time)	hourly	5.08
Groundskeeper — Senior (seasonal)	hourly	7.10
Harbor Master/Shellfish Constable (part time)	annually	5,843.00
Health Agent (full time)	annually	29,561.00

SCHEDULE C (continued)

Hydrant Worker	hourly	5.08
Library Page (part time)	hourly	7.10
Lifeguard (seasonal)	hourly	7.44
Lifeguard — Swimming Instructor (seasonal)	hourly	7.44
Map and Deed Coordinator	hourly	6.56
Matron	hourly	8.69
Moth Superintendent	hourly	7.10
Parking Attendant (seasonal)	hourly	5.49
Patrolman (part time)	hourly	11.17
Personnel Clerk (part time)	hourly	9.82
Registrar — Election	annually	522.00
Senior Clerk — General (part time)	hourly	7.44
Senior Lifeguard — Swimming Instructor (seasonal)	hourly	8.69
Streetlister/Census Clerk	hourly	7.44
Summer Program Instructor — Recreation (seasonal)	hourly	5.91
Supervisor — After School Programs	hourly	8.57
Supervisor Assistant — After School Programs	hourly	5.68
Veterans' Agent	annually	4,789.00
Warden — Election	hourly	7.80

\* Plus \$500.00 per year (first hour of duty paid at \$13.10)

† Plus \$300.00 per year (first hour of duty paid at \$13.10)

\*\* Plus \$150.00 per year (first hour of duty paid at \$13.10)

Section 9. Work Week

The work week for full time or seasonal employment in each occupational group shall be as follows:

Group	Work Week
Clerical	35 hours
Library	22 hours to 35 hours (as required)
Custodial	40 hours
Labor	40 hours
Police	40 hours
Fire	42 hours
Administrative	As required (a)
Supervisory	As required (a)
Others	As required (a)

(a) "As Required" shall mean the total number of hours in the week needed to perform the duties of the position, as determined by the appropriate administrative authority.

#### Section 10. Overtime Compensation

##### (a) Clerical Group:

An employee shall be compensated at one and one-half times his regular hourly rate for hours in excess of thirty-five (35) hours per week.

##### (b) Library Group:

An employee shall be compensated at one and one-half times his regular hourly rate for hours worked in excess of thirty-five (35) hours weekly.

##### (c) Custodial and Labor:

An employee shall be compensated at one and one-half times his regular hourly rate for hours worked in excess of forty (40) hours weekly. A minimum of two hours of overtime pay shall be guaranteed on call back.

##### (d) Police Department:

As specified by contract between the Town and the Police Association.

##### (e) Fire Department:

As specified by contract between the Town and the Fire Association.

1. A uniformed employee in Compensation Grade F-1 in full-time employment who is required to work beyond his normal tour of duty, responds to a box alarm when off duty, or is called back for standby duty, forest fire fighting, snow shoveling or forest fire patrols shall be compensated at one and one-half (1½) times his regular rate of pay. A minimum of two hours of overtime pay shall be guaranteed on call back.

2. The hourly rate of overtime pay for personnel covered in Section 10(e)(1) shall be one forty-second (1/42) of the employee's regular week's pay times one and one-half (1½).

##### (f) Administrative Group:

1. An employee normally is not entitled to overtime, but shall be granted compensatory time at the convenience of his department head for hours worked in excess of forty weekly, or whatever constitutes his normal work week.

2. The Deputy Fire Chief will receive overtime compensation for working hard-to-fill shifts after all union employees have refused to work these shifts

##### (g) Supervisory Group:

A supervisor is not entitled to overtime, as he has the authority to approve overtime compensation for his subordinates. He is entitled to take compensatory

time which he shall report to the proper administrative authority if requested. He shall also make adequate provisions for the supervision of his department in his absence.

##### (h) Water Department:

Any employee of the Water Department who becomes certified under the Department of Public Health to operate the water system shall be eligible for an additional compensation of \$250 per year.

#### Section 11. Clothing Allowances

##### (a) Police Department:

As agreed by contract.

##### (b) Fire Department:

As agreed by contract.

##### (c) Highway, Tree and Water Department:

A full-time member shall receive a clothing allowance to be paid by the town for rental of work clothes for members of the department as designated by department head and approved by Wage and Personnel Board.

##### (d) Rental:

Work clothes allowances to be made for other full-time employees on individual recommendations of department heads to the Wage and Personnel Board.

#### Section 12. Paid Holidays

Legal holidays within this By-Law will be holidays specified by State Legislature, on which days employees shall be excused from all duty not required to maintain essential town services. The following days shall be considered as paid holidays for all employees:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
Washington's Birthday	Veterans Day
Patriots Day	Thanksgiving Day
Memorial Day	One-Half Day Before Christmas
Independence Day	Christmas Day

(a) Changes to State Law for long weekends (Mondays) as required.

(b) Every employee in full-time or continuous part-time employment shall be entitled to these designated holidays on the following terms:

1. If paid on an hourly basis, he shall receive one and one-half times his regular rate based on the number of hours actually worked on the day on which the designated holiday occurs.

2. If paid on a weekly, semi-monthly or annual basis, he shall be granted each designated holiday without loss in pay.

(c) Payment under the provisions of this section shall be made provided the eligible employee shall have worked on his last regularly scheduled working day prior to and his next regularly scheduled working day following such holidays, or was in full pay status on such preceding and following days in accordance with other provisions of this by-law.

(d) An employee in continuous employment occupying a position in other than the Public Safety or Supervisory Groups who performs work on one of the days designated in subsection (a) shall be paid at his regular rate for such a day or fraction thereof in addition to the amount to which he is entitled under subsection (b).

(e) At the request of the employee, he may be granted compensatory time off at the convenience of the department in lieu of payment provided under subsection (d).

(f) An employee in continuous employment, in other than the Police or Fire Departments, who, because of a rotation of shifts, works different days in successive weeks shall be granted, in each year in which the number of holidays falling on his regular days off in excess of the number of holidays in that year falling on Saturday, additional days off equal to the excess.

(g) Whenever one of the holidays set forth in subsection (a) falls on a Sunday, the following day shall be the legal holiday, and if on a Saturday the preceding day shall be the legal holiday.

(h) The Fire Chief shall receive an additional day's pay for any holiday during which he is called to duty in accordance with Chapter 41, Section 57E of the Massachusetts General Laws.

(i) The Deputy Fire Chief shall receive an additional day's pay or another day off for any holiday cited in Chapter 41, Section 57E of the Massachusetts General Laws during which he is called to duty.

### *Section 13. Vacation Leave*

#### *Police Department:*

As agreed by contract.

#### *Fire Department:*

As agreed by contract: The fire chief and deputy fire chief shall receive the same vacation benefits as agreed upon by the International Association of Firefighters and the Town of Kingston.

(a) A full-time employee in continuous service shall be granted two weeks vacation with pay at the completion of one year of service.

(b) A full-time employee who terminates employment after less than one (1) year of service shall be compensated for one (1) day of vacation for each full month of continuous service completed, but not to exceed one (1) week of vacation. Termination to be defined as "for whatsoever reason."

(c) A full-time employee who has completed five (5) continuous years of service shall, in the year during which this length of service has been completed, be granted three (3) weeks — fifteen (15) days of vacation with pay.

(d) A full-time employee who has completed ten (10) continuous years of service shall, in the year during which this length of service has been completed, be granted four (4) weeks — twenty (20) days of vacation with pay.

(e) A full-time employee who has completed twenty (20) continuous years of service shall, in the year during which this length of service has been completed, be granted five (5) weeks — twenty-five (25) days of vacation with pay.

(f) Upon the death of an employee who is eligible for vacation under these rules, payment shall be made to the estate of the deceased in an amount equal to the vacation allowance as accrued in the vacation year prior to the employee's death but which had not been granted. In addition, payment shall be made for that portion of the vacation allowance earned in the vacation year during which the employee dies up to the time of his separation from the payroll.

(g) Employees who are eligible for vacation under these rules and whose services are terminated by dismissal through no fault or delinquency of their own, or by retirement, or by entrance into the armed forces, shall be paid an amount equal to the vacation allowance as earned, and not granted, in the vacation year prior to such dismissal, retirement or entrance into the armed forces. In addition, payments shall be made for that portion of the vacation allowance earned in the vacation year during which such dismissal, retirement, or entrance into the armed forces occurred up to the time of the employee's separation from the payroll.

(h) Absences on account of sickness in excess of that authorized under the rules therefor or for personal reasons as provided for under the other leave may, at the discretion of the department head, be charged to vacation leave.

(i) An employee, unless receiving pay for such a day or date under the provisions of Section 17A of Chapter 147 or Section 57A of Chapter 48 of the General Laws, shall be granted an additional day of vacation if, while on vacation leave, a designated holiday occurs which falls on or is legally observed on Monday, Tuesday, Wednesday, Thursday or Friday.

(j) Vacation allowances provided under the terms of this section will be calculated on a 12-month period commencing on the employment date and these allowances must be taken in the 12-month period that immediately follows. In unusual circumstances, exceptions may be granted by the Personnel Board upon recommendations of department heads. Such vacation shall be granted by the head of the respective department of the Town at such time as, in his opinion,

will cause the least interference with the performance of the regular work of the Town.

(k) An employee shall not be allowed to work during his vacation leave and be compensated with extra pay without approval of department head and the Personnel Board.

#### *Section 14. Sick Leave*

##### *Police Department:*

As agreed by contract.

##### *Fire Department:*

As agreed by contract.

(a) An employee in continuous employment shall be allowed one day for each month worked, provided such leave is caused by sickness or injury or by exposure to contagious disease.

(b) An employee in continuous employment shall be credited with the unused portion of leave granted under subsection (a) without limit and may be accumulated as additional sick leave benefit.

(c) An employee occupying a temporary or seasonal position shall not be credited with unused sick leave beyond this current period of employment.

(d) If the amount of leave credit provided under subsection (b) has been or is about to be exhausted, an employee may make application for advance sick leave to be deducted from future leave credits to the extent provided under subsection (a). Such application shall be made to the Board which is authorized to grant such advance sick leave as it may determine to be equitable after reviewing all circumstances including the employee's attendance and performance record prior to conditions supporting his request for the advance sick leave.

(e) Sick leave must be authorized by the department head and must be reported on forms as provided. These records will be maintained by the Town Accountant for the Wage and Personnel Board's and Town Accountant's use.

(f) A physician's certificate of illness shall be submitted by the employee after five days' continuous absence to his department head before leave is granted under the provisions of this section. This certificate shall be forwarded by the department head to the Town Accountant for the Wage and Personnel Board's and the Town Accountant's use.

(g) The Board or Department Head may, of its own motion, require a medical examination of any employee who reports his inability to report for duty because of illness. This examination shall be at the expense of the Town by physician appointed by the Town.

(h) Maternity Leave — A leave of absence without pay will be granted for a period up to four (4) months after delivery and the employee may work as long as her physician permits.

(i) Payments made under the provisions of this section shall be limited to an employee who is receiving Workmen's Compensation payments to the difference between the amount paid in Workmen's Compensation and the employee's regular rate.

(j) In the event of payments made to an employee under the preceding subsection the Board or Department Head may debit the employee's sick leave accrual by such amounts as it determines to be equitable in relation to such payments.

(k) Unused sick leave shall be credited and shall accumulate from year to year without a limit. An employee who leaves the employment of the Town for other than disciplinary action, shall be compensated at fifty per cent (50%) of his/her rate of pay for all unused accumulated sick leave at termination, providing an employee has a minimum of five (5) years of service, such compensation to be based on base salary only. In the event of an employee's death, such compensation shall be awarded to his/her estate.

(l) Nothing in this section shall be construed to conflict with Section 100 of Chapter 41 of the General Laws.

#### *Section 15. Bereavement Leave*

Emergency leave up to five days may be allowed for death in an employee's immediate family (wife, husband, mother, father, child, brother or sister), mother-in-law and father-in-law.

#### *Section 16. Other Leave*

##### *Police Department:*

As agreed by contract.

##### *Fire Department:*

As agreed by contract.

(a) Absences for personal reasons may be charged to vacation leave upon application by the employee and approval by his department head. Such absences, however, may not be charged to vacation leave beyond that which the employee has earned by the time of such application.

(b) Members of the military reserves on brief tours of military duty such as the annual two-week tour of duty shall be compensated by the Town for the difference between the employee's regular pay and that received on military duty. Such tours of duty shall not be counted against vacation allowance.

(c) Three (3) personal days are allowed each year to full-time employees on request to, and approval of, supervisor and department head. Personal days are defined as days needed to attend weddings, funerals of relatives, family needs, etc., not otherwise provided for by the by-laws.

(d) The employer shall make up the difference in any employee's wages between a normal week's wages and compensation received for jury duty.

#### Section 17. Longevity Compensation

The Town agrees to reward faithful service by full-time employees by providing additional compensation each year on the basis of length of service as follows:

A	At completion of ten (10) years of service	\$ 200.00
B	At completion of fifteen (15) years of service	300.00
C	At completion of twenty (20) years of service	500.00
D	At completion of twenty-five (25) years of service	1,000.00
E	At completion of thirty (30) years of service	1,500.00
F	At completion of thirty-five (35) years of service	2,000.00

#### Section 18. Physical Examination

Before appointment to a position in the classification plan requiring continuous service, or to a seasonal position designated by the Board, a candidate shall have passed a physical examination satisfactory to the Department Head. The examining physician shall be appointed by the Town and the examination shall be at the expense of the Town. The examining physician shall advise the Department Head as to whether, in his opinion, the applicant is physically qualified to perform the duties of the position for which application has been made, and the applicant shall complete a questionnaire which the Board will design. The examining physician's report shall be confidential and shall be forwarded as soon as possible by the Department Head to the Town Accountant for the Wage and Personnel Board's and the Town Accountant's use.

#### Section 19. Operation of By-Law — Grievance Procedure

##### Police Department:

As agreed by contract.

##### Fire Department:

As agreed by contract.

(a) This by-law shall be operative only as to employees whose positions are classified hereunder and for which positions minimum and maximum salaries, or single-rated miscellaneous salaries as established under Section 8.

**PERSONNEL BOARD TO ADMINISTER** — The Personnel Board of the Town shall constitute the Personnel Relations Review Board of the Town, and in that connection shall have the powers and duties, and perform the functions, assigned to such Personnel Relations Review Boards by Section 21 B of Chapter 40 of the General Laws; and said Board shall, in the performance of its duties as Personnel Relations Review Board, be subject to the limitations imposed by said Section 21 B and by the by-laws of the Town.

**GRIEVANCE PROCEDURE** — There shall be a grievance procedure available to those employees of the town whose rights under the Wage and Personnel classification plan have, in their opinion, been prejudiced and covering all other grievances except those that would properly be under the jurisdiction of the Civil Service Commission or other duly established appeal board. As used in this section, the word "grievance" shall be construed to mean dispute between an employee and his supervisors arising out of an exercise of administrative discretion by such supervisor or supervisors.

**STEP I.** The employee shall take up his grievance orally with his immediate supervisor who shall reach a decision and communicate it orally to the employee within two (2) working days. The employee may request a written statement of contemplated actions and related reasons.

**STEP II.** If the grievance is not settled at Step I, the employee shall within five (5) working days present his grievance in writing to his supervisor who shall forward it to the department head who shall hold a hearing within five (5) working days, or if the department head is a board, at its next regularly scheduled meeting the grievance will be presented and a hearing will be held within ten days of that meeting.

**STEP III.** If the grievance is not settled at STEP II, all records and facts in the case shall be referred to the Grievance Board for adjudication. Those present at Step II shall appear at this hearing. Within twenty (20) working days of the hearing, which shall be the next regular meeting of the Board except in cases of emergency, the employee shall be notified in writing through the department head as to the decision of the Board which shall be final.

#### Section 20. Civil Service Law

Nothing in this By-Law shall be construed to conflict with Chapter 31 of the General Laws.

#### Section 21. Effect of Partial Invalidity

The invalidity of any section of this By-Law shall not invalidate any other section or provision thereof.

#### Section 22. Publication of Personnel By-Law

The Personnel Board hereby is authorized and directed to compile and publish Personnel By-Law to be known as the Town of Kingston Wage and

Personnel By-Law. Corrections to be made as necessary with amendments subject to authorization as stated in Section I herein. Authorized changes will be published and added to this Wage and Personnel By-Law as endorsements to the section, page or paragraph. Last dated endorsement becomes the effective correction or amendment of these By-Laws.

### Section 23. Contract Agreements

### Section 24. Other Benefits

For the purpose of establishing a more equitable compensatory package, employees of the town working no less than twenty hours a week, fifty-two weeks per annum would be eligible for all benefits equivalent to full-time employment calculated on a pro-rated basis (i.e., if a full-time employee receives two weeks (eighty hours) of vacation, then a part-time employee (twenty hours a week) would receive two weeks of vacation totaling forty hours).

### Section 25. Pre-Tax Health Care Premium Payment Plan

Employees eligible for participation under the Town's Group Health Insurance Program, including either indemnity-type coverage or health maintenance organization (HMO) coverage, may elect to become members of the Pre-Tax Health Care Premium Payment Plan, hereinafter "the Plan," as of its effective date. Said Plan shall be established as a so-called cafeteria plan, as permitted by Section 125 of the Internal Revenue Code and authorized by Section 132 of Chapter 697 of the Acts of 1987. Members of the Plan will have their share of group health insurance premiums paid directly by the Town and have their pay reduced accordingly, all as set forth in the terms and conditions of the Plan and in accordance with all of the Plan provisions.

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