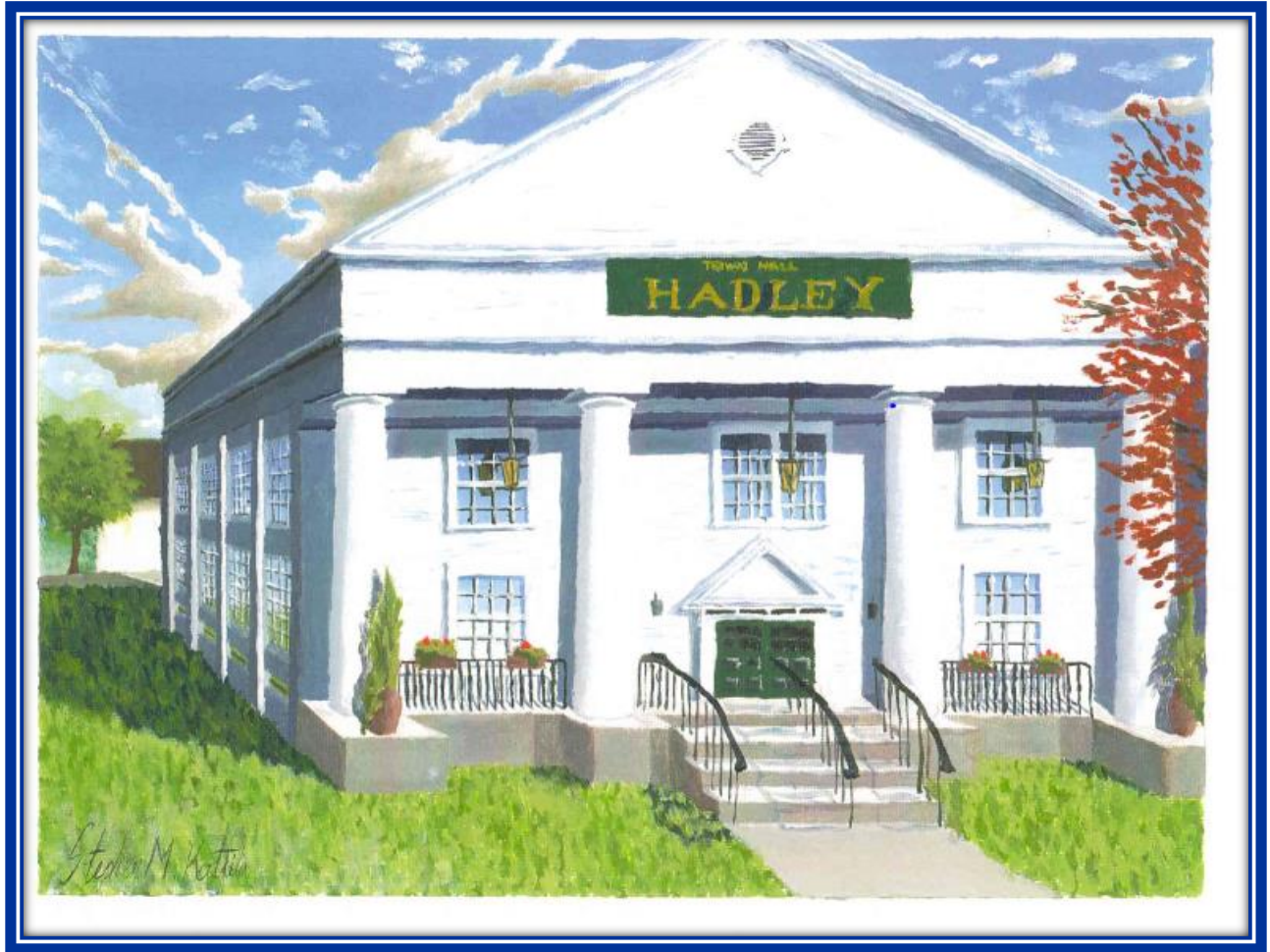


Town of Hadley, Massachusetts



Annual Report 2019

Places of Interest in Hadley

Farm Museum

147 Russell Street (Free)

Hours: Tuesday- Saturday 10:00 – 4:30

Sunday 1:30 – 4:30

Closed Monday

May 1st through October 12th

Porter Phelps Huntington Museum

130 River Drive 413-584-4699

Hours: Saturday – Wednesday 1:00 – 4:30

May 15th through October 15th

Other times by appointment

Skinner State Park

Off Route 47

413-586-0350

Hockanum School House

Original one room School House – Built in 1840

West Street Common Area

Largest Common intact in New England

Approximately one mile

Walking Tour of Hadley

(Available from Town Clerk)

Historical Society

12 Middle Street

P.O. Box 174

413-587-2623

Open by Appointment 413-584-7451

Lake Warner Dam

Site of first corn mill – Built on Mill River in 1670

Owned by Hopkins School & Operated by Robert Boltwood

(Cover – Original Oil Painting by Stephen Kotfila, 2020)

Photos provided by Linda Hannum, Jenny Vanasse, Michael Spanknebel)

ANNUAL REPORT OF THE TOWN OF HADLEY, MASSACHUSETTS



FOR THE YEAR ENDING
DECEMBER 2019

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Hadley Statistics

Website: www.hadley.ma.org

Annual Town Meeting: 1st Thursday in May

Annual Town Election: 2nd Tuesday in April

Settled	1659
Incorporated	1661
Area	24.75 Square Miles
Population – 2017 Town Census	5198
Registered Voters	4035
Tax Rate Fiscal Year 2016	\$11.57
Total Valuation – Fiscal Year 2017	\$965,413,885
Form of Government	Open Town Meeting/Select Board
Public Schools	Hopkins Academy Hadley Elementary School
Town Highways	66 Miles
State Highways	9 Miles
Public Libraries	Goodwin Memorial Library
Parks	Town Common Zatyarka Park Skinner State Park
Service Clubs	Hadley Historical Society, Inc. Hadley Lions Club Hadley Mother's Club Hadley PTO Hadley Young Men's Club American Legion Post #271
Museums	Hadley Farm Museum Porter Phelps-Huntington House Hadley Historical Society*
	*(by appointment)

Dedication of the 2019 Annual Report

The Town of Hadley with a break from tradition and in acknowledgement of the current times that we as a world, nation, commonwealth and town have endured during the COVID-19 pandemic- we proudly dedicate this Annual Report to you – our citizens- residents, students, essential workers, emergency personnel, teachers, municipal employees and the rest who stepped up and stayed home. We dedicate this report to you –



The W. Fred Oakley, Jr. Award 2019 Recipient



Ted and Merle Buckhout are lifelong residents of Hockanum village who are distinguished by their service to community and country. They met and married just after World War II, when Ted was a young Marine and Merle was completing her studies at UMass. Merle worked as a high school science teacher including many years as a Chemistry and Earth Science teacher at Hopkins Academy, she later worked in the Springfield office of the Department of Environmental Protection as an Environmental Analyst until her retirement.

Merle has been active for decades in various town committees and organizations, most notably on the Cemetery Committee, the Friends of Mt. Holyoke Range, the Mt. Holyoke Range Advisory Committee and the Hadley Historical Society. Ted served in the U.S. Marine Corps for more than 40 years, including active duty in Japan during WWII and stateside during the Korean conflict, retiring in the reserves as a Chief Warrant Officer. Ted has been a dedicated runner participating in the first nine Marine Corps Marathons in Washington, D.C. and was the driving force in organizing and running the annual Summit Run on Mt. Holyoke. He also has served as a member of the Friends of the Mt. Holyoke Range and the Hadley Historical Society. Ted has assisted in upkeep of the Hockanum Cemetery and has been putting Memorial Day flags on veterans' graves at Hockanum for many years.

The Buckhouts and their six children all graduated from Hopkins Academy. Ted and Merle are often seen at community events at the Senior Center and church suppers. The Buckhouts are yet another example of how fortunate we are in Hadley to have caring people dedicated to lifelong service and participation in the life of their community.

Monthly Committee Meetings Schedules

DEPARTMENT	SCHEDULE	TIME AND PLACE
ASSESSORS	AS POSTED	AS POSTED TOWN HALL
BOARD OF HEALTH	TUESDAYS	7:00 PM TOWN HALL
BUILDING INSPECTOR	MONDAY- FRIDAY TUESDAY OTHER	10:00 AM – 12:00 PM 7:00 - 9:00 PM BY APPOINTMENT
CONSERVATION COMMISSION	2 ND TUESDAY	7:00 PM TOWN HALL
COUNCIL ON AGING	2 ND TUESDAY	10:30 AM SENIOR CENTER CONFERENCE ROOM
FINANCE COMMITTEE	AS NECESSARY	AS POSTED
HISTORICAL COMMISSION	ONCE/ MONTH – TUESDAY EXTRA IF NEEDED	7:00 PM TOWN HALL
HOUSING AUTHORITY	1 ST MONDAY	7:00 PM GOLDEN COURT
LIBRARY TRUSTEES	2 ND TUESDAY	7:00 PM GOODWIN MEMORIAL LIBRARY
PARK & RECREATION COMMISSION	AS NECESSARY	PARK & REC OFFICE -TOWN HALL
PLANNING BOARD	1 ST AND 3 RD TUESDAYS	7:00 PM SENIOR CENTER
SCHOOL COMMITTEE	MONTHLY AS DETERMINED BY THE COMMITTEE	HOPKINS ACADEMY MUSIC ROOM
SELECT BOARD	1 ST AND 3 RD WEDNESDAYS AS POSTED	6:30 PM TOWN HALL
VETERAN’S AGENT	BY APPOINTMENT	SENIOR CENTER

SELECT BOARD

Two thousand nineteen was a monumental year in the Town of Hadley. Years of citizen and municipal employee participation and commitment led to the ground breaking of three new municipal buildings. The Senior Center broke ground in June, both the Fire Substation and Library broke ground in October. The town achieved a AAA S&P bond rating, culminating years of work by dedicated town officials to strengthen our “OPEB” (a set aside for future liability associated with retiree benefits) and municipal financial practices that have been implemented over the past several years.

The fiscal health of the town remains strong. The bond rating change to AAA from AA+ has already saved tax payers tens of thousands of dollars in interest and will prove fruitful when bonds are issued for the final financing of the new municipal building projects. Development along route 9 continues, with several new retail, service and hospitality establishments opening this year. Our greatest resource continues to be the municipal employees and volunteers who find creative ways to balance town finance and one of the most affordable tax rates in the Commonwealth.

The Select Board continues work to keep the town staffed to today’s needs. The town’s first Human Resource Manager began work just after Thanksgiving. The addition of the HR Manager has allowed the Town Treasurer, now an appointed position to take on some additional Financial Management responsibilities. We are looking to add a Town Planner position in the FY2021 budget.

Our Public Safety Team continues their exemplary work. After one full year of Action Ambulance Service, we have received a rebate that pays for their work. Emergency response times have decreased since the ambulance service started. The Fire Chief is working on complying with new OSHA standards that are now being required of the department. The Police Chief is gearing up to have the police department accredited. Both Chiefs continue to run top notch departments.

A common theme over the past several years continues. The town relies heavily on a volunteer workforce and as in other communities it is a struggle for the town to find people to run for public office, sit on volunteer boards and serve in the on-call positions. Complicating matters, we now face retirements in key town positions, and succession planning is becoming essential to smooth the transition. We will be competing with other towns in the Commonwealth to find replacement candidates for these positions, as this phenomenon is happening statewide. However, Hadley has many strengths that should attract a talented pool of individuals.

The town will also have additional capital needs in years to come. We have an aging water and most notably sewer infrastructure. The DPW requires a better facility, and most notably better office facilities. We also have an aging Russell School, which after years of neglect will need attention. The Goodwin Library building will need updating for future municipal use. On a positive note we have agreed to sell the North Hadley Village Hall, however the sale is pending releasing the ball field from Article 97, land use restriction so that the hall can be repurposed.

The town is gearing up to face the challenges ahead. Housing and economic development is becoming a focus within our community as it is state and even country wide. Through this effort we are looking to provide a broader spectrum of housing choices for the community as well as expand the tax base and use of town services. We are addressing a changing climate through the Municipal Vulnerability Plan and starting to engage community participation. The Municipal Building Committee has formed a

subcommittee to look into renovating and repurposing the Russel School. We are also pursuing the use of CPA funding to repurpose and preserve the Goodwin Library into municipal office and meeting space.

The board continues to rise to the occasion and make progress on the issues surrounding us. We are working together for the positive advancement of the town, and doing our best to overcome the obstacles that we face. We could not do this work without the hard work of the town's staff and volunteer efforts from the boards and committees.

Sincerely,

Christian Stanley
Select Board Chair



TOWN ADMINISTRATOR

TO THE SELECT BOARD AND THE PEOPLE OF THE TOWN OF HADLEY:

I am pleased to submit my annual report for 2019. The Select Board has asked that department heads provide a summary of what the Town of Hadley has accomplished over the past 5 years. In short, we have accomplished a remarkable amount of good work on behalf of the townspeople and businesses. I am happy to report that the community continues to prosper, both in terms of year-to-year measurements and over the long term. Our employment opportunities continue to expand, our property values continue to grow, and we balance our agrarian heritage with a vibrant commercial center and with thriving educational and research partners. Hadley continues to promote renewable energy and agricultural preservation. The Town's finances have grown stronger. The Town earned a Standard and Poor's credit rating of AAA, the highest bond rating possible. Hadley's tax rate and average single-family household taxes remain among the lowest in the Valley. Hadley maintains substantial reserves to ensure fiscal stability and flexibility. Combined, these features add up to a high quality of life and high-quality services delivered at an affordable price.

In the span of five years (2015 to 2019), the Select Board has accomplished the following major improvements: (1) a new ambulance service, which in the first year paid for itself; (2) major building projects including a new library, senior and community center, and a fire prevention and fire protection station (look for three ribbon-cutting celebrations this summer 2020); (3) substantial building improvements such as roof replacement projects, an asbestos abatement project, renovation of Town Hall, and improvements to the Public Safety Complex, Hopkins Academy, and the Hadley Elementary School; (4) improvements to infrastructure including upgrades to Sewer Pump Stations 1 and 4, upgrades to the wastewater clarifiers, replacement of aging water lines under Route 9, and road improvements, and ditch and culvert restoration; (5) water treatment plant operations underwent a major overhaul; (6) the Select Board agendas went paperless; (7) accounting systems were revised; (10) a ten-year capital plan was developed; (11) the Town is meeting its obligations under the new storm-water control requirements; (12) the Town added public safety personnel in the form of dispatchers, patrol officers, firefighters, and EMTs; (13) other public safety enhancements include body cameras for the police officers, improved radio and communications systems, better and more fuel-efficient patrol vehicles; (14) procuring modern equipment for the Department of Public Works; (15) improving the Lake Warner Dam and Zatyрка Park; (15) conducting a subsurface, slope stability, and free board survey of the dike; (16) securing grants to build new monitoring systems in the wastewater collection and treatment operations; (17) implementing a new IT upgrade for Town hall; (18) working with state and regional partners to repair the Bay Road Bridge; (1119) launching and effective OPEB strategy, which currently covers 19.25% of our unfunded liability – a remarkable achievement for a small town; and (20) working with the Financial Management Team to improve long-range operations and to manage the funding for all these projects. The list goes on.

The Town is facing future challenges, including widening a two-and-a-half mile stretch of Route 9, permanent replacement of the Bay Road Bridge, upgrades to sewer and water infrastructure, continued ditch cleaning and culvert replacement, and replacement of the Russellville Brook

Culvert and the Moody Bridge Road Culvert. With careful planning and coordination with our strategic partners, the Town should be ready to take on these projects

I have been fortunate to have served my professional organizations by assignments on the Massachusetts Municipal Managers Association Ethics Committee, the Civic Education Committee, the Task Force on Diversity and Inclusion, as District 1 Representative to the Executive Committee, membership on the Board of Directors for the Massachusetts Municipal Association, as representative to the Local Government Advisory Commission, and on the Program Committee for the Small Town Administrators of Massachusetts.

On a personal note, I intend to leave my position as Town Administrator at the end of 2020, and hence this shall be my last annual report. It is time to stand aside and let new talent and new energy to assume the responsibilities of town administrator. I shall find new opportunities and seek new experiences. I shall be ever grateful of my time spent in this wonderful community and for the support of dedicated town staff, department heads, elected officials, and citizen volunteers.

Sincerely,

David G. Nixon
Town Administrator

<p align="center">REPORT OF THE TOWN CLERK TO THE CITIZENS OF HADLEY:</p>
--

It is with great pleasure that I respectfully submit to you my annual report for the year ending December 31, 2019.

VITAL STATISTICS OF THE TOWN OF HADLEY

Number of births for the year was 30. Males, 15 Females, 15

Birth Rate for Five Preceding Years

	2018	2017	2016	2015	2014
31	33	28	24	30	

Number of marriages for the year was 22.
First marriage of both parties - 12

Marriage Rate for Five Preceding Years

2018	2017	2016	2015	2014
29	24	24	19	21

Number of deaths for the year was 119. Males, 50 Females, 69

Death Rate for Five Preceding Years

2018	2017	2016	2015	2014
128	105	96	74	75

Deaths under 1 year of age:	0
Deaths between 1 and 39 years of age:	1
Deaths between 40 and 49 years of age:	0
Deaths between 50 and 59 years of age:	8
Deaths between 60 and 69 years of age:	12
Deaths between 70 and 79 years of age:	18
Deaths between 80 and 89 years of age:	37
Deaths between 90 and 99 years of age:	41
Deaths 100 years and older of age:	2

73 of the deceased were residents of the town. The oldest decedent was a female 100 years of age. 19 were Veterans.

DOG LICENSE REVENUE

735 dogs were licensed for 2019

Total: \$5,370.00

* **ALL** past due accounts must be paid in full before a current license will be issued.

BUSINESS CERTIFICATES ISSUED- CALENDAR YEAR

31 New Certificates
47 Renewals

5 Discontinued/change/withdrawn

Any person conducting business under any title other than the complete real name of the owner, whether individually or as a partnership and any corporation doing business in a name other than the corporate name **MUST** file a business certificate with the Town Clerk (MGL Chapter 110, Section 5). These must be renewed every four years and violation of these provisions shall be subject to a fine of not more than three hundred dollars (\$300.00) for each month during which such violation continues. Please see Town Clerk for full details!

**** ALL ELECTIONS/MEETINGS FOR YEAR 2019****

-Full text and warrants for Town Meetings and elections are available for view at the Town Clerks office during normal business hours and at www.hadleyma.org

DOINGS AT THE APRIL 9, 2019 ANNUAL TOWN ELECTION

A total of 1241 voted out of an eligible 3885 voters = 32% turn out

MODERATOR (vote for one) one-year term

Randall E. Izer received one thousand twenty-two votes	1022
Others	6
Blanks	213
Total	1241

SELECT BOARD (vote for two) three-year term

David J. Fill, II received one thousand seventy-six votes	1076
John C. Waskiewicz, II received nine hundred seventy-two votes	972
John S. Mieczkowski, Sr. received one hundred seventy-seven votes	177
Others	40
Blanks	217
Total	2482

ASSESSOR (vote for one) three-year term

Richard S. Grader received one thousand six votes	1006
Others	1
Blanks	237
Total	1241

BOARD OF HEALTH (vote for one) three-year term

Gregory M. Mish received one thousand four votes	1004
Others	
Blanks	237
Total	1241

PLANNING BOARD (vote for one) five-year term

John S. Mieczkowski, Sr. received two hundred seventy-six votes	276
*Mark Dunn (write in) received nine hundred votes	900

Others	8
Blanks	57
Totals	1241
SCHOOL COMMITTEE (vote for two) three-year term	
Heather S. Klesch received nine hundred thirty-one votes	931
Others	3
Blanks	307
Totals	1241
OLIVER SMITH WILL ELECTOR (vote for one) one-year term	
Sheila M. Konieczny received nine hundred forty-eight votes	948
Others	
Blanks	293
Totals	1241
PARK COMMISSION (vote for one) three-year term	
Diane M. Kieras-Ciolkos received nine hundred eighty-four votes	984
Others	5
Blanks	252
Totals	1241
TOWN CLERK (vote for one) three-year term	
Jessica V. Spanknebel received one thousand sixty-two votes	1062
Others	4
Blanks	175
Total	1241
LIBRARY TRUSTEE (vote for two) three-year term	
David S. Moskin received eight hundred eighty-four votes	884
Meghan L. Campbell received eight hundred ninety-seven votes	897
Others	9
Blanks	692
Total	2482
HOUSING AUTHORITY (vote for one) Five-year term	
Richard J. Witkos received nine hundred eighty-three votes	983
Others	1
Blanks	257
Total	1241
CONSTABLE (vote for two) Three-year term	
William R. Banack received one thousand four votes	1004
Richard T. Downie received nine hundred twenty-three votes	923
Others	2
Blanks	553
Total	2482

Doings at the May 2, 2019 Annual Town Meeting

A total of 226 voters were checked off for this meeting (out of 3887).

Article 1 Motion as shown in Consent agenda: Moved that the Town authorize the Select Board to apply for and expend Massachusetts Small Cities Program grants or monies, or any Federal or State grants or monies, received as set forth in the appropriate application.

The Moderator declared all articles included in the Consent Agenda passed unanimously.

Article 2 Motion as shown in Consent agenda: Moved that the Town appropriate funds provided to the Town by the State under Chapter 90 Type money and such other funds as the Massachusetts Department of Transportation Highway Division may provide, and to authorize the Select Board to enter into contracts with Massachusetts Department of Transportation Highway Division for Chapter 90 Type money allocated to the Town by the State.

The Moderator declared all articles included in the Consent Agenda passed unanimously.

Article 3 Motion as shown in Consent agenda: Moved that the Town vote to authorize the Treasurer with the approval of the Select Board, to borrow money from time to time in anticipation of the revenue of the fiscal year beginning July 1, 2019 in accordance with the provisions of the Massachusetts General Laws, Chapter 44, Section 4 and to issue a note or notes therefor, payable within one year, and to renew any note or notes as may be given for a period of less than one year, in accordance with Massachusetts General Laws, Chapter 44, Section 17.

The Moderator declared all articles included in the Consent Agenda passed unanimously.

Article 5 Motion as shown in Consent agenda: Moved that the Town transfer **\$26,000.00** from Water Reserves to the Water Plant Filtration Stabilization fund as per the provisions of MGL Chapter 40, Section 5B, for the purpose of repairing and replacing water plant filtration membranes and associated expenses.

The Moderator declared all articles included in the Consent Agenda passed unanimously.

Article 6 Motion as shown in Consent agenda: Moved that the Town act on the report of the Community Preservation Committee on the fiscal year 2020 budget and reserve for later appropriation the following sums of money from the Community Preservation Fund estimated annual revenues:

Open Space Preservation	\$25,000.00
Historic Preservation	\$25,000.00
Housing	\$25,000.00

and appropriate the sum of **\$2,000.00** from the Community Preservation Fund estimated FY2020 annual revenues for all necessary and proper expenses of the Community Preservation Committee for the year.

The Moderator declared all articles included in the Consent Agenda passed unanimously.

Article 4 PASSED OVER

Article 8 Motion was made and seconded that **\$_17,454,743_** be appropriated as set forth in individual budget appropriations listed under the column "FY'20 Finance Recommended", as described in Table A General Fund Budget in the handout entitled "Finance Committee Budget FY2020 Annual Town Meeting 2019" as presented at Annual Town Meeting and incorporated by reference herein, and as funding therefor; to transfer for local revenue, funds raised via taxation, and any other available funds; to

raise and appropriate and transfer from available funds the total sum of \$ **17,454,743**, as estimated in Table A.1 of the Annual Town Meeting warrant, each item considered to be a separate appropriation.

The Moderator declared Article 8 as ready by Finance Committee passed

Article 9 Motion was made and seconded that the sum of \$ **949,860** as set forth in the column “FY’20 Finance Recommended” in the handout entitled “Finance Committee Budget FY2020 Annual Town Meeting 2019” as presented at Annual Town Meeting and incorporated by reference herein, up to and including line entitled “Total Budget Appropriation” be appropriated to the FY2020 Wastewater Division Enterprise Fund Account to be expended for the respective purposes set forth, with each item being considered a separate appropriation.

Wastewater Division Enterprise Fund		FY 2019 Budget	FY 2020 Recommended
\$ 440	Wastewater Salaries	\$ 313,608	\$ 332,655
	Wastewater Expenses	\$ 474,550	\$ 476,650
	Wastewater Debt	\$ 126,305	\$ 130,555
	Wastewater Reserve	\$ 10,000	\$ 10,000
	Total Budget Appropriation	\$ 924,463	\$ 949,860
	Deductions from Gross Revenue	\$ 212,381	\$ 209,481
	Total Division Expense	\$ 1,136,844	\$ 1,159,341

And further, moved that the sum of \$ **1,088,153** as set forth in the column “FY’20 Finance Recommended” in the handout entitled “Finance Committee Budget FY2020 Annual Town Meeting 2019” as presented at Annual Town Meeting and incorporated by reference herein, up to and including line entitled “Total Budget Appropriation” be appropriated to the FY2020 Water Division Enterprise Fund Account to be expended for the respective purposes set forth, with each item being considered a separate appropriation.

Water Division Enterprise Fund		FY 2019 Budget	FY 2020 Recommended
450	Water Salaries	\$ 359,224	\$ 379,440
	Water Expenses	\$ 509,535	\$ 510,369
	Water Debt	\$ 167,839	\$ 188,344
	Water Reserve	\$ 10,000	\$ 10,000
	Total Budget Appropriation	\$ 1,046,598	\$ 1,088,153
	Deductions from Gross Revenue	\$ 205,467	\$ 193,205
	Total Division Expense	\$ 1,252,065	\$ 1,281,358

And further moved that the sum of \$ **68,822** as set forth in the “FY’20 Finance Recommended” in the handout entitled “Finance Committee Budget FY2020 Annual Town Meeting 2019” as presented at Annual Town Meeting and incorporated by reference herein,, up to and including line entitled “Total Budget Appropriation” be appropriated to the FY2020 Hadley Media Enterprise Fund Account to be expended for the respective purposes set forth, with each item being considered a separate appropriation.

Hadley Media Enterprise Fund			FY 2019 Budget	FY 2020 Recommended
599	Hadley Media Salaries		\$ 17,340	\$ 17,767
	Hadley Media Expenses		\$ 40,371	\$ 46,230
	Hadley Media Reserve		\$ 10,000	\$ 4,825
		Total Budget Appropriation	\$ 67,711	\$ 68,822
		Deductions from Gross Revenue	\$ 14,890	\$ 22,018
		Total Division Expense	\$ 82,601	\$ 90,840

Moderator declared Article 9 passed unanimously.

Article 10 Motion A Motion was made and seconded that the Town transfer:

1. **\$40,000** from Water Reserves for Cleaning Callahan Well #2 for the Department of Public Works;
2. **\$40,000** from Sewer Impact Fees for a septage truck for the Department of Public Works; and
3. **\$2,000** from Water Reserves, **\$2,000** from Sewer Reserves, and **\$2,000** from raise and appropriate for information technology for the Department of Public Works.

The Moderator declared Motion A of Article 10 passed unanimously.

Article 10 Motion B Motion was made and seconded that the Town appropriate **\$6,550.00** to pay costs of a capital asset schedule for the Select Board including the payment of all costs incidental and related thereto, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(1) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor.

Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

The Moderator declared Motion B of Article 10 passed 207-1.

Article 10 Motion C Motion was made and seconded that the Town appropriate **\$7,000.00** to pay costs of voting booths for the Town Clerk including the payment of all costs incidental and related thereto, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(1) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor.

Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

The Moderator declared Motion C of Article 10 passed 207-1.

Article 10 Motion D Motion was made and seconded that the Town appropriate **\$10,500.00** to pay costs of furniture for the Select Board including the payment of all costs incidental and related thereto, and that

to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(1) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor.

Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

The Moderator declared Motion D of Article 10 passed 206-2.

Article 10 Motion E Motion was made and seconded that the Town appropriate **\$75,000.00** to pay costs of acquiring a Skid Steer for the use of the Highway Division of the Department of Public Works including the payment of all costs incidental and related thereto, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(1) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor, provided, however, that the vote taken hereunder shall be expressly contingent upon approval by the voters to exclude the amounts to pay for the bonds or notes authorized for this purpose from the provisions of Proposition 2½, so called.

Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

The Moderator declared Motion E of Article 10 passed 193-15.

Article 10 Motion F Motion was made and seconded that the Town appropriate **\$30,000.00** to pay costs of acquiring a Hot Box Unit for the use of the Highway Division of the Department of Public Works including the payment of all costs incidental and related thereto, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(1) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor, provided, however, that the vote taken hereunder shall be expressly contingent upon approval by the voters to exclude the amounts to pay for the bonds or notes authorized for this purpose from the provisions of Proposition 2½, so called.

Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

The Moderator declared Motion F of Article 10 passed 196 – 12.

Article 10 Motion G Motion was made and seconded that the Town appropriate **\$60,000.00** to pay costs of acquiring a Mini-Excavator for the use of the Highway Division of the Department of Public Works including the payment of all costs incidental and related thereto, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(1) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor, provided, however, that the vote taken hereunder shall be expressly contingent upon approval by the voters to exclude the amounts to pay for the bonds or notes authorized for this purpose from the provisions of Proposition 2½, so called.

Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

The Moderator declared Article G of Article 10 passed 193-15.

Article 10 Motion H Moved that the Town appropriate **\$100,000.00** to pay costs of cleaning and repairing ditches by the Highway Division of the Department of Public Works including the payment of all costs incidental and related thereto, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(1) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor, provided, however, that the vote taken hereunder shall be expressly contingent upon approval by the voters to exclude the amounts to pay for the bonds or notes authorized for this purpose from the provisions of Proposition 2½, so called.

Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount. *Some questions on this article, support but how much total? Multi-million dollar project. Stabilization account to save?*

The Moderator declared Motion H of Article 10 passed 200-8.

Article 11 Motion was made and seconded that the Town amend Chapter 86, Section 86-9, relating to tax liens revolving funds as administered by the Treasurer, by increasing the annual expenses allowed from \$5,000 to \$7,500 and increasing the maximum allowable balance as of June 30 from \$10,000 to \$12,000.

The Moderator declared Article 11 passed unanimously.

Article 12 Motion was made and seconded that the Town accept the provisions of MGL Chapter 200A, Section 9A relating to the disposition of unclaimed property.

The Moderator declared Article 12 passed.

Article 13. Motion was made and seconded that the Town raise and appropriate **\$19,000.00** to add to the Police Detail Revolving Fund established under MGL Chapter 44, Section 53C

The Moderator declared Article 13 passed.

Article 14. Motion was made and seconded that the Town appropriate **\$210,000.00** from the Community Preservation General Fund for the purpose of acquiring an agricultural preservation restriction (APR) on all or a portion of the parcel of property known as the Szala Farm (Assessors Map 12D, Parcel 8; Assessors Map 13, Parcel 49), and the authorize the Select Board to enter into such agreements on behalf of the Town as may be necessary for the Town to be a co-holder of said APR. Conditions include: The applicant would have 2 years to spend the funding, and if not spent, any remaining funds would revert back to CPA General Fund.

The Moderator declared Article 14 passed.

Article 15. Motion was made and seconded that the Town transfer **\$56,590.00** from Transfer of Development Rights and transfer **\$93,410.00** from Conservation Land Fund for the purpose of acquiring an agricultural preservation restriction (APR) on all or a portion of the parcel of property known as the Szala Farm (Assessors Map 12D, Parcel 8; Assessors Map 13, Parcel 49), and the authorize the Select Board to enter into such agreements on behalf of the Town as may be necessary for the Town to be a co-holder of said APR.

The Moderator declared Article 15 passed.

Article 16. Motion was made and seconded that the Town appropriate **\$83,091.00** from the CPA General Fund for the purpose of acquiring an agricultural preservation restriction (APR) on all or a portion of the parcel of the property known as the Niedbala Farm (Assessors Map 4F, Parcel 15), and to authorize the select Board to enter into such agreements on behalf of the Town as may be necessary for the Town to be a co-holder of said APR. Conditions include: The applicant would have 2 years to spend the funding, and if not spent, any remaining funds would revert back to CPA General Fund.

The Moderator declared Article 16 passed

Article 17 Motion was made and seconded that the Town transfer **\$20,773.00** from the Transfer of Development Rights Fund for the purpose of acquiring an agricultural preservation restriction (APR) on all or a portion of the parcel of the property known as the Niedbala Farm (Assessors Map 4F, Parcel 15), and to authorize the Select Board to enter into such agreements on behalf of the Town as may be necessary for the Town to be a co-holder of said APR

The Moderator declared Article 17 passed.

Article 18 Motion was made and seconded that the Town transfer **\$500.00** to the Historical Commission to fund an inspection and preservation plan for two historic 1740-era maps of Hadley. Funding would come from the Historical Set Aside Fund. Conditions include: The applicant would have 2 years to spend the funding, and if not spent, any remaining funds would revert back to CPA Historical Set Aside Fund.

The Moderator declared Article 18 passed.

Article 19 Motion was made and seconded that the Town transfer **\$32,000.00** to the Hadley Park and Recreation Department for work as proposed on application dated 1/9/19 for finishing construction of Zatyra Park. Funding would come from the CPA General Fund. Conditions include: The applicant would have 2 years to spend the funding, and if not spent, any remaining funds would revert back to CPA General Fund.

The Moderator declared Article 19 passed.

Article 20 Motion was made and seconded that the Town transfer **\$1,517.00** to the Friends of Lake Warner per the application as amended 1/17/19 to construct a boardwalk on conservation land bordering Lake Warner. Funding would come from the CPA General Fund. Conditions include: The applicant would have 2 years to spend the funding, and if not spent, any remaining funds would revert back to CPA General Fund.

The Moderator declared Article 20 passed.

Article 21 Motion was made and seconded that the Town transfer **\$810.00** to the Friends of Lake Warner per the application dated 12/29/18 for water testing of Lake Warner for conservation purposes. Funding would come from the CPA General Fund. Conditions include: The applicant would have 2 years to spend the funding, and if not spent, any remaining funds would revert back to CPA General Fund.

The Moderator declared Article 21 passed.

Article 22 Motion was made and seconded that Town transfer **\$185,000.00** to the Hadley School Committee/School Department for Phase 1 of improvements of the Hopkins Academy playing fields per the proposal dated 12/18/18. Funding would come from the CPA General Fund. Conditions include: The applicant would have 2 years to spend the funding, and if not spent, any remaining funds would revert back to CPA General Fund.

School Superintendent spoke to this emphasizing fields are for all town use not just schools.

The Moderator declared Article 22 passed.

Article 23 Motion was made and seconded that the Town authorize the Hadley Select Board to grant a nonexclusive utility easement to NStar Electric Company (doing business as Eversource Energy) over a portion of town-owned land identified as Parcel 41-32 known as 46 Middle Street, and to allow NStar Electric Company (doing business as Eversource Energy) to utilize the Town's interest in the easement described in the Easement Relocation Agreement recorded at Book 13130, Page 102 in the Hampshire County Registry of Deeds for purposes of a nonexclusive utility easement.

The Moderator declared Article 23 passed.

Article 24 Motion was made and seconded that the Town authorize the Select Board to petition the General Court to release land protected under Article 97 of the Constitution of the Commonwealth of Massachusetts.

Much discussion. Some want to take out of protection to sell property, some want to keep the property citing water access/green space. No one knows where \$\$ come from to keep it and just tear down NHH.

The Moderator declared Article 24 failed.

Article 25 Motion was made and seconded to pass over this article. *Bill Dwyer states moot point as it is already considered protected recreational land*

The Moderator declared Art 25 Passed Over.

Article 26 Motion was made and seconded that the Town amend the Bylaws of the Code of the Town of Hadley as delineated in Article 26 of the Annual Town Meeting warrant for May 2, 2019 and incorporated by reference herein.

The Moderator declared Article 26 passed.

Article 27 Motion was made and seconded that the Town amend the Zoning Bylaws of the Code of the Town of Hadley as delineated in Article 27 of the Annual Town Meeting warrant for May 2, 2019 and incorporated by reference herein.

Much debate on whether restrictions in this bylaw protects Hadley residents or hurts Hadley's local farmers (no open grown). Many see both sides...pass for now, amend later

The Moderator declared Article 27 passed 190-18.

Article 28 Motion was made and read by the petitioners of this article as printed in the warrant and was seconded that Hadley vote on Resolution in Support of Changing the State Motto and Seal of Massachusetts

The Moderator declared Article 28 passed.

Cemetery Committee



Old Hadley Cemetery

The Cemetery Committee advises and assists the Cemetery Division of the Department of Public Works which operates and manages five historic town cemeteries dating back to the 17th century, including the Old Hadley, Hockanum, North Hadley, Russellville and Plainville cemeteries.

2019 Projects and Activities

In 2019, Mary Thayer joined the committee as representative for the Hockanum Cemetery, replacing Merle Buckhout who resigned after many years of faithful service. We thank Merle for her outstanding and long term service to the committee and the town. We are also looking for a new member for the North Hadley Cemetery.

Two projects funded by Community Preservation funds were completed in 2019:

Restoration of historic gravestones at the Hockanum Cemetery

Gravestone assessment surveys of the Plainville, Russellville, North Hadley, and Old Hadley (Center Portion) to determine restoration work at these cemeteries.

In 2019, we received Community Preservation Committee and Town Meeting approval for undertaking gravestone restoration work at the Old Hadley and Plainville cemeteries as well as approval to conduct a study of restoration alternatives for the Hockanum Cemetery Stone Fence. Removal of several dead trees and pruning of others at the Old Hadley and North Hadley cemeteries was undertaken in early 2019.

American flags were placed at veterans' graves for Memorial Day with the assistance of Hadley Girl Scouts, Ted Buckhout and Gary Berg. We started work on compiling a master list of the approximately 350 veteran's graves in the town cemeteries. The committee gave tours of the Hockanum Cemetery as part of Barstow's Hockanum Village Day.

As of July 1, 2019, the town completed the transition to the new Cemetery Division in DPW for operation and management of the town cemeteries. The committee handled several requests for historical/family information at the cemeteries and up to July assisted families in arranging for burials, purchase of lots and/or installation of memorial stones and markers. DPW is now the primary point of contact for lot sales, burials and memorial stone locations.

Looking ahead in 2020

We expect that gravestone restoration work at the Old Hadley and Plainville cemeteries will be undertaken and completed by the end of 2020. We also plan to schedule a one day workshop conducted by a professional conservator on gravestone preservation and restoration.

The committee expects to prepare requests for gravestone restoration at the North Hadley and Russellville cemeteries for consideration by the Community Preservation Committee and Town Meeting in Fall 2020.

We will continue to work with DPW to improve and digitize cemetery information and records and to investigate alternatives for repair of Hockanum stone fence.

Our thanks to Hadley Department of Public Works and Cemetery Division foreman Gary Berg who have now taken over the day to day job of operating and maintaining the town cemeteries.

We also deeply appreciate the support and interest of the Community Preservation Committee and Town Meeting in keeping our historic town cemeteries safe, beautiful and respectful.

The Cemetery Committee can be contacted by calling the Public Works Department office.

Respectfully submitted,

Town of Hadley Cemetery Committee:

Alan Weinberg	Chair and Old Hadley
Mary Thayer	Hockanum
Diane Stengle	Russellville
Emily Remer	Plainville
(vacant)	North Hadley

MAJOR INCIDENT TYPE # INCIDENTS % of TOTAL		
Fires	31	2.07%
Rescue & Emergency Medical Service	1063	70.96%
Hazardous Condition (No Fire)	56	3.74%
Service Call	68	4.54%
Good Intent Call	51	3.40%
False Alarm & False Call	220	14.69%
Severe Weather & Natural Disaster	8	0.53%
Special Incident Type	1	0.07%
TOTAL 1498 100.00%		

FIRE/RESCUE AND EMS DEPARTMENT

2019 was another challenging but successful year for the Hadley Fire/Recue and Hadley/Action EMS Department. The Department wishes to thank the residents of Hadley for their continued support of the department and 2019 was exciting as groundbreaking began in July for the new North Hadley Fire Station locate at 304 River Drive.

The Fire department responded to 1498 calls for service which is approximately a 13% increase from

2018. Approximately 70% of the calls occurred during the hours of 6am and 6pm. The breakdown of responses is in Major Incident Type Table to the left. A detailed summary of responses can be found on the Hadley Fire Department Website at www.hadleyma.org.

The Department requested mutual aid from South Hadley Fire District #1 once, South Hadley Fire District #2 once, Northampton Fire/Rescue twice, Amherst Fire three times. Hadley Firefighters were requested for mutual aid calls to Amherst five times, Northampton twice, and Hatfield once. I would again like to thank all our mutual aid partners and Regional and State resources who continue to answer our calls for assistance regardless of the strain it may put on their own departments and community resources.

I would like to personally thank our contracted partner, Action EMS and the dedicated paramedics and EMT's who have become a part of the public safety family here at the station. Our own Hadley Med 1 was very busy in this their first full year with the Town. I am happy to say that the Town of Hadley was reimbursed its full contracted rate for service in FY20 (\$267,500). The reimbursement is part of the contract and is a result of Action EMS reaching its specified call volume and revenue. Below please see the 2019 Call volume which was provided

Volume 2019

HADLEY	ALS	BLS	Total
Jan	45	12	57
Feb	62	21	83
Mar	53	13	66
Apr	71	9	80
May	60	13	73
Jun	40	13	53
Jul	50	14	64
Aug	43	13	56
Sep	57	14	71
Oct	47	24	71
Nov	46	16	62
Dec	41	20	61
Grand Total	615	182	797

by Action EMS.

I am pleased to report that our average response time to EMS calls for 2019 was 5:18 which is from time of call to arrival on scene. I am very proud to say that our crews have provided exceptional service and when multiple calls occur at the same time our crews are able to respond and handle these emergencies as a team. The Paramedics and EMT's of Hadley Med 1 and Action Med 2 continue to immerse themselves into our community and department and have assisted with ambulance coverage at numerous community events including Hopkins High School Soccer, Kestrel Trust 5K for Farmland, Asparagus Festival, Amherst 4th of July Fireworks, site visits with the Senior Center and Windfield Senior Estates, Fire Department Open House and numerous other events. I would like to thank the Ambulance Oversight Committee which includes Hank Barstow, Molly Keegan and Barbara O'Connor for their coordination with my office and Action EMS to regularly review response times, staff and any specific concerns related to the contract. I would also like to thank Michael Woronka, President/CEO of Action EMS, and his management team for always being available for a call and for addressing all concerns or answering any questions as soon as possible if not immediately.

The department had a changeover in fulltime staff this year with our fulltime firefighters. I am proud to introduce Firefighter/EMT Collin Mick who started with the department in September and Firefighter Daniel Mam who filled the second fulltime position in November. Collin and Daniel are a great addition to our team and have seamlessly transitioned into their new roles under the direction of their supervisors. Collin lives in Granby and is on the call force of South Hadley Fire District 2 and also works per diem as an EMT-Basic for AMR ambulance service. Collin completed the Call/Volunteer Firefighter Academy and received his National Pro Board Certification in October of 2019. Daniel lives in Northampton and joined the Hadley Call Force in December of 2018 and has been working hard to complete his EMT-Basic Certification. Dan completed the Hampshire County Basic 6 Firefighter Program and is working on his Associates degree in Fire Science at GCC which he hopes to complete in 2020.

As I have stated nearly every year and what has become a serious issue, on-call and volunteer departments are struggling throughout the Commonwealth and across the country but are needed to respond to an ever-increasing variety and volume of calls with increased hazards. Our department closed out 2019 with 6 full time staff and 16 call force members which is a decrease in 6 from 2018. In an effort to find new ways to recruit members and with the continued support of Superintendent of Hadley Schools Dr. McKenzie and Hopkins Academy Principal Brian Beck, Deputy Chief Briant and I have now implemented a Public Safety 1 program at Hopkins Academy. Every day we are in class with 13 Hopkins Academy students in grades 10-12. This Public Safety 1 program offers students of Hopkins Academy, as members of the community and county the ability to gain technical skills and experience that they can apply toward a future career in public service. Not only are the students learning technical skills and preparing for post-secondary education in a potential career in fire, police, emergency medical services, etc., but they are also learning the importance of community service, leading a healthy and safe lifestyle, fire prevention and education, work ethic, leadership and teamwork. An equal – if not greater – benefit to the students is the opportunity to develop and build confidence, responsibility and the ability to stay calm in an emergency. This introduction to Public Safety is designed for students interested in pursuing careers in the fields such as Fire Science, Firefighting, Emergency Medical Services, Emergency Management, Criminal Justice, Homeland Security, CERT, Public Health, Inspection Services and other related fields. The course provides the students with a snapshot of these careers with an opportunity to meet guest lecturers who are professionals in these fields. The course utilizes programs which are modeled after State and National Standards for Full Time and Call/Volunteer public safety professionals and upon completion of the course, students will possess skills and have the opportunity to be certified through the American Heart Association in CPR/AED for the professional Rescuer and also receive certificate of completion of First Responder training which is a requirement for all Fire and Police professionals.

It is my hope that by pairing the students with experienced, energetic leaders and mentors of my department, the police department and other public safety professionals that we will build this program which will in turn support and increase interest in continuing on in the fields of public safety especially our call force. One of our 12th grade

students, Emma Elson stepped up into the role as a Junior firefighter after she opted to take our Public Safety 1 course and officially joined the call force when she turned 18. Emma Elson completed the Basic 6 Firefighter Training in the Fall of 2019 and it is our hope that she will continue on with us and work towards her National Certification in firefighting and Emergency Medical Technician. Our Junior Firefighter Program also welcomes William Konieczny who is interested in joining the call force when he turns 18. He is a student at Smith Vocational and his interest in the Hadley Fire Department is "Helping out my Town, helping my community and just doing the right thing". William has already stepped up with assisting around the station and attends as many drills as he can in preparation of becoming a call force firefighter.

I would like to extend a special thanks to Captain Steven Barstow II for his almost 17 years of dedicated service to the Hadley Fire Department. Steven started his call force career in June of 2002 and obtained the rank of Captain in 2014 and was second in command of the department from July of 2016 until stepping down for family and work commitments in February of 2019. Having spoken numerous times with Steven I know this decision was not made lightly and if there was any other option, I am sure Steven would have remained in his role as Captain. He was part of the planning and design team for the build out of the 2017 Pierce Arrow XT, Hadley Engine 4 and an outstanding firefighter, pump operator and leader of the department. I am also proud to say that Steve is one of my closest friends and it is because of members like him that I am a better Chief today. Thank-you Steve, for your dedication and service to the residents and visitors of the Town of Hadley!

I would also like to express a belated thank you to Lieutenant Todd Ansaldo for his 27 years of service to Hadley Fire Department. Todd stepped down from the department in January of 2018 due to personal and work-related commitments. Todd was promoted to the rank of Lieutenant in 2017 and responded out of the North Hadley Fire Station. Todd, thank you for your service and commitment to the department and the community we serve!

To the members of my department, your commitment and dedication to responding to calls for service at all hours of the day and night, sometimes interrupting your work and family time is truly commendable. I continue to receive thank-you letters and calls from residents, businesses and visitors of the Town who express their thanks and appreciation for your professionalism and caring for our community. I would also like to thank your families for allowing you to participate and take time which could be spent with husbands, wives, children and friends. A special thank-you to my family, (Jess, Gage and Sloane) for their understanding and support when I come home late from the station and then run back out the door at all hours of the day and night.

The department continued with bi-weekly in-house training and we were fortunate to have had the opportunity to utilize the Senior Center for practical firefighter training which included: search and rescue, forcible entry, ladders, interior hose operations, and firefighter safety training. We also hosted the Western Massachusetts Technical Rescue Team at the site where they practiced building stabilization and wall breach techniques. We also conducted extrication training for UMASS EMS as part of their EMT training program. Firefighter Gage Spanknebel, Firefighter Spencer Harrington, Firefighter Daniel Mam and Firefighter Liam Higgins completed the Hampshire County Basic 6 Training through Hampshire County Fire Defense in the Spring of 2019. Firefighter Higgins also went on to attend the Massachusetts Call/Vol. Firefighter I/II Training Program in Springfield where he completed 240 hours of training and received his National Pro Board Certification. I would like to thank and congratulate him for making this commitment to advanced training. I



would also like to congratulate Firefighter Nick Wojtowicz for completing his EMT-B training and passing the National Exam.

I would also like to personally thank Lee and Diane Shumway for coming into the department with the ALS Association Massachusetts Chapter to educate our firefighters and EMT's on the disease and how we can better manage, respond to and work with the family to provide the best patient care. ALS is an incurable disease which erodes nerves in the spinal cord and brain, causing gradual paralysis. Lee and Diane have taken it upon themselves to educate and fundraise to support research and testing. Lee you are truly a hero in my eyes with your passion to continue on so that a cure may be found.

Deputy Chief Briant and I conducted over 15 American Heart Association CPR/AED and First Aid courses for the department, schools and private groups and I also completed the 40 hour CPR/First Responder Instructor Certification Program with Officer Kupyean in order that our departments comply with annual in-service requirements and also so we can host a full first responder training program for new firefighters.

In 2019 fire prevention conducted numerous fire and life safety inspections along with mandated inspections jointly conducted with the Building department including:

88 -26F & 26F^{1/2} Smoke and CO Inspections in Homes for Sale or Transfer/New & Existing
Construction Residential Home Inspections/Wood and Pellet Stove
38-Propane Tank Inspections
13-Truck Inspections for Transfer and Cargo Tanks
23- Oil Burner Permit and Inspections
5-Underground Storage Tank Removal Inspections
1-Marina Inspections
80+ -Life Safety Inspections for Liquor License, Final Inspection for Certificate of Occupancy in
New Construction, Town Building and Restaurant inspections, etc.

In 2019 my office completed and issued:

30-Commercial and residential plan reviews
15-Commercial Permits for Installation of Fire Protection Equipment
18-Commercial Permits to Alter/Modify a Fire Protection System
8-Flammable/Combustible Fluids, Solids and Gas Storage Permits
17-Permits to Store Combustible Rubbish
5-Underground Storage Tank Removal Permits
240-Burn permits
11-Hot Works Permits
3-Trench Permits
1-Permit for the Display of Fireworks

In 2019 in coordination with the Police Department Deputy Chief Evan Briant installed and assisted with the install of over 10 car seats

This year is also the 12th year of partnering up with the UMASS Senior Nursing Program and I would like to thank Sheila Pennell R.N, and her students for their hard work assisting in the Town with providing 911 training to the Kindergartners in Hadley Public Schools and researching and creating surveys and an educational outreach program for High School aged youth on the potential hazards and health concerns from vaping.

I would also like to thank Hopkins Academy Senior Austin Bushey who approached the department to do his Eagle Scout Project. Austin assisted with the design, product selection, scheduling and coordination of volunteers for the build out of a patio area on the west side of the public safety complex. I would like to thank all of the volunteers that came out to work on the project and a special thank you to Lieutenant Rob Adair and RH Adair

Company for assisting with equipment and technical guidance on this project. It wouldn't have been possible without him.

The Hadley Volunteer Fireman's Association would like to thank all who supported our 2019 annual fundraising drive. This year the Police and Firemen's Association's again held their Toy Drive and Stuff a Truck and Cruiser Programs and delivered two truckloads of toys to the Shriner's Hospital and Baystate Children's Hospital in Springfield.

In closing, the past five years have been an exciting and extremely challenging time for the department. Some of the major milestones in the past 5 years include the addition of fulltime day staffing in 2017 and 2018. The design, build out and equipping and training on our 2017 Pierce Engine 4 Rescue/Pumper. The research/request for proposal and implementation of our own in-house paramedic level ambulance service, which we contracted with Action EMS and put into service on June 29, 2018. The purchase of 9+ acres of land in North Hadley and voter support of additional funding to design and build a new North Hadley Fire Station with our groundbreaking in July of 2019. I truly thank all of the residents of Hadley for your continued support and trust in the men and women who work hard to serve and protect you. I look forward to continuing to serve as your Fire Chief and I again I ask that if you ever have any questions, concerns or require assistance to not hesitate to call. It is my hope that you will contact us if you have any fire safety related questions or if you simply need assistance changing batteries in or installing new working Smoke and Carbon monoxide detectors or Lock Boxes. Please check out our Facebook Page and the Town Website for department information and links to additional fire prevention information.



**LET US NEVER FORGET 9-11-01 AND THE ALL FIRE DEPARTMENT LINE OF DUTY DEATHS
&
SMOKE & CARBON MONOXIDE DETECTORS SAVE LIVES SO WHEN YOUR CLOCKS CHANGE,
CHANGE YOUR DETECTORS BATTERIES**

Respectfully submitted,

Michael H. Spanknebel
Fire Chief



HADLEY POLICE DEPARTMENT

TO THE SELECT BOARD AND THE RESIDENTS OF HADLEY:

As we have been doing for the last several years, we have continued to make positive change to the police department. As with most years, we have seen changes in staffing, including a retirement.

We promoted three excellent officers from within the department to full time positions. Officers Casey Gilbert, Jacob Laughlin, and Jacob Marini all earned a spot on our full-time roster in 2019. They worked hard as Special Officers, showed that they deserved to be promoted and we are happy to have them aboard. They will attend the full-time police academy in early 2020.

We also replenished our Special Police ranks by hiring Officers Brendan Smith and Tenzin Khenrab. As we approached the end of 2019, we received notification from Sgt. Kenneth Hartwright that he would be retiring. Officer Brendan Smith was hired as a full-time officer to replace Sgt. Hartwright's vacated position, and a supervisor will be sought at a later time. Sgt. Hartwright retired with nearly 40 years dedicated to policing, and over 10 years to the Hadley Police Department and the residents of Hadley.

During 2019, we embarked on the process of becoming an accredited police department through the Massachusetts Police Accreditation Commission. Accredited police departments abide by a uniform set of standards as established by the Commission, which generally address areas of high liability in policing. The first step in Accreditation is attaining Certification which requires compliance with 159 standards. We have already deployed a software program that will assist in the accreditation process, as well as consolidate administrative functions such as Policy Management, and our training programs; two significant portions of accreditation. Lt. Kuc is the accreditation manager, also oversees department operations, and with Sgt. Hartwright's retirement, is also supervising the day shift patrol officers.

Sgt. Mike Romano continues to supervise our School Resource Officer Program, as well as the midnight shift patrol officers. Officer Casey Gilbert took over the role of School Resource Officer beginning this last school year, and appears to be working very well with administration, teaching staff, and students.

Detective/Sgt. Green supervises investigations, as well as the evening shift. Detective Joel Kupeyan worked very hard to close many investigations during 2019, and ultimately worked or assisted with over 80 cases, and filed criminal charges against over 50 suspects.

Once again in 2019, we were fortunate that our town residents approved numerous articles at town meeting that will allow for us to grow and improve our department, and we are all extremely grateful. Of several articles, we are appreciative of the continuous support on the necessary annual replacement of a cruiser. Annual cruiser replacement is necessary to ensure that we can continue to have sufficient equipment to be able to respond to the several thousands of calls that we are called to. Another appropriation that was funded in part by the voters of Hadley is our body and cruiser camera program. We expect that they will be deployed in 2020.

An update on our cruiser fleet;

With continued departmental growth, expansion of services, and on-going and forecasted state highway construction projects, our fleet of vehicles has continued to grow. As of now, we currently have 13 cruisers in our fleet, and the fleet is divided into three divisions. We also have one utility trailer, as well as two message board trailers. All three trailers were paid for by grants

or municipal partnerships, one cruiser was paid for by a grant, and two were purchased for pennies-on-the-dollar from UMass Police to make up for shortages. The three divisions of cruisers are Patrol, Administration, and Utility.

The patrol fleet consists of 7 marked cruisers;

Cruiser 30-2017 Ford Explorer

Cruiser 32-2013 Ford Explorer

Cruiser 34-2020 Ford Explorer (Gas/Electric Hybrid)

Cruiser 35-2017 Ford Explorer

Cruiser 37-2017 Ford Explorer

Cruiser 38-2016 Ford Explorer

Cruiser 39-2015 Ford Explorer (K9)

Cruisers with grey graphics are generally used by traffic officers.

Admin cruisers are driven by detectives and supervisors.

Cruiser 29-2019 Ford Explorer

Cruiser 41-2014 Ford Explorer

Cruiser 42-2016 Ford Explorer (paid for by state grant)

Utility cruisers are some of our oldest cruisers that were decommissioned from day-to-day use. They are used for construction details, officers attending training, and other non-patrol related functions. Using vehicles in this capacity keeps mileage and excessive wear off cruisers in the patrol fleet, extending their use.

Cruiser 31- 2009 Ford Crown Victoria (Purchased from UMass Surplus)

Cruiser 36- 2012 Ford Explorer

Cruiser 40- 2010 Ford Expedition (Purchased from UMass Surplus)

Our statistics for 2019 are as follows:

12,729 Calls for service. These include calls coming into our dispatch center for assistance in which the police, fire department/ambulance are dispatched and initiated calls like traffic stops, property checks, and all fire services.

538 Reports Taken. These can include anything from disturbances to something out of the ordinary that the officer simply wants to document for future reference. They are also crimes where a suspect is not immediately apparent.

470 Crash Reports. Any crash that occurs on a public way and/or the damage from such a crash is estimated to be over \$1,000 is documented in this manner.

307 Arrests or Criminal Charges. These include actual “custody” arrests and criminal charges which are filed in the event that the suspect is unable to be taken into immediate custody.

3822 Motor vehicle stops and complaints.

2186 Traffic citations issued. This includes both written warnings and civil citations where a fine is attached.

Looking back over the last few years, we have expanded our services to include creation of a Retail Theft Task Force which has allowed us to work very closely with other area departments and the District Attorney’s Office to curtail the vast number of theft reports we get and even theft rings reaching into different towns and even states. Another incredibly successful program is our Connecticut River Task Force which again involves working closely with our DA’s office and area departments to help make our waterways, marina’s and Mitch’s Island safer and cleaner. Our Civilian Advocate program of which we are partners with Amherst, UMass, Belchertown, Northampton and the Center for Women and Community is another program we offer so that survivors of domestic violence and sexual assault have a secure and confidential way to access

services to assist them. We also began deploying Narcan to each of our officers with assistance from a partnership with Hampshire Hope from whom we obtain not only access to the Narcan itself, but we are also able to access grant funds for training and creation of our DART (Drug Addiction and Recovery Team) program. This program allows for officers to be specifically trained to make connections and offer services to those who might be suffering from substance abuse issues.

As always, I want to thank Mike Spanknebel, Anne McKenzie, David Nixon, Chris Okafor, the Select Board and Finance Committee, and all who work in Town Hall and other town departments/boards for all that they do to help us continue to move forward. Their partnership and collaboration are very important to our success. Also, without all of our emergency Dispatchers, Supervisors and Officers, and Administrative Staff working together, we would not be able to provide the services that we do. I am proud to work alongside such caring people. The Town of Hadley is a unique one when it comes to public safety. While our population is small, we have thousands upon thousands of people who travel to and through our area and we must be able to meet the growing demands placed upon us. We are so very grateful for the support we receive from the residents of this Town and we will always try to meet and exceed your expectations of us. I welcome any input on how we can better serve this fine community.

Respectfully,

Michael A. Mason
Chief of Police

Animal Control

TO THE SELECT BOARD AND RESIDENTS OF HADLEY:

During 2019, the Hadley Police Department logged 354 animal related calls for service.

Calls for Service:

- 🐾 **136 call(s) involving Dogs**
- 🐾 **97 call(s) involving Wildlife.**
- 🐾 **30 call(s) involving Livestock**
- 🐾 **34 call(s) involving Cats.**
- 🐾 **18 call(s) for other (i.e.: Information requests)**
- 🐾 **52 Citations issued**

During the year of 2019, Hadley Animal Control worked with the Mass Animal Fund to TNR (Trap Neuter & Release) a cat colony in the Town of Hadley. During this process, a cat is spayed or neutered and vaccinated against rabies. The ability to access this service allowed us to provide services to 33 cats, 13 of which were young enough to be placed up for adoption through a local rescue and were placed into homes.

Did you know? That the Mass Animal Fund also provides Spay and Neuter vouchers for dogs and cats to residents as well. These vouchers are accepted by certain veterinarian providers. If you want to get your dog or cat spayed or neutered, please contact ACO Kyle Dragon for additional information and to see if you qualify.

Hadley Animal Control continued to work with the Town Clerk's Office regarding dog licensing during 2019. We would like to remind everyone that every dog (6) months or older must be vaccinated against rabies and licensed with the Town Clerk's Office. In addition, your dog license expires annually on March 31st of every year. The Town of Hadley grants a 60-day grace period until May 31st. Effective June 1st the Town Clerk's Office applies an additional \$20 late fee.

During 2019, after a significant initiative to contact owners of expired or unlicensed dogs, the Hadley Animal Control Department issued approximately 50 By-law citations for delinquent dog licenses. It is our hope that we do have to issue any in 2020.

Also, please make sure your pet wears their license. The license information is often used by the Police Department to return a dog home immediately. Being able to return a dog home eliminates the need to charge kenneling fees.

Anyone with Animal Control questions can contact ACO Kyle Dragon directly by email at **dragonk@hadleyma.gov** or by phone at **413-230-6456**.

If you have an urgent or immediate situation, please contact the Hadley Police Department directly at **413-584-0883** and they will contact ACO Dragon, or dispatch a patrol officer to respond.

Respectfully Submitted,
Lt. Mitchell Kuc
Animal Control Supervisor
Hadley Police Department

DEPARTMENT OF PUBLIC WORKS

TO THE SELECT BOARD AND THE PEOPLE OF THE TOWN OF HADLEY

MISSION STATEMENT

The mission of the Department of Public Works is to provide the safest, and the most efficient and effective operation of the town services and the most efficient maintenance, repair and capital improvement of town infrastructure in the most courteous, professional and citizen-responsive manner. The Department of Public Works provides the essentials of daily living to all the residents and businesses of Hadley which include the distribution of safe, clean drinking water; the maintenance of town roads, sidewalks, sewer and storm drainage infrastructures; collect and treat wastewater; maintenance and care of public shade trees located in town right-of-way (TROW) Building Maintenance and cemetery.

This mission is accomplished through the department multi-disciplinary Divisions including Administration, Highway/Vehicle Maintenance, Building Maintenance & Cemetery, Water and Sewer, The Department is also responsible for the care and maintenance of Public facilities.

Administration

The DPW Administrative staffs are responsible for the budgeting, planning, construction, maintenance and overall management of the entire scope of services provided to the citizens of Hadley by the Department. They also provide effective leadership and management support and direction working to maximize resource performance and achievement of department outcomes in the functional areas of operating and capital budgets.

Highway Division

- Chapter 90 road work
Hot Mix Asphalt
Roosevelt Street, Rocky Hill Road various sections), Mount Warner Road, South Maple Road (Bay Road to Moody Bridge).
Crack Sealing
Lady Slipper, Hopkins Academy and Hadley Elementary Schools Parking Lots
- Public Shade Trees – Tree Removals, Pruning and planting
- Agricultural Ditch Maintenance – Town wide ongoing
- Municipal Vulnerability Preparedness Program (MVP Planning Grant) completed by CEI (engineering firm)
- Repairs at the Dike and landscaping
- 22 Catch basins rebuilt/repairs
- Potholes repairs – Town wide
- Major repair- removed rotted metal 30” culvert on Mill Valley Rd and replaced with 36” ADS pipe and working with Conservation Commission
- New Ford 550 received. Another replacement vehicle Ford 550 was approved at town meeting
- New hire Scott McCarthy
- Culvert investigations completed by CEI (engineering firm)

Building Maintenance Division

- Waxed town hall floors.
- Re surfaced salt shed entry roof.
- Replaced condensing unit at Town Hall
- Cemetery and Grounds duties

Water Division

- Welcomed Bill Kelley back to Water Division as the Water Distribution Operator.
- Pumped 244,026,601 gallons of water in 2019.
- Bought 1,499,740 from Amherst while we were having one of the Callahan wells cleaned and reconditioned.
- 462 Backflow tests were done
- 16 new water applications, and 79 new meters were installed/replaced.
- Flushed with new updated unidirectional flushing program engineered by Tata Howard
- Lead and copper testing done this year.

Wastewater Division

- Routine maintenance consisted of checking all 9 pump stations daily, tending to the plant, flushing mains, pump, and generator maintenance.
- Regular pump replacements and routine maintenance at the remaining stations as well as the Plant itself are ongoing.
- The annual Grease Trap Inspection Program continues to provide benefits by eliminating grease fats and oils from entering the collection system and helping to avoid costly maintenance/pipe repair.
- Pump stations 5, 6 & 7 electrical controls relocated.
- 1,026,000 gallons of sludge were shipped by Wall Trucking to the Lowell WWTP for dewatering and incineration.
- The Wastewater Treatment plant processed an average of 417,750 gallons per day in 2018.
- The plant is running at 77.4% of capacity of authorized capacity.
- The Wastewater treatment plant also took in 304,376 gallons of septic waste. This added income from septic waste
- In the summer of 2019 a large area of Russell Street, North Maple Street and West Street were camera checked, cleaned and manholes inspected.
- There are 1016 sewer users on the system.

Last Five Years in Quick Summary

- Installation of Supervisory Control and Data Acquisition (SCADA) and Mission Communication Systems
- Pavement Management System
- Completion of the Storm water Maps
- New Meter Reader
- Replaced Condensing Unit at Town Hall
- Resurfaced the Salt Shed entry roof
- The FLAP grants
- New Water Meter Reader – for mobile data collections

- Replacement of membranes in the Callahan Water Treatment plant,
- Route 9 infrastructural improvement (Water main project carried out in conjunction with MassDOT)
- Enhanced Equipment – various
- Two wastewater Clarifiers upgraded and refurbished
- Upgrades and modernization of Sewer Pump Stations
- Personnel
- Work Order System
- Replacement of membranes at the Callahan Water Treatment Plant

Finally, I would like to thank the residents of Hadley, Select Board and Town Administrator for their support. I would also like to thank the hard-working personnel of the Department of Public Works for their hard work and support.

Respectfully submitted,

Chris Okafor
DPW Director



PLANNING BOARD

To the Citizens of the Town of Hadley:

The Planning Board experienced a slowdown in Special Permit applications during 2019. This provided the Board some time to update our Bylaws to MS-4 compliance and begin working on some other Bylaw updates. MS-4 is a combination of water pollution regulations by the State and Federal authorities. The Adult Use Marijuana Bylaw was approved at the Spring Town meeting and the Board has received one application for said use at the same site as the Medical Marijuana (across from Stop & Shop), but no Hearing has been conducted as of the date of this Report.

A few other notable items from 2019: Site Plan Approval for the new North Hadley Fire Sub-Station; Site Plan Approval for the last remaining lot on Venture Way: DESCO Medical Equipment; Site Plan Approval for a new Marriot type hotel to replace the existing Rodeway Inn; and several Special Permits for Accessory Apartments. All were approved.

The Planning Board continues to utilize the contract planning services of the Pioneer Valley Planning Commission (PVPC) for zoning consultation.

And, as in past reports the Planning Board would like to thank John Harrison and HPAT for their continuing thorough coverage of the Planning Board meetings.

Respectfully submitted:

William E. Dwyer, Jr. - Clerk
James J. Maksimoski – Chairman
Mark Dunn
Michael Sarsynski
Joseph F. Zgrodnik



BUILDING INSPECTOR

TO THE SELECT BOARD AND THE CITIZENS OF THE TOWN OF HADLEY:

It's been over 31 years!

This will be the last annual report which I will be submitting to the town as I will be moving on to a new chapter in my life. It is time for me to hand over the reins to someone else who is younger and who can keep up with the ever-increasing demands of this position. It's been a privilege for me to be Hadley's Building Commissioner.

Back in 1988, one summer day, a neighbor of mine, stopped over to my house and asked if I would be willing to help out the town. The town needed a Building Inspector. The town had none and the state requires each town to appoint an inspector. I had the summer off, from my position as Design Manager for Millitech, since our third child, Kenny, was born in May. I promised the town 6 months and here I am almost 32 years later about to retire. I have enjoyed the position due to the tremendous growth and diversity of construction within the town especially with commercial. Also, I've stated, it is nice to see how so many residents renovate and improve their houses. It has been a joy getting to know so many residents of town and working with them on the home renovation adventures.

As for the zoning part of the job; it is very demanding and at times extremely stressful, since decisions must be made that can be a bit controversial at times. As a Building Inspector and as a Zoning Enforcement Officer, the job requirements put one in a position where's one's decision isn't always popular for everyone. Looking back, through the years, I've been fortunate that many of you have supported my decisions.

The town has certainly changed over the years. Route 9, "the strip" has been transformed into a very important destination spot for the valley. Though we have seen retailers come and go, the overall mix of retailers has been extremely popular. Some may think the strip is fully built-out but it will keep on changing with new retail spaces and restaurants. This will keep many town employees rather busy keeping up with all of the changes.

Hadley can't be viewed as a small town. It is small in population but has many large town and city issues. The town needs the younger residence to step on up and take charge. We are at a crossroads with some very needed changes which will improve on how the town is run. Also, it's time to review the towns zoning. Don't get me wrong, the town has done much better than most towns but we can do better. We need to protect what we have. This can be accomplished by some small changes in our zoning which will protect our downtown especially West Street commons, the Honey Pot section, and Route 9 between the bike path and the river. We've been successful in keeping some national chains out of downtown but this could easily change. Hadley should also modify zoning to allow for in-fill lots downtown. Essentially this is filling in between what exists by allowing for smaller lot sizes. Since the infrastructure exists in these areas; the town would not be spending capital on extending water and sewer lines. With more users, on existing lines, this would help with the expenditures of these systems. It will also help in the affordability of housing; something which is vitally needed for our own children who wish to continue living in Hadley.

In closing, I wish to thank all of the residence of Hadley for making my journey of 31 years so memorable. Many have asked if my wife, Teri, and I would be moving south; no, we will not. We'll be staying put and I will continue helping out in town for as long as I can.

A total of 366 building permits were issued this year. \$101,758.21 was collected in fees for all building permits. Fees totaling \$35,913.00 were waived this year. These were for our three new Municipal building; the Senior Center, the new library, and the new fire substation. Sixty-seven (67) annual inspections were performed. These are life and safety type inspections of schools, motels, restaurants, theaters, and other assembly type buildings. A total of \$3,350.00 was collected in annual inspection fees

with another \$240.00 of annual inspection fees waived for Town owned buildings. A total of \$105,108.21 was collected for all permits, fines, fees, and inspections.

As it has been in the past, commercial growth continues along Russell Street and has been a priority with Inspection Services. This year LL Bean and 110 Grill opened their doors. Both are located at the Mt. Farms mall. East Commons Drive, off of East Street, continues to be built out. There are only a few more houses left to be constructed. Other than the new homes on East Commons Drive, there were very few single-family homes built this year. We still have many homeowners that are upgrading and renovating their homes.

The Select Board seems committed to enhancing the Inspection Services department in order to bring the professional services which the residence of Hadley expect. With all of the certifications and experience that is now required, for all inspectors, be it plumbing, gas, electric and health, it is getting very difficult for many towns to fill these positions with very qualified and professional staff. since all of the positions require state certifications for which continuous education is mandated.

A new energy code is at our doorsteps. This will be based on the 2018 edition of the International energy code. The new code will require even tighter homes. The old idea that a house must breath is no longer sound advice. Massachusetts is now the leader in reducing energy consumption with the state also a leader in solar power. Mass Save has been instrumental in reducing the State's carbon footprint. If you have not had a Mass Save home audit performed please request one. You'll be pleasantly surprised as to how improved your house will become after this energy update is done. Putting monies into better insulation, reducing air flow within wall cavities, installing solar panels, mini-splits and LED lighting can reduce energy consumption by more than 50% from standard house design practices. Please reach out to the town inspectors if you have questions. We are here to help and encourage everyone to come on into the town hall and discuss any future renovation plans that you may have.

PERMITS	#	Fees Paid	Project Cost
		\$	
Single Family New Construction	7	6,162.25	\$ 2,097,450.00
Residential Renovations	229	\$ 19,642.06	\$ 3,998,579.00
Commercial New Construction	6	\$ 32,773.10	\$ 3,585,909.00
Commercial Renovations	59	\$ 37,216.12	\$ 4,275,205.00
		\$	
Hotel, Motel Renovations	1	110.00	\$ 11,000.00
		\$	
Schools & Other Educational	2	275.00	\$ 2,850.00
		\$	
Other Misc. Structures	6	475.00	\$ 93,023.00
		\$	
Other Misc. Buildings	7	230.00	\$ 27,200.00
		\$	
Solar Residential	22	1,125.00	\$ 397,690.00
		\$	
Solar Commercial	3	1,445.88	\$ 241,276.00
		\$	
Restaurants	8	1,928.80	\$ 223,882.00
		\$	
Demolition	9	375.00	\$ -
Totals	359	\$ 101,758.21	\$ 14,954,064.00
Town Buildings - Fees Waived		Fee Would Have Been	
		\$	
Demolition - Hooker School	1	225.00	
		\$	
Town Hall	2	200.00	\$ 11,000.00
		\$	
Safety Complex	1	100.00	\$ 5,000.00
		\$	
New Senior Center	1	7,245.00	\$ 4,653,300.00
		\$	
New Library	1	8,143.00	\$ 6,158,000.00
		\$	
No. Hadley Fire Sub-station	1	20,000.00	\$ 2,385,550.00
Grand Total	366	\$ 137,671.21	\$ 28,166,914.00

Plumbing	104	\$	14,105.00
			\$
Gas	117		9,578.00
Electrical	267	\$	39,820.50
Weights & Measures	53	\$	20,426.00

COMMUNITY PRESERVATION ACT COMMITTEE

CPA in review 2019

It's been another great year for the Community Preservation Act in Hadley preserving farmland and open space, improving recreation recourses, saving historical artifacts and supporting community-housing options. With the support of town meeting, CPA this year passed its 85th project since Hadley joined the CPA in 2005.

The total CPA fund balance of \$2,919,225, when reduced by the outstanding authorizations of \$1,050,386, leaves an available balance of \$1,869,539. This is calculated without regard to the set-asides. More detailed information with set-asides may need to await the hiring of the new accountant who we expect to be on board in March.

The exact amount of the town contribution in taxes to the Hadley CPA was also not available at the time of writing, but an approximate amount of Hadley's 2019 contribution based on the state provided numbers is \$277,022. The CPA general fund also received \$18,000 in interest payments.

The state match of local taxes increased for 2019 as listed below.

Hadley received Nov. 15, 2019:	\$91,361
January 27, 2020:	\$65,413
Total:	\$156,774
Final % Reimbursement:	56.6%

Some recent requests approved by town meeting are listed below.

ATM 2019:

APR for Szala farm \$210,000

APR for Niedbala farm \$83,091

Hopkins Academy fields \$185,000

Zatyrka Park \$32,000

Historic Maps \$500

STM 2019

Hadley Cemetery committee for Plainville Cemetery \$25,000

Hadley Cemetery committee for center section of Old Hadley Cemetery \$82,000

Hadley Cemetery committee for preservation study of stone fence at Hockanum Cemetery \$5000

Hadley building committee for emergency repairs to Russell School \$8000

In addition to the projects listed above there were several other interesting developments regarding the CPA. A suggestion that the maximum 3% surcharge on property taxes comprising Hadley's portion of CPA funding be lowered, was rejected by the select board because of the reduction in state matching funds that would result. CPA's most ambitious project to date, the Hopkins Athletic fields (STM '17 \$400,000) has been delayed and will be seeking an extension from Town Meeting.

We also want to thank long time CPA committee member Randy Izer, at large member, who recently resigned from the CPA committee to become town meeting moderator.

HADLEY HISTORICAL COMMISSION

The Hadley Historical Commission is the municipal body responsible for community-wide historic preservation planning. The HHC maintains an inventory of the town's historic buildings and landscapes, assists the Planning Board with design review, and undertakes projects that promote the appreciation of the town's historic resources. The Commission also helps preserve the town's historic records, though queries concerning these materials should be directed first to the Town Clerk.

We were involved in the planning of the new Senior Center and library and approved the use of roofing materials presented.

We worked with Alan Weinberg on the mitigation report for Hooker School. We also approved for work to be done on the Hockanum Cemetery of repairing damaged grave stones. There is a plan to work on other cemeteries in the future.

We started a plan to do some work on the West Street Common which included a gazebo for a gathering space near the bike path and possible use for educational programs and town events. We created a survey for the West Street households to get their opinions on this project and had a relatively low response. We tabled this idea as it seemed too costly and had low interest.

We are now focusing on putting up historical markers in town and are starting in the Hockanum Village section of town first. We will be gathering information on the mountain and Skinner Park, Hockanum Cemetery, one room schoolhouse, meadow section, covered bridge, Connecticut river and ferry crossing.

We want to thank Ginger Goldsbury for her work as chairperson on the Historical Commission for past years. She is staying on the Commission but stepped down as chair. Her knowledge of how the commission works is invaluable to us. Judy Stone was voted in as chair and Denise Barstow as secretary in June. We added Diana West to our Commission this year. There is always room for more members, and we welcome anyone who is interested in the history of Hadley to join us.

Judy Stone, Chair
Denise Barstow, Secretary
Ginger Goldsbury
Marjorie Townsend
Carolyn Holstein
Diana West

CONSERVATION COMMISSION

The Conservation Commission meets the second Tuesday of each month. During those meetings in 2019, we reviewed nine new Notices of Intent in 33 Public Hearings. Some of these projects were large or complicated and required a number of continuances for more information. These included general maintenance for the Hadley UMass campus, the Hopkins Academy athletic fields, new commercial development at Venture Way, new 3-story hotel after demolition of existing Comfort Inn, and a proposal for a brewery on North Maple St. There were also two Eversource Energy utility projects and a land restoration project by Kestrel Land Trust. There were two amendments requested to existing Orders. The Commission reviewed 16 Requests for Certificates of Compliance for work completed. Eleven of them were for past projects at UMass, some dating back to the 1990s, that took some work to determine if the projects had been completed according to the plans. There were 17 new Requests for Determination, reviewed in 25 Public Meetings. These ranged from ditch cleaning to replacement septic systems, restoration of a barn, resurfacing a boat ramp and parking lot, renovating UM Boyden fields, NEMBA trail work, and withdrawal of water from the Mill River for research purposes. This included the DPW's request to clean 11 segments of agricultural ditches across town, in response to flooding from a rainy season combined with unmaintained ditches that extend across multiple private properties. There were five emergency permits for DPW headwall repair and culvert replacements (2), a field washout, and flooding over a private septic system. There were three violations with enforcement action for doing work in wetlands or buffer zone without a permit and one violation notice. All these numbers are up from last year except violations stayed the same. Agent work also included monitoring the many construction projects for stormwater management and adherence to approved plans, including 303 Russell St and two large solar projects off Westgate Center Dr. and South Maple St.

The Commission also worked on land conservation. It approved support and funding for a new 170-acre APR (Agricultural Preservation Restriction) in North Hadley off Comins and Shattuck Rds. (Szala Farm). The Commission also sought and received approval of use of CPA funds through the Community Preservation Committee and Town Meeting for this project. The Commission agreed to hold the CR (Conservation Restriction) for 18 acres from this property being sold to the Dizeks. The Commission and Town worked with Kestrel Land Trust on a CR on the Water Dept. land off Chmura Rd, as an important piece of a larger Mount Holyoke Range Landscape Partnership grant. The CR allows public access and continued use of the property for hunting, fishing, and snowmobile use. The Commission declined their Right of First Refusal for removal of a few acres of land from Chapter 61 (Longview Farm), and agreed to support removal of the North Hadley Village Hall field from Article 97 protection in order to allow restoration and redevelopment of the historic building. The Commission is in discussion with the Western MA Pollinators Network on creating a demonstration pollinator habitat on conservation land. Through some miscommunication, DPW enlarged the parking area at the Dawson Conservation Area on North Lane to compensate for their closing of the parking area at the end of West St.

The Conservation Agent worked with town officials on several on-going projects, including the MS4 stormwater bylaw collaboration, Municipal Vulnerability Program grant, and weekly Project Coordination meetings with Building, Assessors, DPW, Fire, Police, Board of Health, Planning and Town Administrator offices. Lastly, the Conservation Commission office moved from room 101 to 206 in Town Hall as part of some departmental moves caused by the loss of use of the old Senior Center and Village Hall for town offices.

Respectfully submitted,

Paulette Kuzdeba (Chair), Gary Pelissier (Vice-Chair), Gordon Smith, Stephen Szymkowicz, Edwin Matuszko, James Habana Hafner, and Toni Lyn Morelli (Commissioners), and Janice Stone (Staff).

CULTURAL COUNCIL

To the Select Board and Residents of Hadley:

The following Hadley residents represent your Cultural Council:

Catalina Arrubla, Co-Chair
Wayne Abercrombie
Heather Haskell
Katie Richardson
Julie Rose

Maureen Shea, Co-Chair
Dina Friedman
Zoe Lapis
John Rollinson
Tasia Stanley

The complete list of Massachusetts Cultural Council grants awarded in 2019 (total \$5739) for the 2020 grant cycle is as follows:

Amherst Ballet Theatre Company, Inc. (Forces of Nature performance), \$200

Amherst Survival Center (Tunes @ Noon), \$500

Arcadia Players 30th anniversary season, \$200

Da Camera Singers (Come to the Woods! Concert), \$300

Ezekiel Baskin (Emerging Playwrights Reading), \$200

Friends of the Mount Holyoke Range (Summit House Sunset Concert Series), \$600

Hampshire Young People's Chorus (Choir Tuition Scholarship), \$200

Happier Valley Comedy (Scripted/Unscripted Comedy show), \$300

Hilltown Families (HF Suggests online publication), \$100

John Pastorello (Board game club at Hadley Elementary School), \$200

John Root (Naturalist event about attracting Birds, Butterflies and Bees), \$50

Goodwin Library (Star Wars Symposium), \$300

Pan Opera (The Barber of Seville), \$300

Porter Phelps Huntington Foundation, Inc. (Wednesday Folk Traditions Concert Series), \$600

Robert Freedman (Skeleton Crew play), \$200

Silverthorne Theater Company (Theater Thursdays New Play Reading Series), \$300

Steven Henderson (Senior Theater in Hadley), \$500

The Eric Carle Museum (Abilities Dance Boston Performance and Discussion), \$316

The Valley Winds (A History of our Times concert), \$200

Sincerely,
Maureen Shea, Co-Chair
Hadley Cultural Council

HADLEY PUBLIC SCHOOLS

We are pleased to submit this Annual Report from the Superintendent and the Hadley School Committee for the Hadley Public Schools. We continue to appreciate the importance the residents of Hadley place on stewardship and community. Hadley is a place where people care for one another, contribute to the well-being of their neighbors, and support their public services. We are moved by the generosity that characterizes the residents, employees, and volunteers in Hadley.

The Hadley Public School District benefits greatly from the donations of time and resources from members of our community. Once again this year, our district continues to receive generous donations from Helping Hearts for Hadley Schools, Hadley Mothers' Club, Hadley PTO, Hopkins Board of Trustees, the Edward Hopkins Foundation, and our Athletic and Music Booster Clubs. Our parents continue to support our schools by attending extracurricular events and volunteering to assist with various activities and programs in the schools. All of these individuals and groups, through their sustained, collaborative, and coordinated efforts have contributed to our district success.

We have achieved a great deal over the last five years. We have expanded our course offerings, enriched our curriculum, increased our professional development offerings, and diversified extracurricular opportunities for students – and, we are far from finished.

We have seen a return on our investments. Our district is attracting and retaining more students. In 2013-14, 76 students attended Hadley Public Schools through interdistrict school choice. On October 1, 2019, that number increased to 108 representing a 42% increase from FY14. The number of students choosing out of Hadley decreased by 21% in the same time period. Students and families who choose Hadley express a high degree of satisfaction. One second grade student who came to Hadley through school choice said, "When I came here I knew it was going to be an awesome school because of the welcome I got. Now my class is like a family to me."

We continue to expand and enhance opportunities for relevant, engaging, and deep learning for all students. In the last five years we developed a STEAM lab at Hadley Elementary School. In the lab students can apply mathematical, scientific, artistic, and technological skills to design, create, and build. This lab was made possible through town support for educational technology and a number of support organizations, such as Helping Hearts for Hadley Schools. The educators at Hadley Elementary continue to work collaboratively and partner with families to provide learning experiences in and out of the classroom that help children develop intellectually, emotionally, and socially. Over the past five years we have implemented Positive Behavior Interventions and Supports and Multi-Tiered Systems of Support to ensure that every child receives the academic and behavioral supports they need to succeed. Teachers have participated in high-quality professional development in Responsive Classroom, Curriculum Mapping and Development, Data-Based Decision-Making, Trauma-Informed Instruction, and much more. Their evolving expertise has positively impacted the academic and social development of our students.

Hopkins Academy has increased academic rigor, expanded course offerings, and increased extra-curricular opportunities. Our School Committee was one of the first to require personal finance as a graduation requirement and recently increased the Social Studies requirement from three to four years. We continue to explore opportunities to reimagine and redesign the middle and high school experience at Hopkins Academy. Our faculty and administration have been working tirelessly on proposals that will allow students to develop a high degree of self-awareness; link their talents, skills and interests to their academic and career plans; participate in internships; and earn college credits.

We have submitted more than twenty-five competitive grants and eight entitlement grants in the last eighteen months alone. Our funding success rate during this period has been 87%. These grants have funded professional development for staff, curriculum development, financial literacy fairs for students, technology, instructional materials, and new educational programs for students..

One proposal that was not successful was our Statement of Interest to the Massachusetts School Building Authority to help fund renovations to our locker rooms and to update our heating system at Hopkins Academy. We will submit another Statement of Interest this year.

It is not all bad news on the capital improvement front however. Thanks to the support of community members, the Community Preservation Committee, our elected officials, students, and families, we expect to break ground on the Hopkins Academy Fields Renovation Project this summer. Building community support for this endeavor started over six years ago. We are deeply appreciative to all of those who have helped make this possible.

We would like to end by personally thanking all of our staff, our administrators, administrative support staff, custodial staff, and our food service staff. Lastly, we would like to thank the residents of Hadley for your ongoing support of our schools.

Respectfully Submitted,

Anne S. McKenzie, Ed.D

Superintendent of Schools, Hadley Public Schools

COUNCIL ON AGING

The Hadley Council on Aging, housed in the Hadley Senior Center, works to improve the quality of life for residents over 60 and to enable them to safely age in place, with access to as many community resources as possible. It responds to national and local issues facing residents over sixty. Staff, board members, and volunteers advocate for and serve this community in a number of ways including but not limited to educational, cultural, and health programming, fitness classes, outreach services that connect residents with various public benefits, SHINE counseling, weekly office hours with the town nurse and Veteran's Agent, and daily lunches (most of them congregate meals provided by Highland Valley Elder Services).

The HCOA collaborates with other Hadley departments to meet the needs of people over 60, the most notable collaboration being the TRIAD program, which includes staff from the Police and Fire Departments. Other collaborations include working with Hadley Media to create PSAs and other content to inform viewers of important local initiatives, joining with the library to facilitate reading groups, working with the Clerk's office to host elections, and communicating with the Health Department to refine how we're responding to basic health needs of area seniors. We anticipate a growth in collaborative efforts going forward, particularly as our first goal, once we've settled into our new space, will be to explore creating a coalition of departments and local businesses to support Hadley becoming "Age and Dementia Friendly," an international initiative initiated by the World Health Organization.

Five Year Look-Back

The Hadley Council on Aging has undergone significant changes in the past five years in response to the growing demographic of townspeople over 60, who currently comprise at least 32% of Hadley residents (we anticipate seeing growth in this number after the 2020 census is complete). These changes include the funding and building of a new Senior Center, expansions in staff and volunteers (both in numbers and hours), and an increase of programs.

Staff, Volunteers and Board

In 2015 the Friends of the Hadley Council on Aging was established as a 501(c)(3) nonprofit fundraising organization. It has hosted a number of festive events and travel opportunities that are both fun and raise money in support of programming at the HSC. Its President is Jane Nevinsmith, who is known for her extraordinary effectiveness in several arenas. She is also the Chair of the Hadley Senior Center Building Committee and a committed volunteer at the HSC. It's not an exaggeration to say that no one knows more about the new Hadley Senior Center building than Jane, who was also a tireless advocate for the project being put before the voters of Hadley.

In December of 2017, Violet Suska was hired as Programs Coordinator, replacing Renee Freedman. Violet has an AA in Exercise Science from Holyoke Community College and a degree in Mathematical Machines from a technical school for electronics in Poland. At that time the position was expanded and re-imagined, leading to the multi-dimensional programming that many participants enjoy today. Our rich and full calendar of events—weekly and monthly anchors as well as new programs and activities—is the result of her creative zeal for public programming focused on health, cooking, fitness, public policy, future planning, safety, relevant local resources, arts, and plain old fun. It's impossible to encapsulate the full spectrum of programming that the HSC offers, and we only expect it to grow.

Lauren Hannigan, Outreach Coordinator, joined the staff in 2018. She was preceded by Martha Izer, who had worked for the HCOA since 2017. Martha served following the 11-year tenure of Elsie Waskiewicz, who died in 2017. Lauren has a Master's in Public Health from UMass Amherst and brings insight and knowledge to bear on assisting clients with applications for public benefits. She provides general support to a handful of high-needs clients as well as skilled referrals and rigorous follow-up. Lauren started with

15 hours a week and increased to 25 hours a week in September 2019 when the van program increased from one to three days a week, and she took on additional duties as a transportation coordinator. At the November 2019 Special Town Meeting, Hadley residents voted to fund that increase.

Suzanne Travisano was the Director of Senior Services from 2013 to July 2019, having seen through the intense process of gaining public support and ultimately the tax payers' votes for the new Hadley Senior Center as well as the initial design phase. Suzanne is responsible for the overall professionalization of the Center and the introduction of highly trained staff to the team. In July of 2019 she resigned and joined the selection committee to find her replacement. In October 2019 that committee chose to appoint Hayley Wood as the new Director. Hayley is overseeing the final few months of building construction while attending to the usual duties of a department head: staff oversight, systems management, financial stewardship, and, in the case of the HCOA, integration with a strong community of participants and volunteers. Hayley's previous career as Program Officer for Mass Humanities, coupled with having worked as an Outreach Coordinator and HVES Care Advisor, have provided the experiential background to prepare her for the volume of new material and scenarios that come with being a HCOA Director.

Stanley Kroll and Kim Keegan were hired as van drivers in September 2019. Stan for many years owned his own driving school, for which taught. Kim was an Amherst Police Officer and has driven vans for the PVTA.

Eighty volunteers contribute their time annually to the HCOA. Sixteen of them are integral to the overall running of the HCOA, working shifts at the reception desk and in the kitchen, serving and cleaning up after congregate meals. One volunteer, Nora Meyer, cooks, serves, and cleans up for two special lunches a week: "Nora's Lunchbox." These meals are capped at twenty diners and they have sold out whenever offered. Several of these volunteers are also enrolled in RSVP of the Pioneer Valley. There are other less demanding ways to be involved, such as putting address labels on and sorting newsletters. The volunteer receptionists are important, front-facing workers who never fail to offer helpful, friendly, courteous attention to callers and visitors. They help form the structure for what they do.

The HCOA Board is comprised currently of six members, Rosalie Weinberg, Chair, Marguerite Wilson, Vice Chair, David Storey, Treasurer, Bruce Brewer, Secretary, Elizabeth Faulkner, and Glenn Clark. Jane Nevinsmith attends board meetings as an Advisory Member, in her capacity as President of the Friends and Chair of the Hadley Senior Center Building Committee. The board is currently focused on revising its Policies and Procedures and developing policies for the new building.

Council on Aging Board Chairs in the past five years:

Elizabeth Faulkner, 2013-2015

Glenn Clark, 2015-2017

David Storey, 2017-2019

Marguerite Wilson, 2019-2020

Rosalie Weinberg, 2020-current

Funding and Building the New Hadley Senior Center

The final town vote to fund the Hadley Senior Center building (in its current design) was taken in November 2017, after a series of public forums and Town Meeting votes beginning in 2016. In April 2019, the HCOA moved to temporary quarters in Parish Center of Most Holy Redeemer Church; the Hooker School was demolished in June 2019. As of this writing, staff expects to move into the new building in the beginning of May, 2020. All work being done is now inside the building, with tiling and painting in process. Forish Construction has served as General Contractor, with Colliers International providing guidance as the Owner's Project Manager and EDM the architects. The building architect is Chris Wante. The project has been overseen by three committees as well as the Select Board: The

Building Committee (chaired by Jane Nevinsmith and with some community members serving), the Building Sub-Finance Committee (led by Collier's OPM Phil Palumbo), and the Construction Committee (led by Collier's Project Manager Adam Dalessio). Hayley Wood is a member of each committee, attends all meetings, and regularly tours the building site. The overall building budget voted for was \$7.1 million; Total project cost so far (the updated construction contract) is \$5,198,037.

Transportation

The Town of Hadley purchased the HCOA van in June 2019. Before September of 2019, the van system was one day a week shopping trips and occasional out of town excursions. The system expanded to three days a week for shopping trips as well as rides to medical appointments and the Senior Center. Stanley Kroll was hired for three days a week. Kim Keegan works as an alternate and drives for special trips; he will provide two days a week of service when the van service expands to five days a week in July 2020.

Funding of Staff, Programming, and Operations

The HCOA relies on funding from the Town, the Executive Office of Elder Affairs (EOEA), which give an award based on the number of residents over 60, donations, van fares, revenue from programs, and contributions from the Friends. In July 2020 it expects to accept a matching grant from the PVRTA to support the expansion of the van service to five days a week.

Funding over the past 5 years (Town budget and EOEA formula grant)

FY 2016: Town funding was \$79,386 and EOEA funding was \$12,501 (\$91,887 combined)
FY 2017: Town funding was \$80,311 and EOEA funding was \$13,890 (\$94,201 combined)
FY 2018: Town funding was \$85,101 and EOEA funding was \$13,473 (\$98,574 combined)
FY 2019: Town funding was \$89,037 and EOEA funding was \$13,473 (\$102,510 combined)
FY 2020: Town funding was \$117,574 and EOEA funding was \$16,668 (\$134,242 combined)

Participation Statistics, 2015-2019

Exercise classes attended: 1,924

People helped with Fuel Assistance applications: 45

People helped with SNAP Benefits (food stamps) applications: 20

SHINE clients served (assistance with choosing health insurance policies for Medicare enrollees): 157

AARP Tax Assistance appointments: 258

Congregate meals served: 6,570

Rides: 1,255

Selected Statistics for 2019

(Note: The HCOA has been recording participant statistics in a database called My Senior Center since 2017. The Friends pay the yearly subscription fee, which is currently \$1,350 per year.)

Classes and Workshops	260 total scheduled classes (16 different classes; some regularly scheduled/repeated); 160 unduplicated participants
Health and Fitness Programs	494 total (26 different classes; some regularly schedule/repeated); 82 unduplicated participants
Social activities/events	96 (with 191 unduplicated participants)
Festive, special events (some with featured speakers)	23 (with 146 unduplicated participants)
Congregate meals served	1,314
Unduplicated participants attending programs	531
Hours worked by 80 volunteers	3,614
Transportation: # of rides	273
Phone Consults	217
Home visits	63
Office visits	50
People helped with Fuel Assistance applications	26
People helped with SNAP applications	9
High needs clients with whom Outreach Coordinator has regular contact	4
SHINE appointments	29

Conclusion

While the of erecting a multi-million dollar, state of the art facility for serving the needs of older adults in Hadley has been a front-burner responsibility, HCOA staff has increased its programming and served a significant number of participants in a large variety of ways. Violet Suska, who served as Interim Director from July to late October 2019, kept the ship afloat administratively and maintained a steady array of reasons to convene at the Senior Center; Lauren Hannigan devised a new and expanded transportation system while handling a case load of regular clients with complex needs and clients who need one-time services (i.e. help with a fuel assistance application). The new building promises to be an expansive palette for programs, provide private, comfortable space for those who seek help with obtaining public benefits, and provide large, aesthetically pleasing spaces for groups to convene, notably the dining room, living room, exercise room, and lounge. We are anticipating a significant increase in new participants. We are excited to discover what that will be like and how we'll need to adapt to accommodate them. The staff and volunteers eagerly await the fruition of this immense, generous investment from the taxpayers of Hadley.

Respectfully Submitted,

Hayley Wood
Hadley Senior Services Director

HEALTH DEPARTMENT

The Board of Health and Health Department had a very busy and fulfilling year for 2019. The Board of Health members are committed to maintain protection of our public health by performing critical duties as required by state and local law. We look forward to continuing to expand our department allowing us the ability to successfully, and safely support the areas of public health within our community in the future. The Board of Health meets every week on Tuesdays at 7PM in the Board of Health Office located at 100 Middle Street at Town Hall.

What does a local Board of Health/Health Department do?

Massachusetts has a decentralized governance structure as defined by the National Association of County and City Health Officials. The cities and towns, each with its own board of health, are responsible for assuring access to a comprehensive set of public health services defined by state law and regulations. These include:

- Health and Disease control communicable disease tracking and reporting.
- Receive track, inspect and report to the state DPH cases of food poisoning.
- Housing and dwellings: Enforce Minimum Standards for Human Habitation). Inspections, Condemnation and demolition orders. Hearings on associated issues.
- Record Keeping. Administrative: Permits, Licenses, Plan review, process death certificates.
- Miscellaneous Health Complaints: Day care, Pesticides etc.
- Hazardous waste management. Oil and hazardous material spills. Permits for waste haulers. Approve waste sites and transfer stations.
- Sewage. Review of engineered septic plans. Investigate complaints. Process permits
- Solid waste: Approve sanitary landfills and transfer stations.
- Pool and Beaches Inspections.
- Nuisances: Judged a public health risk.
- Food Establishment Inspections: Follow up on complaints. Investigate food borne illness. Address deficiencies and bring food establishments up to code. Assure the proper/sanitary preparation of foods
- Camps, Motels and Mobile Home Park
- A wide array of other responsibilities, including issuing burial permits, regulating pesticides, inspecting tattoo parlors, and issuing health reports.

BOARD OF HEALTH

Developments within the Board of Health this year included:

- Improved process and procedures within the department: development of annual goals, implementation of new technology, and all permits updated. New addition of Health Department Administrative Assistant – Marylou Laurenza
- Improved collaboration among police, fire, and emergency medical services
- Continuation of work load with new restaurants, hotels, and other establishments in Town.
- Education for board members with food safety, title V, and marijuana regulation and enforcement.
- 3 year appointment for Emma Dragon onto the Massachusetts Local and Regional Public Health Advisory Committee

Special Event Permits and Inspections – Asparagus Festival, Young Men’s Club Cruisers Nights, UMass Fall Festival, Crafts on the Common, Hadley Helping Hearts for Hadley.

Residential/Housing Inspections – 20 completed

Permits Issued

Food	General Food (Including: Restaurants, grocery, schools, sellers/preparing of food products)	116
	Special 1 Day event	22
	Schools and Public Facilities	5
Hotel/Motel	Hotel/Motel	8
	Public/Semi-private pools	*9
Tattoo	Artist-5, Facility-1	6
Sanitation	Septic Hauler	21
	Septic Installer	8
	Portable Toilet (Sani can)	3
Camps	Campground	1
	Summer Camps	2
Special Permits	Food prod.-2, Air Quality-2, Milk Pasteurization-1, Day Care-1, Transfer Station-1	7
Tobacco		7
	TOTAL =	195

Respectfully Submitted,
Emma Dragon – Board of Health Member

TITLE V SYSTEM INSPECTOR & SOIL EVALUATOR

Responsible for a variety of inspection services relating to Title V services, repairs and new septic system plan reviews, soil evaluations and final inspections for septic systems.

New Systems = 14

Repairs to existing systems = 23

Title V Systems Inspector & Soil Evaluator – Richard Wilga

FOOD, POOL, & CAMP INSPECTION AGENTS

We did 78 food establishment inspections and 15 pool inspections. This year we had two recreational camp inspections. We also work with the State DPH on projects that have been taken on to review and change the health codes for municipalities and maintain accreditation for the work we do for the town.

Respectfully Submitted,
Dave Zarazinski and Debra Palmer

BURIAL CERTIFICATE AGENT

Please find the attached list of Burial Permits issued and payments received by the Town Clerk's office for calendar year 2019: Total issued: 85

Respectfully submitted,
Jessica Spanknebel - Burial Agent



PUBLIC HEALTH NURSE

2019 Seasonal Flu vaccinations were provided by Walgreens Pharmacy at the senior center for 57 residents and employees 18 years and older. The pharmacy also provided both pneumococcal immunizations at the clinic. The Massachusetts Department of Public Health no longer provides vaccines to insured residents. They will provide the Board of Health with flu vaccine for children and uninsured residents.

The nurse had 170 resident visits during Wednesday morning office hours. Blood pressure and blood sugar screenings are offered weekly. The sharps program distributed 40 containers and accepted 57 for disposal. Donated medical equipment continues to be available as a short term or long term benefit to residents. Presently the equipment is available through the Hampshire County Sheriff's Office and the COA staff will facilitate residents with getting needed items. Local follow-up contact is made to residents with diseases reportable by the Massachusetts Department of Public Health. Follow-up visits are made to LTBI patients seen at the Springfield TB clinic for assessment and medication delivery. The nurse is a source for health information and education

2019 DISEASE SURVEILLANCE - 57 reported cases (Increase by +10 from 2018)

DISEASE	STATUS	# CASES
Babesiosis	C	1
Campylobacteriosis	C	3
Hepatitis A	C	1
Hepatitis B	Co	1
Hepatitis C	R	2
Human Granulocytic Anaplasmosis	C	1
Human Granulocytic Anaplasmosis	R	1
Influenza	C	9
Influenza	S	16
Lyme Disease	S	15
Mumps	R	1
Pertussis (and other Bordetella species)	C	1
Salmonellosis	C	1
Latent Tuberculosis	C	3
Varicella	C	1

Massachusetts Virtual
Epidemiological
Network (MAVEN)
for Town of Hadley:

C=Confirmed
Co=Contact
R=Revoked
S=Suspect
P=Probable

Respectfully Submitted,
Marge Bernard, R.N. Community Health Nurse

ANIMAL INPSECTION

TO THE SELECT BOARD AND RESIDENTS OF HADLEY:

During the course of 2019, I logged 7 Animal Bites, 2 Rabies Submissions and 99 Inspections of Barns and Imports.

Notifications of Animal Bites: Jan. 2019 to Dec. 2019.

These notifications are sent to local Animal Inspectors, from a medical practice or veterinary clinic when they treat a person or animal that is presenting with a bite from another animal, or a wound of unknown origin (in the case of animals).

Notifications Received: 7 Quarantines Issued: 2 Referred to another agency: 5

Rabies Specimen Submissions to State Rabies Laboratory: Jan. 2019 to Dec. 2019.

I submitted (2) specimens to the State Rabies Laboratory for rabies testing. All the specimens submitted where bats. The results for these tests are as follows:

Positive Results: 0 Negative Results: 2 Inconclusive Results: 0

Livestock Import Inspection: Jan. 2019 to Dec. 2019.

I was notified of (7) shipments of livestock coming into Massachusetts from out of state. These shipments required a verification of health paperwork to ensure that the animals where safe to entered the commonwealth. As a result (18) cattle where inspected and found to have their paperwork in proper order.

Yearly Barn Inspection and Census Count: October, November, & December 2019.

The purpose of the yearly inspection and census count is to ensure that all animals are properly housed, provided with food and water, and appear to be healthy. As well as obtaining a livestock count that is used by the Massachusetts Department of Agriculture and myself for Emergency Planning purposes, so that in the event of a natural disaster or disease outbreak, we know what resources we need where. During the course of the census and inspections for the 2019 year, all the animals appeared to be in good health. The census is broken into specific categories and the total for those counts is as follows:

Dairy Cows	1911	Beef Cows	95	Oxen/Steers	2	Swine	736
Horses / Ponies	146	Donkeys / Mules	10	Llama / Alpacas	3	Sheep	746
Goats	196	Rabbits	9	Chickens	699	Turkeys	6
Waterfowl	39	Gamebirds	11	Pigeons	28	Other Birds	20

Anyone with questions can reach me by email at dragonk@hadleyma.gov or by phone at 413-230-6456. If you are contacting me about a possible rabies exposure from any animal bite, or a bat found in your residence, please call the Hadley Police Communications Center at 413-584-0883.

Respectfully submitted,

**Kyle Dragon
Inspector of Animals**

PARK AND RECREATION

The Hadley Park & Recreation Department is pleased to submit their annual report for the year of 2019. As always, we strive to offer programs that add to the quality of life of both children and adults in the Town of Hadley, as well as those in surrounding areas. In 2019, not only did Park & Recreation find its new home in Town Hall, we found ways to reduce our budget and create income to help keep programs affordable to the families of Hadley. Our new online registration and payment system, Hadleyrec.com, has proven to be an effective and efficient addition to the Park & Recreation Department. We are a valuable contribution to the total development of Hadley as a whole. Park & Recreation is a small department with a small budget, 1 Director, and 3 volunteer elected Commissioners—yet we provide such a wealth to what our town has to offer to existing and future residents of Hadley! We provide activities that enrich all ages in and around our community, and get you out of the house or from behind the work desk. As always, the Hadley Park & Recreation Department continues to promote and use our local Hadley businesses, and with your continued support we can continue to improve Park & Rec!

Park & Recreation has had a very busy 2019! The first big gathering this year was Park & Rec's Annual Easter Party at Hadley Elementary School with the Easter Bunny. We did not have great weather, but it sure didn't stop the crowd, as everyone gathered on the playground to collect the over 1,000 eggs scattered about. Following the scramble, everyone headed inside for pictures with E.B., crafts, light fare, and raffle prizes. The donations received this year from local businesses, including North Hadley Sugar Shack, and Arnold's Meats made for some amazing prizes and some happy community members.

We had another outstanding Spring tee-ball season! Boys and girls between pre-kindergarten and age six came out to make the teams for the six week season. Registration was at a record high, giving us have three teams this season! Thank you to the volunteer parent coaches who came out and made it work so well. Something new to the season this year, was the collaboration with Cal Ripken for Opening Day Ceremonies. All kids playing baseball and softball this season were invited out to celebrate Opening Day, participate in the ceremonies, and have their pictures taken. Though it was a bit chilly, the day was wonderful, and the turnout was even better! Thank you to Cal Ripken for their invitation, and we look forward to many more years of collaboration. Our other Spring partnership formed this year was Hadley Amherst softball. Prior to 2019, Hadley Softball had been under the auspices of Northampton Softball. With the guidance of Mara Breen and some other wonderful volunteer parents, Hadley softball decided it could stand on its own! Mara held some off-season meetings, and decided to partner up with Amherst. We were able to field five teams across three divisions! Over seventy players came out to register for the U12, U10, and U8 divisions. The Softball Program looks forward to more growth in the sport as 2020 approaches. It was an awesome Spring all around!

Hadley Park & Recreation Summer Program offerings were a huge success this year! Summer of 2019 brought over 100 kids to the Programs, spanning over a six-week period, servicing kids between the ages of 6 and 14. We were able to offer six weeks of Summer Programming to the youth of Hadley consisting of Challenger Soccer Camp, STEAM - Wicked Cool LEGO Robotics, Art-ventures, Mad Science, and Park & Rec Day Camp. Along with the non-sport programming, Hadley Park & Recreation is proud to have had a relationship with Challenger Sports, ART-ventures for Kids, MAD Science of Western New England, and other local providers for the past several years. We would be remiss if we did not extend a big thank

you to the custodial staff for being so accommodating at the Elementary and High Schools for all of our Summer Programming. Park & Rec was fortunate enough to have a host of venues for these programs, and will continue to provide such wonderful programming with the support of the Town and our community members.

Park & Recreation offers a wide variety of After School Programs that are held all year long at Hadley Elementary School. The children continue to enjoy Mary Ann Dance, Art-ventures, and Mad Science! Park & Rec is always working on adding new and exciting programs for our school aged kids! Another popular off-site and exciting school-year extracurricular activity, offered through Park & Recreation to our Hadley kids, is Introduction To Fencing in Hadley. Introduction to Fencing with Taro Yamashita, is in its fifth year, and is offered to students ages ten and up. Taro has been servicing the community of Hadley for many years and Park & Rec looks forward to continuing its relationship with Taro for years to come.

Our Fall Soccer Program, offered in conjunction with the Roots Soccer League for the fourth year in a row, was a success again. We were able to offer travel teams for grades 2 through 6, while our pre-k through 1st grade league was an instructional soccer program. Hadley Park & Recreation decided to take a different direction this year by bringing the Program back to a grass roots level. We would like to thank all parent volunteers who came out to Coach the almost 100 players who registered, and made this season so successful! For the first time in a long time, two of the teams made it to the League Playoffs! It was great to see the kids develop their style of play as the season unfolded. It was an awesome Fall Soccer season and we look forward to what 2020 has to offer!

Our winter basketball program had another successful season. Our 3rd-6th grade co-ed team continued to have a great time and learn incredible skills, and we enjoyed playing many games in Hadley, Sunderland, Deerfield, Whately, Hatfield and Conway. Our instructional program, kindergarten-2nd grade was a lot of fun! For the third year in a row, we extended the program to play games with the Frontier Recreational League. The players from both Recreation Departments loved this extra “travel” game time. Thank you to all the parents and volunteers who made this special basketball season possible. Additionally, our Over-30 Adult Basketball League that is held on Wednesday nights, and is in its 20th year this year, has become a standard for winter exercise for many people over the years. The League continues to raise money to support our non-revenue activities, and it is clear that all the players are having a great time!

The Hadley Park & Recreation Department is always looking to collaborate on events or do things in conjunction with other departments/groups. The Park & Rec Department strives to be a consistent partner throughout the year with various groups, organizations and departments in town, helping to make Hadley the best it can be. For example, we have supported the Firefighters’ Association in assisting the planning and implementing of their annual fundraiser, we traditionally have been a part of the Memorial Day Parade, and we continue to assist WGBY in organizing the Annual Asparagus Festival held on our Town Common. In 2019, Hadley Park & Rec also helped with the Police and Fire Department’s Stuff A Truck Toy Drive. Our department also offers seasonal free events for the public, including a Halloween Rag Shag Parade, Lunch With Santa, and an Easter Party with the Easter Bunny.

This year our Rag Shag Parade event might have been a bit dampened by the weather, but the party still went on! The kids were unable to march over from Hopkins Academy to the Hadley American Legion, but it didn’t stop them from having a Halloween Spooktacular time at the party held at the Legion! The Legion donates half of the supplies and free space rental for this event each year. THANK YOU HADLEY LEGION! Park & Rec was able to bring Ed

Popielarczyk back for a second year with his magical Halloween performance to end the night. It was a candy, cider donut, fun filled evening for all!

On December 14, Santa and Mrs. Claus arrived on their annual visit by Fire Truck making several stops around town to meet and greet folks around Hadley. By lunch time, all gathered for pictures, pizza, and crafts at the Elementary School. Elves were at the school to help share candy canes and cookies. The Hadley Girl Scouts again showed their community support by staffing craft tables, and helping raffle off the many free raffle items. Kids loved meeting Mr. & Mrs. Claus and getting their pictures taken. This year we also helped the Hadley Fire Department collect for their "Stuff a Truck" toy drive. This is an annual free event done in conjunction with Hadley Fire Department and Hadley Police. Another example of how our departments work together to bring fun and joy to our town! A big thank you to all the local businesses who donated items for giveaways and raffles.

A special thank you to the Hadley Fire Department and Chief Mike Spanknebel. The firefighters take time in their busy schedules to always assist with Park & Rec's seasonal events. Thank you to Chief Mike Mason, who is always eager to help our department and without the support of the Police Department our events would not be possible. Without the Police and Fire Departments it would not be possible to celebrate the magic of the holiday season with the neighborhood families. We would also like to extend a big thank you to Texas Roadhouse, who has worked on almost every event with Park & Recreation staff throughout the year, to help bring joy to all community members. In addition, Park & Rec would like to take this time to share our appreciation to the donors and volunteers that make our spectacular events possible. Thank you!

The Park & Recreation Department is loving its new location in Room 101 at Town Hall! Visitors are always welcome! Thank you again to all who made that move so effortless and continue to show Park & Rec your endless support! We would like to thank our three Commissioners for all of their hard work and continued dedication throughout the year.

Looking to the future...

The Park & Recreation Department is excited as we look towards the future. Our goals are set on bringing new programming for all ages, to the Hadley Community. Emphasis for programming will be on what is new and trending, as well as what the residents of Hadley would like to see brought to their Town. Pickle Ball is up and coming for Senior residents, and the Park & Recreation Department would like to see that in early 2020! The Department would also like to create more space for Programming, and more activities on a weekly basis, for all levels of skill. It promises to be a busy few years with an emphasis of getting out and getting active! Stay tuned to Park & Rec!

A note from the Commissioners Diane Ciolkos-Kieras, Steve Higgins, and Andy Klepacki...

We have had a very eventful year with the Park & Rec Department. We are excited to see continued growth with programming and events, along with the many existing programs offered to the residents of Hadley. We saw progress on the new pavilion supported by the department by PTO located at the Elementary School. We'd like to thank PTO for their efforts and Tim Neyhart for his continued service to the town spearheading this project.

We would like to thank our Director, Jenny Vanasse, who has succeeded in facing many challenges, and offer our gratitude to all of the volunteers and town departments that work with Park & Rec to help make our service and mission a success. To find out more of what we're

doing in Hadley, please check out our web page, Hadleyrec.com, or our Facebook site, or one of our many program flyers. We are always so grateful for the community support!

Opening Day of Baseball Season 2019

(Blue uniform - **Camden Fillio**, White and red uniform - **Sully Shea**, Maroon Uniform (covered by flag - **Reese MacGregor**)



Hadley Media

To the Select Board and Residents of Hadley,

2019 was a year of changes for Hadley Media, as we moved from our previous location in the basement of the Hooker School building to the top floor of the Goodwin Memorial Library.

2020 offers more changes as we anticipate space being made available for our department on the main floor of the Goodwin once the library moves into their new facility.

We were asked to take a look back over the previous five years and while I have been here three years, from reading past reports, I can show we more than doubled the amount of programming on our public channel 191, while covering roughly the same amount of meetings. We have also increased the number of locally produced shows and have developed productive relationships with local departments, committees and boards. We are routinely asked to film local events or assist in developing public service announcements.

Hadley Media also partnered in 2019 with both Northampton Open Media and Greenfield Community TV to foster community involvement in local cable by co-sponsoring film sprints. Film sprints are contests where video producers are given a short amount of time to produce a short film with defined guidelines, such as locations, props, dialog or genre. The resulting films are shown to the public and awards are given in different categories. Films produced with Hadley Media equipment have won awards at both events. Community producers don't have to wait for a film sprint to borrow equipment. We sign out equipment on a first come serve basis. Training is also provided on a first come first serve basis. We offer editing training on Adobe Premiere Pro.

We face a few issues moving forward: The FCC passed a ruling last year that may substantially affect our funding in the future. The ruling is on hold at this time while challenges are heard in court. Regardless of the outcome, the fact remains that our signal on television remains standard definition. We film meetings in high definition and except for vintage tv and films, the majority of the content we download to share is high definition. Cord cutting is another issue we face. We presently derive our funding from cable subscribers and the trend nationwide is for subscribers to move to other services than cable for viewing programs. Already, we have many viewers who choose to watch our meetings on YouTube, which has the benefit of being high definition and providing convenience of viewing time. Yes, we have challenges, but past experience shows that solutions will present themselves. As Plato famously said in his Republic: "Necessity is the mother of invention".

I would like to take this opportunity to express my gratitude to our volunteers and partners, such as Alan Weinberg for filming Hadley Historical Society presentations, Andy Morris Friedman for his documentary on The Hooker School and his good cheer as our election correspondent.

Thanks also to Peg Jekanowski, Denise Devine and the Hadley Mother's Club, Hadley Public Schools Superintendent Anne McKenzie, Hopkins Academy Principal Brian Beck and Athletic Director Erik Sudnick, Fire Chief Mike Spanknebel, Police Chief Mike Mason, Lieutenant Mitch Kuc, Emma Dragon and the Health Department, Town Administrator David Nixon, Jennifer Sanders James, Treasurer Linda Sanderson, Assistant Collector Kimberly Pieffer, Parks and Recreation Director Jenny Vanasse, DPW Director Chris Okafor, Violet Suska, Lauren Hannigan and Hayley Wood of the Council on Aging. Also, former COA Director Suzanne Travisano, Hadley Media Oversight Committee members David Moskin, John Allen, Glenn Clark, and Linda Castronova. Also, special thanks to Town Collector Susan Glowatsky, Jane Nevinsmith, Duff Pipczynski and Richard Trueswell. I'm sure there are others that I failed to mention at this time, but all of the above have helped produce programs or supported Hadley Media in other ways.

Respectfully submitted,
Drew Hutchison, Director of Hadley Media.

GOODWIN MEMORIAL LIBRARY

The past years have marked some monumental change for the citizens of Hadley. With the help of the library staff, many town boards and town employees, voters, and countless volunteers we are on the last months of a journey that began with a feasibility study almost 10 years ago.

Once it was determined by the feasibility study that we needed a new library and a location was determined we moved forward with design and then building. Meanwhile, our staff was busy continuing to build patronage and support in our town.

2014

- Goodwin Memorial Library was awarded a \$50,000 Planning and Design Grant. The first meeting of the group was on Sept 4, 2014

2015

- More than 17,000 patron visits.
- In the effort to keep up with patron needs, renovation of the basement was completed to create a dedicated space for teens.
- Library service was expanded by adding 9 additional open hours (from 24 to 33 hours per week).
- Work continued on the Planning and Design Grant.

2016

- More than 18,000 patron visits.
- In the fall, after completing a planning and design process, the Goodwin received a vote of support from town meeting members to apply for a Building Grant from the Massachusetts Board of Library Commissioners.

2017

- More than 19,000 patron visits.
- Library awarded a provisional \$3.9 million grant from MBLC for new construction.
- At the special Town Meeting held on Aug. 29th, attended by nearly 500 residents, the town voted 449 in favor of accepting the grant.
- At the special election for the library borrowing question on Nov. 14, 2017, 1157 votes were cast. A 683-vote majority ensured the town part of new library funding.
- A Library Capital Campaign Committee was formed with the goal of raising \$300,000

2018

- More than 20,000 patron visits.
- In November, the joint site for the Hadley Library and Senior Center received site approval from the Planning Board.
- Timeline was set with demolition of Hooker School in late spring 2019 and completion of the building by middle of 2021.
- The Library Capital Campaign account reached \$240,000 and committee members continued to fundraise.

2019

- Patron visits at just under 20,000 (a dip expected due to construction and change in parking configuration).
- Building Committee working through all of the last decisions. The building is on time (move in 2020) and has not incurred any change orders.
- The Capital Campaign reached its goal of \$300,000 and is now working toward an additional \$200,000 for solar panels.

In addition to all of the incredibly supportive people our director took the time to thank, we would like to especially thank our director, Patrick Borezo. His patient, thoughtful approach to managing both the current library and the library building project has been invaluable.

We would also like to wish farewell and thank our retiring Town Administrator, David Nixon, for his continued support of the Goodwin Memorial Library through this process.

Respectfully Submitted,

Jo-Ann Konieczny, Library Chairperson
On behalf of the Library Trustees

Meghan Campbell
Maureen Devine
Alison Donta-Venman
David Moskin
Alan Weinberg

ANNUAL REPORT OF THE BOARD OF ASSESSORS

TO THE SELECT BOARD AND THE CITIZENS OF THE TOWN OF HADLEY:

During 2019 the Board successfully completed the FY2020 interim year adjustment of values and recommended a single tax rate for all classes of property. Board members and office staff attended several educational meetings to be better able to serve the public. The Assessor's Office works to perform the tax assessment function adequately and equitably. We also continue to develop our cooperative relationship with all of the other town departments and the public we serve.

Over the last five years, the Board has conducted two full recertification of values overseen by the D.O.R. and 3 interim year adjustments of values. All of these were completed in-house without the use of consultants or contractors. This saved the Town an estimated \$180,000 over that five-year period.

The Department has also completed the timely setting of values each and every year which allows the Town to send out the third quarter tax bills timely and eliminates the need to borrow money to cover operating expenses.

The Assessor's Office also directly generates over 60% of the Town's entire budget. This includes but is not limited to real estate and personal property taxes as well as motor vehicle and boat excise taxes.

Over the next five years, the Department looks forward to completing all D.O.R. interim year adjustments and recertification of values in-house and on time saving the Town tens of thousands of dollars. We also look forward to continue to provide the Town with a majority of the revenue needed to provide basic services to all residents,

Our office remains open weekdays from 9:00 a.m. to 4:00 p.m. and has evening office hours during posted meetings.

Respectfully submitted,

Jeffrey Charles Mish, Chairman
Raymond Charles Szala
Richard Grader

OVERRIDE DEBT IMPACT ON THE TAX RATE

OVERRIDE ITEM / DATE	FY2020 DEBT SERVICE	FY2020 TAX RATE INCREASE
SENIOR CENTER	222,718.00	0.222
LIBRARY	135,724.00	0.135
FIRE SUBSTATION	80,482.00	0.080
WATER ADDED BY SELECTBOARD	196,932.00	0.196
ALL OTHER DEBT EXCLUSIONS	567,765.00	0.566
TOTAL	1,203,621.00	\$1.199

TOWN OF HADLEY TAX RATE RECAPITULATION

TAX RATE SUMMARY

APPROPRIATIONS	\$ 20,803,808.00	
OTHER AMOUNTS TO BE RAISED	<u>2,136,853.48</u>	
TOTAL AMOUNT TO BE RAISED	\$22,940,661.48	
SOURCES OF REVENUE		
STATE AID	\$ 2,892,520.00	
LOCAL RECEIPTS	6,441,283.00	
FREE CASH APPROPRIATED	0.00	
OTHER AVAILABLE FUNDS	<u>787,024.00</u>	
TOTAL RECEIPTS EXCEPT TAX LEVY		<u>10,120,827.00</u>
TAX LEVY		\$ 12,819,834.48

CLASS	VALUATION BY CLASS	LEVY % RATE	TAX BY CLASS	TAX LEVY
RESIDENTIAL	655,513,200	65.3477	12.86	\$8,377,458.70
OPEN SPACE	0	00.0000	0.00	0.00
COMMERCIAL	289,152,700	28.8254	12.86	3,695,371.51
INDUSTRIAL	23,111,000	02.3039	12.86	295,358.58
SUB TOTAL	967,776,900	96.4770	12.86	12,368,188.79
PERSONAL PROP	35,340,038	03.5230	12.86	451,645.69
TOTALS	1,003,116,938	100.0000	12.86	\$12,819,834.48

TOWN TREASURER

The Town of Hadley achieved a strong financial position with its balanced investments, steady growth and consistent spending plans. Recent revisions to our financial policies, which include a long-range capital plan as well as spending, borrowing and investment plans, earned the town its first ever **AAA Bond Rating** from Standard and Poor, the highest rating level possible. This accomplishment paid off for us in 2019 as we launched into the long-term borrowing phase for our multiple building projects.

Cash reserve levels continue to improve, with **increasing returns** on our general funds and **steady growth** to our trust and capital accounts. Quarterly tax and water/sewer collections help keep our operating fund balances at the even levels needed for meeting current and ongoing expenses. *See 'Treasurer's Report of FY'19 Cash Balance's.*

Strategies for addressing Hadley's growing **Capital Needs**, with less reliance on Debt Exclusions (i.e. without adding to taxes), are being developed utilizing a variety of financial planning tools. Options under discussion include (1) identifying new funding sources for our Capital Stabilization account, (2) increasing the portion of our Debt & Interest payments used to pay off borrowing within the levy (i.e., paying via the operational budget rather than debt exclusion), and (3) leveraging our larger capital fund accounts to finance larger projects, e.g. CPA (Community Preservation Act) Funds and Stabilization Funds.

Most noteworthy among our successful financial policies has been the consistent implementation of the town's **OPEB Funding plan (Other Post-Employment Benefits)**. The town has successfully managed its future health insurance obligations in the face of ever-increasing costs, by making regular, annual contributions over several years in accordance with an approved plan. A similar plan, aimed at managing our escalating **retirement liability** costs, is being developed by David Nixon, Town Administrator. This level of planning has been an important step in heading off future financial threats to the town's day-to-day operations, by getting ahead of the curve in a time of ever-increasing costs of medical and retirement expenses.

Hadley's recent change in how we handle **Debt Management** is another contributing factor to our stable financial position. In anticipation of the town's three major building projects, a debt financing plan was developed in conjunction with the Select Board and our financial advisor, David Eisenthal. A key element of the plan was to keep the Debt Exclusion payments for all three buildings as level as possible, for as long as possible. As a result, a plan was developed and implemented that would hold the Debt Exclusion annual payment totals to an estimated \$286K increase over the FY17 Debt and Interest payment levels (aka the "**\$95 tax increase**").

Thanks to interest rates remaining lower than initially projected, and even better for Hadley, a more highly competitive bidding market for our Notes and Bonds due to our **AAA Bond Rating**, we have been able to stick with the plan. Our July 2019 Bond (long-term) came in with an interest rate at just under 2.8%, and our September 2019 BAN (short-term note) was 1.75%.

By implementing the full tax increase for the building projects in FY18, the year of our initial borrowing, we were able to accelerate the pay-down of prior debt and help clear the way for the larger borrowings to come. *See 'Treasurer's Report of FY'19 Debt & Interest Payments'.* Understand that any subsequent debt exclusions voted in by the town are considered to be outside these limitations.

We look forward to completing the construction borrowing in 2020, and to another year of continuing to maintain and improve Hadley's financial position going forward.

Respectfully submitted,

Linda J. Sanderson, Treasurer

Treasurer's Report of FY'19 Cash Balances

<u>Account Balances & Investments *</u>	<u>Subtotals</u>	<u>Fund Balances</u>	<u>FY'19 Interest</u>
<u>A. General Cash Accounts:</u>			
Operational Accounts, Money Markets (12)	\$10,291,668	\$10,291,668	\$43,246
<u>B. Trust and Agency Accounts:</u>			
Cemetery Trust Funds (9)	\$125,450		
Library Trust Funds (4)	\$102,325		
<u>Other Trust & Agency Funds</u>			
Other Town Trust Funds (8)	\$449,616		
Town Agency Funds (2)	\$61,747		
OPEB (Other Post Employment Benefits)	<u>\$1,476,539</u>		
	<u>\$1,987,902</u>		
Total Trust & Agency Funds		\$2,215,676	\$102,224
<u>C. Capital Accounts:</u>			
CPA Fund Account	\$2,146,136		
General Stabilization Account	\$1,939,054		
Capital Stabilization Account	\$40		
Water Stabilization	\$79,494		
Sewer Impact Fees Account	<u>\$228,547</u>		
Total Capital Accounts		<u>\$4,393,271</u>	<u>\$120,463</u>
Total Funds Held by the Treasurer (A+B+C)		<u>\$16,900,615</u>	<u>\$265,932</u>

* All money amounts rounded to nearest dollar

Treasurer's Report of FY'17 - FY'19 Debt & Interest Payments

<u>Debt & Interest Payments by Source</u>	<u>FY17</u>	<u>FY18</u>	<u>FY19</u>	<u>FY19 Interest Only</u>
<u>A. Debt Exclusion **</u>				
BONDS- Borrowings 2009 through 2014	\$646,833	\$609,610	\$543,792	\$52,960
BANS - Short-Term Borrowings & Renewa	<u>\$174,679</u>	<u>\$497,706</u>	<u>\$564,164</u>	<u>\$32,214</u>
Total Debt Exclusion	\$821,512	\$1,107,316	\$1,107,956	\$85,174
<u>B. Debt within Levy</u>				
BONDS- Borrowings 2009 through 2014	\$141,176	\$138,082	\$132,147	\$12,173
BANS - Short-Term Borrowings & Renewa	<u>\$6,962</u>	<u>\$9,677</u>	<u>\$30,577</u>	<u>\$6,081</u>
Total Within Levy Debt	\$148,138	\$147,759	\$162,724	\$18,254
<u>C. Water & Sewer Debt</u>				
WATER- Bonds & BANs combined	\$168,651	\$168,249	\$169,973	\$31,612
SEWER- Bonds & BANs combined	<u>\$136,127</u>	<u>\$135,351</u>	<u>\$126,305</u>	<u>\$43,749</u>
Total Water/Sewer Debt Payments	\$304,778	\$303,600	\$296,278	\$75,361
TOTAL Payments (A + B + C)	<u>\$1,274,428</u>	<u>\$1,558,675</u>	<u>\$1,566,958</u>	<u>\$178,789</u>

** 2018 Debt Exclusion Payment Total is \$286,444 over 2017 & \$286,162 over 2017
consistent with the \$95 tax increase for the average home to fund the 3 building projects

Human Resources Department

Human Resources is finally here! The goal of this department is to provide excellent and timely customer service to all supported employees, volunteers, elected officials, boards and committees, and managements officials in the Town of Hadley.

Edward O'Connor started December 2, 2019 as the Town's first Human Resources Director. He came from the City of Worcester where he served as their Director of Veteran Services. Ed's qualifications come from a diverse HR background in the military both as a Non-Commissioned Officer and Army Civilian. His education also supports his appointment to the role – he has a bachelor and master of business administration; his master's degree focuses in human resources management. Additionally, Ed is also a Captain in the U.S. Army Reserve.

HR is joined by Joan Zuzgo - a tenured employee of the Town for 21 years! Joan previously worked as the Assistant Treasurer and Assistant Accountant. Now she serves the Town as the Payroll and Benefits Coordinator. The HR Department is so lucky to have Joan, she has a great deal of institutional knowledge and has such great working relationships with both town and school employees!

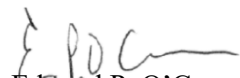
Our HR Department supports mostly the Town employees in the various functions of HR outlined in the figure below; additionally, we also support the schools for benefits and payroll. We look forward to bringing your workforce into the future!

Town of Hadley Human Resources Department					
Core Functions					
Recruit	Develop	Compensate	Integrate	Maintain	Advise
Recruiting Plan Interns Vocational School Projects Tax work off program	Onboarding Management Training Non-management training Media Relations Social Media Evaluation program	Benefits health dental vision? Short term disability long term disability Life Pay Study Step Increases Performance Based Pay Payroll	ADA and FMLA Reasonable accommodation Collective Bargaining Labor relations	Cyclic training Succession Planning Audits Safety Mediate	Government Structure Government function Budget Goals Objectives Long term planning Schools Managers Approach People Problems

Workforce Highlights (Town and Schools combined):

- 387 total employees
- 165 full-time employees (30+ hours)
- 23 part-time employees (20-29 hours)
- 199 employees on call or less than 20 hours
- 188 employees are eligible for benefits, 174 employees use at least 1 benefit

Respectfully,



Edward P. O'Connor
Director

TOWN OF HADLEY - INDIVIDUAL SALARY LISTINGS

TO THE HONORABLE BOARD OF SELECTMEN AND TO THE CITIZENS OF THE TOWN OF HADLEY

In accordance with Article 32 of the Annual Town Meeting of 1987, I hereby submit my annual listing of compensation paid to Town Employees. Total wages paid in calendar year 2019 was \$10,073,084.99

Total number of employees paid during calendar year 2019 was 397.

Employee Name	Reg. Earn.	OT Earn.	O/S Duty	Other Earn.	Total Gross
Abbott, Emily M.	702.25				702.25
Adair, Robert H.	2,709.32				2,709.32
Amir, Saima	595.00				595.00
Araya-Yampey, Jose D.	1,882.56				1,882.56
Arnet, Susan L.	70,917.29			1,316.50	72,233.79
Askins, Alyssa J.	350.00				350.00
Aviles, Almida	13,005.22	195.84			13,201.06
Ayers, Emily R.	245.00				245.00
Baj, Henry	14,639.42	928.95			15,568.37
Baj, Michaeline I.	787.50				787.50
Banach, Paula	3,141.00				3,141.00
Banack, Margaret M.	72.00				72.00
Banack, William R.	263.70		10,102.00		10,365.70
Bandouveres, Evan G.	1,330.00				1,330.00
Bardin, Sarah P.	29,778.88			1,121.75	30,900.63
Baronas, Rylan W.	40,373.20	2,197.43	6,789.20	500.00	49,859.83
Barrett, David E.	34,093.87				34,093.87
Barrett, Janet L C	7,725.00			24.00	7,749.00
Bartlett, Evan J.	32,950.57			2,015.35	34,965.92
Barton, Ruth V	4,312.50				4,312.50
Beck, Brian E.	104,915.13				104,915.13
Beckett, Erin K.	82,201.92				82,201.92
Berg, Gary	48,066.00	8,180.40		2,934.28	59,180.68
Berg, Erik W.	1,104.00				1,104.00
Berkowitz, Madeline R.	537.92				537.92
Bernard, Margaret E.	9,611.46				9,611.46
Bjerkadal, Berit L	2,834.14				2,834.14
Blajda, Heather	22,421.01				22,421.01
Blajda, Richard S.	1,085.94		202.50		1,288.44
Boateng, Solomon A.	525.00				525.00
Bohall, Judi L.	360.00				360.00
Boisvert Jr., John T.	43,585.28	5,463.64		150.00	49,198.92
Boisvert, Joseph J.	522.01				522.01
Bombardier, Andrew	577.50				577.50
Bombardier, Pamela C.	81,284.42			2,487.50	83,771.92
Borezo, Patrick M.	61,719.27				61,719.27
Bourcier, James V.	8,643.60	2,859.34		13,204.64	24,707.58
Brammucci Jr., Richard C.	670.82				670.82
Brayne-Sullivan, Marilyn P.	81,284.42			2,388.50	83,672.92
Brennan, Joy	34,540.22	258.39			34,798.61
Breuer, David E.	27,894.28				27,894.28
Briant, Evan J.	69,117.60		1,125.00	1,000.00	71,242.60
Brown, Susan K.	28,088.38				28,088.38

Employee Name	Reg. Earn.	OT Earn.	O/S Duty	Other Earn.	Total Gross
Brunelle, Mona	10,138.32				10,138.32
Burbine, Margaret M	67,753.72			800.00	68,553.72
Burdeau, Courtney R.	17,585.38			753.75	18,339.13
Burgess, Michael R.	59,391.37			659.00	60,050.37
Burns, Jason A.	75,168.13			9,011.25	84,179.38
Cabrera, Jose A.	21,046.96	4,141.47	12,175.36	6,216.00	43,579.79
Cahill, Meghan K	7,688.52	581.31			8,269.83
Campbell, Justin T.	4,252.00				4,252.00
Campetti, Anna P.	16,730.28			127.00	16,857.28
Camuso, April A.	71,608.40			15,381.95	86,990.35
Catania, Vincent P.	18,121.05			2,200.00	20,321.05
Chabot, Thomas W.	41,808.85	8,613.45	3,550.00	6,226.00	60,198.30
Champlin, Bridget K.	980.00				980.00
Chapman, Diane C.	6,765.70				6,765.70
Chappuis, Margaret C.	30,528.78				30,528.78
Chaudhry, Usma S.	20,226.05				20,226.05
Chmura, Leona	598.00				598.00
Chudzik, Myron J.	183.00				183.00
Ciaglo Jr., Alfred	72,285.15				72,285.15
Clough, Peter J.	38,913.60	11,880.90			50,794.50
Coach, Richard	3,248.00				3,248.00
Coelho, Jessica V.	805.00				805.00
Conklin, Roselee J.	64,531.38			594.00	65,125.38
Cook, Lee Ann	75.00				75.00
Cooley, Brianna M.	150.00				150.00
Coombs, Patricia L.	8,634.92				8,634.92
Corriveau, Emily L.	51,232.36			2,443.75	53,676.11
Craig, Joanne E.	81,284.42			587.50	81,871.92
Cristoforo, Paula	72,285.15			4,545.00	76,830.15
Croce, Lauren M.	17,343.04				17,343.04
Culbert, Brian P.	935.50				935.50
Cullinan, Angela M.	46,978.86			1,888.52	48,867.38
Cyr, Karl D.	17,178.36				17,178.36
Czerniak, Karen A.	5,250.00				5,250.00
Czerwinski, Karen L.	285.00				285.00
Czerwinski, Michael J.	14,126.78				14,126.78
Dalton, Shayna N	1,650.00				1,650.00
Damato, Sierra F.	11,545.21				11,545.21
Daniel, Brandon, M.	3,058.75		393.75		3,452.50
Dann, Chelsea M.	32,179.23				32,179.23
Danylieko, Wilfred P.	9,990.00				9,990.00
Dassatti, Celine M.	47,954.36			287.50	48,241.86
D'Attilio, Lauren E.	1,544.00				1,544.00
Degnan, Kayla R.	870.00				870.00
Denenfeld, Renee J.	14,911.19			8,280.00	23,191.19
Devine, Kelley M.	1,319.00				1,319.00
DiBartolomeo, Rebecca J.	72,285.15			112.50	72,397.65
DiBrindisi, Dolores T.	34,241.57				34,241.57
Dorothy Fradera, Estate of	174.00				174.00

Employee Name	Reg. Earn.	OT Earn.	O/S Duty	Other Earn.	Total Gross
Douglas, Connie S.	52,827.50			8,400.00	61,227.50
Douglas, Thomas A.	40,521.36	5,735.50	3,540.00		49,796.86
Douglass, James H	2,572.00				2,572.00
Dowd, Jennifer R.	91,499.94				91,499.94
Downie, Richard T.	48,276.60		18,330.63	625.00	67,232.23
Dragon, Emma H.	1,824.96				1,824.96
Dragon, Kyle P.	4,376.36				4,376.36
Dratfield, Jonah M.	3,430.00				3,430.00
Driver, Joshua D.	76,321.72			175.00	76,496.72
Duffy, Michael T.	724.73			10,406.38	11,131.11
Duncan, Susan L.	72,597.92			4,967.00	77,564.92
Dunn, Mark	300.00				300.00
Dwyer Jr., William E.	500.00				500.00
Earle, Terri C.	22,238.24				22,238.24
Edwards, Diana M.	3,102.41				3,102.41
Egan, Susan M.	23,242.66	177.98		433.50	23,854.14
Ellia, Laura A.	18,551.58				18,551.58
Elson, Emma R.	702.78				702.78
Emerson, Troy P.	4,346.25		484.50		4,830.75
Estevez, Joseph L.	35.00				35.00
Fan, Jessica S.	105.00				105.00
Farina, Juliana M.	18,665.19			560.50	19,225.69
Fazio, Francis A.	22,484.43			2,065.00	24,549.43
Feltovic, Coreylee M.	31,533.60				31,533.60
Fields, Margret M.	420.00				420.00
Fil, Dennis F.	9,730.02				9,730.02
Fil, Ginny A.	21,936.51				21,936.51
Fisher-Hertz, Jamie P.	140.00				140.00
Fiske, Kathleen B.	72.00				72.00
Fitzgerald, Julie	280.00				280.00
Fitzgibbons, Ruthann M.	72,285.15			3,227.50	75,512.65
Fogarty, Nancy D.	31,586.13				31,586.13
Forman, Edward W	8,925.00				8,925.00
Forrant, Chloe M.	1,050.00				1,050.00
Fournier, Rachel H.	1,500.00				1,500.00
Freitag, Rebecca B.	787.50				787.50
Friedman, Daniel R.	5,350.46				5,350.46
Frost, Sarah K	4,151.26			144.00	4,295.26
Fuller, Gail A.	17,736.94				17,736.94
Fusia, Debra M.	1,575.00				1,575.00
Fydenkevez, Jean	72.00				72.00
Gallagher, Katherine V.	33,938.58			2,167.00	36,105.58
Gelinas, Rebecca A.	72,690.86				72,690.86
Gifford, Sharron	53,330.74				53,330.74
Gilbert, Casey M.	23,824.64	5,178.56	7,807.00		36,810.20
Gimlewicz, Michael J.	1,050.00				1,050.00
Ginsburg, Adam S.	4,840.00				4,840.00
Giza, Susan A.	43,436.70				43,436.70
Gladstone-Helak, Miriam B.	50,986.94			1,312.50	52,299.44

Employee Name	Reg. Earn.	OT Earn.	O/S Duty	Other Earn.	Total Gross
Glowatsky, Mark D.	4,459.71				4,459.71
Glowatsky, Susan P.	61,311.12				61,311.12
Godwin, Missie	6,799.36				6,799.36
Golding, Isaac	50,257.21	8,834.17			59,091.38
Goncalves, Carlos A	6,286.00				6,286.00
Goulding, Matthew J.	4,923.16	873.15	736.00	6,098.40	12,630.71
Greaney, Rosemary	41,754.49				41,754.49
Green, Jesse W.	55,461.44	11,427.98	1,536.00	1,175.00	69,600.42
Greenwood, Luna L.	30,234.90				30,234.90
Guiel, Debora L.	62,847.00				62,847.00
Hadley, Shannon N.	105.00				105.00
Hall, Jason R.*	46,163.05	6,868.25			53,031.30
Hannigan, Lauren K.	18,004.95				18,004.95
Harriman, Taryn P.*					-
Harrington, Spencer T.	500.50				500.50
Harris, Hannah P.	4,113.97				4,113.97
Harrison, John	17,111.86				17,111.86
Hartwright, Kenneth R.	56,518.60	1,205.84	292.00		58,016.44
Haywood, Pamela J.	96,499.94				96,499.94
Hemingway, Adam J.	48,444.12				48,444.12
Hennessey, Savana S.	17,041.19				17,041.19
Hermans, Amy S.	72,285.15				72,285.15
Higgins, Liam J.	6,233.50				6,233.50
Hochstadt, Toni B.	70.00				70.00
Holmes, Melinda J.	64,978.36				64,978.36
Holt, Clifford J.	4,252.00				4,252.00
Hopf, Patricia J.	36,096.78	31.70			36,128.48
Horrigan, John J.	1,676.08				1,676.08
Horton, Anthony	70,420.80	21,077.57			91,498.37
Hraba, Lilsa A.	11,646.68				11,646.68
Hudock, Thomas E.	3,872.00	369.36	408.00	7,545.56	12,194.92
Hukowicz, Janet E.	180.00				180.00
Hurd, Caitlin R.	245.00				245.00
Hutchinson, Cynthia L.	24,404.40				24,404.40
Hutchinson, Stella M.	5,491.28				5,491.28
Hynes, Phoebe E.	1,380.00				1,380.00
Iglehart, Austen B.	5,355.59				5,355.59
Ingram, William D.	41,896.63	2,672.31	1,129.62	3,461.64	49,160.20
Jacco, Stephanie R.	70.00				70.00
Jekanowski, James J.	51,758.66	10,228.86			61,987.52
Jennings, Amy B.	16,811.71				16,811.71
Jewitt, James T.	214.50		405.00		619.50
Josefiak, Alan P.	70.00				70.00
Kangas, Janice E.	21,001.70				21,001.70
Kasal, Daniel O.	714.96		630.00		1,344.96
Keegan, Kim E	577.50				577.50
Keller, Douglas	194.19				194.19
Kelley, Delaney M.	1,167.96				1,167.96
Kelley, William E.	67,080.40	13,053.37			80,133.77

Employee Name	Reg. Earn.	OT Earn.	O/S Duty	Other Earn.	Total Gross
Kellogg, Barbara T.	1,155.00				1,155.00
Kennedy-Alvarado, Kirsten	32,998.92				32,998.92
Khenrab, Tenzin	3,071.49		3,549.00		6,620.49
Kina, Natalia M.	17,641.08				17,641.08
Kinchla, John W.	1,101.76				1,101.76
Koehler, Edward C.	46,615.23	4,000.13			50,615.36
Kokoski, John	637.50				637.50
Kortes, Jonathan W.	560.00				560.00
Kosakowski, Jacob J.	5,369.86				5,369.86
Kostek, Stanley G.	324.00				324.00
Kowles, Karen G.	9,997.02				9,997.02
Krieger-Spanknebel, Jessica	59,385.90			1,500.00	60,885.90
Krodel, Mark P.	3,373.00				3,373.00
Kroll, Stanley P.	1,912.50				1,912.50
Kuc, Mitchell J.	72,873.12		14,375.66		87,248.78
Kupeyan, Joel P	40,197.48	9,363.13		100.00	49,660.61
LaDuc, Linda M.	487.50			500.00	987.50
Lafond, Joseph A.	9,859.98		32,217.41	625.00	42,702.39
Lamirande, Brian A.	50,261.21	4,965.90			55,227.11
Lanham, Amy D.	59,525.24			4,626.00	64,151.24
Lapis, Avery R.	1,431.00				1,431.00
Lapis, Zoe L.	930.00				930.00
Laughlin, Jacob B.	25,258.33	5,332.25	7,717.32		38,307.90
Laurenza, Mary Lou	2,778.84				2,778.84
Lauser, Deborah L.	66,280.79				66,280.79
Lavallee, Denise A	9,824.96				9,824.96
Lavallee, Sara J.	73,998.50			247.50	74,246.00
Lehman, Suzanne E.	900.00				900.00
Leon Barba, Ruth	18,194.58			240.00	18,434.58
Levitt, Douglas N.	140.00				140.00
Liberto, Anthony G.	742.05				742.05
Lord, Lindsey M.	16,730.28				16,730.28
Lyford, Justine R.	4,121.16				4,121.16
Lynch, Breanna K.	56,844.43			2,133.50	58,977.93
Lynch, Brenda L.	26,287.50				26,287.50
Majerowski,, Tasha A.	22,636.67				22,636.67
Maksimowski, James J.	600.00				600.00
Mam, Daniel O.	9,443.46				9,443.46
Marini, Jacob D.	24,733.43	7,923.46	15,832.50	1,000.00	49,489.39
Markee-Ala, Alisha D.	20,673.53				20,673.53
Markowski, Christine A.	21,187.28				21,187.28
Martin, Emmaline A.	12,571.69	151.29			12,722.98
Mason, Daniel K	22,347.00				22,347.00
Mason, Michael A.	110,282.10				110,282.10
Mastrototaro, Anne M.	72,285.15				72,285.15
Matroni, Stephen J.	17,744.58			625.00	18,369.58
McCabe, Kaitlin S.	9,376.40				9,376.40
McCarthy, Kierra	770.00				770.00
McCarthy, Scott C.	41,875.20			2,675.00	44,550.20

Employee Name	Reg. Earn.	OT Earn.	O/S Duty	Other Earn.	Total Gross
McKechnie, Ashley E.	850.00				850.00
McKenna, Nicholas C.	60,456.47	4,689.08	2,100.60	500.00	67,746.15
McKenzie, Anne S.	139,259.01				139,259.01
McQueston, Maryellen B.	426.08				426.08
Meehan, Eraena	1,160.00				1,160.00
Mendelsohn, Jennifer K	41,400.66				41,400.66
Merzbach, Marlene C.	72.00				72.00
Mick, Collin M.	13,318.39	1,203.29			14,521.68
Mieczkowski Jr., John S.	35.36				35.36
Mieczkowski Sr., John S.	100.00				100.00
Mieczkowski, Constance	72.00				72.00
Miller, Paul R	5,400.00				5,400.00
Mish, Gregory M.	1,650.00				1,650.00
Mish, Jeffrey C.	62,337.57			4,588.00	66,925.57
Mish, John P.	23,248.85	128.16			23,377.01
Moriarty, Jeffrey J.	3,205.90			360.00	3,565.90
Morris, Katelyn N	18,146.86				18,146.86
Mugnier, Charlotte E.	72,285.15			1,491.50	73,776.65
Mulugeta, Kokeb N	49,739.78			2,706.25	52,446.03
Murphy, Kelli A.	757.25				757.25
Murphy, Linda L.	17,492.53				17,492.53
Mushenski, Christopher	396.00				396.00
Mushenski, Theresa A.	10,804.91			24.00	10,828.91
Nelson, Melissa J.	225.00				225.00
Neyhart, Timothy	64,641.85				64,641.85
Nicholson, Gladys	1,140.00				1,140.00
Niedbala, Anthony M.	40,670.40	129.42			40,799.82
Niedbala, Madeline R.	1,698.00				1,698.00
Niedbala, Olivia K.	1,698.00				1,698.00
Niedziela, Catherine J.	52,367.50			6,606.75	58,974.25
Niedziela, Elizabeth J.	43,303.51	1,201.51			44,505.02
Niedziela, Emily A.	3,737.08				3,737.08
Niedziela, Stanley M.	36,854.52	261.53			37,116.05
Nisenson, Orin P.	1,712.50				1,712.50
Nixon, David G.	92,504.29				92,504.29
Nunn, Louise C.	21,678.46				21,678.46
O'Connell, Sean P.	3,248.00				3,248.00
O'Connor, Edward P	2,748.09				2,748.09
O'Hara, Timothy	2,531.50				2,531.50
Okafor, Christopher I.	85,510.46			1,500.00	87,010.46
Olsson, David B.	64,527.96				64,527.96
O'Meara, Amy L.	22,217.53	95.64		271.50	22,584.67
Omer, Nosheen	175.00				175.00
Paltz, Kathrine M.	70.00				70.00
Parker, Jessica M.	63,009.14			1,675.00	64,684.14
Parsons, Sharon S.	1,265.00			180.00	1,445.00
Pastorello, John R.	57,661.57			2,926.75	60,588.32
Patenaude, Eva Talula	1,645.17				1,645.17
Pequignot, Michael L.	22,296.04				22,296.04

Employee Name	Reg. Earn.	OT Earn.	O/S Duty	Other Earn.	Total Gross
Phillips, Daniel E.	40,397.44	5,300.08	292.00		45,989.52
Pieffer, Kimberly M.	41,104.37				41,104.37
Pipczynski, Christine	27,410.76				27,410.76
Pipczynski, Dennis	70,420.80	21,023.27		700.00	92,144.07
Pliska, Joanne	925.50			252.00	1,177.50
Prattico, Michael R.	17,365.68			5,018.50	22,384.18
Pruitt, Sarah D.	1,868.07				1,868.07
Quinlan Jr., Thomas F.	1,770.00				1,770.00
Quinlan, Maegan M.	1,281.00				1,281.00
Rabidoux, Nathan B.	3,104.09		15,287.00		18,391.09
Reid, Kwynn J.	935.50				935.50
Rex, Diana L.	58,354.40				58,354.40
Rhodes, Beverly A.	1,140.00				1,140.00
Rice, Laura K.	48,023.01				48,023.01
Richards, Kenneth J.	45,623.79			1,791.50	47,415.29
Roberts, Lyndsey L.	50,243.33			1,929.50	52,172.83
Roberts-Cote, Melissa M.	13,520.58	1,483.98		100.00	15,104.56
Robitaille, John M.	53,493.24	9,673.35	13,800.00	625.00	77,591.59
Rockett, Meridith	393.00				393.00
Rodak, Gregory J.	194.50				194.50
Roman, Jennifer C.	17,229.06				17,229.06
Romano, Michael A.	55,163.46	15,929.84	1,990.10	700.00	73,783.40
Rosazza, Elaine M.	5,691.84				5,691.84
Rotunno, Davide A.	1,000.00				1,000.00
Rusenko, Alexander L.	2,098.05				2,098.05
Russell Jr., Raymond F.	45,771.60	6,314.47		700.00	52,786.07
Russell, Ann C.	94.00				94.00
Ryan, Amanda L	71,364.94			800.00	72,164.94
Rytuba, Alex P.	940.40				940.40
Sadlowski, Stanley P. *	472.75				472.75
Saillant, Radely S.	70,853.57			517.00	71,370.57
Sanchez, Yadimar	6,556.57				6,556.57
Sanders James, Jennifer	41,372.01				41,372.01
Sanderson, Linda J	65,303.11				65,303.11
Santiago Jr., Harry E	37,244.68	1,008.43	408.00	500.00	39,161.11
Sarsynski Jr., Michael P.	400.00				400.00
Sause, Karen E.	52,445.79			3,425.50	55,871.29
Schauman, Ariel L.	210.00				210.00
Schmidt, Patrick V.	90.64				90.64
Seitz, Janelle R.	42,641.13	20,642.95	11,262.96	500.00	75,047.04
Seyfried, Margaret J.	18,851.28				18,851.28
Sharp, Nancy	53,275.78				53,275.78
Shean, Michael T.	36,913.95	316.61			37,230.56
Silluzio, Stephen V.	66,846.14				66,846.14
Simmons, Nicholas	73,196.12			8,876.00	82,072.12
Smith, Alexis T.	1,989.00				1,989.00
Smith, Brandon M.	5,974.66		2,461.00		8,435.66
Smythe-Freed, Rise	153.00				153.00
Soto-Guzman, Keven	864.00				864.00

Employee Name	Reg. Earn.	OT Earn.	O/S Duty	Other Earn.	Total Gross
Spanknebel, Gage U	2,391.09				2,391.09
Spanknebel, Michael H.	96,466.94			33,442.00	129,908.94
St. Peters, Sherrene	57,309.44			1,987.50	59,296.94
Steinbeck, Melissa A.	37,614.08				37,614.08
Stenning, Maria M.	18,577.74				18,577.74
Stewart, Kathleen N.	20,788.71				20,788.71
Stone, Julia K	1,825.03				1,825.03
Sudnick, Erik G.	62,623.29			15,923.50	78,546.79
Sullivan, Abigail V.	420.00				420.00
Sullivan, Brooke C.	24,635.39				24,635.39
Sullivan, Kate M.	5,184.83				5,184.83
Suska, Wioletta	40,095.93				40,095.93
Sutter, David V.	43,497.52	3,694.93			47,192.45
Szymanski, Beth	8,202.86				8,202.86
Tacy, Paul R.	4,155.00				4,155.00
Tanner, Mary T.	33,202.59	5,477.22			38,679.81
Teixeira, Eduardo L.	5,057.50				5,057.50
Tessier, Dale E.	180.00				180.00
Tessier, Richard J.	1,849.92				1,849.92
Thibault, Daniel E.	47,008.56	9,246.86	5,538.00	625.00	62,418.42
Tolpa, Diann E.	1,176.01				1,176.01
Travisano, Suzanne M.	44,367.27				44,367.27
Trombley, Lauren M.	37,514.40	780.36			38,294.76
Tucci, Richard M.	25,055.97				25,055.97
Tudryn, Brenda	24.00				24.00
Tudryn, Elaine M.	21,463.36				21,463.36
Tumenas, Maureen C.	38,160.86				38,160.86
Tuttle, Brittany E.	700.00				700.00
Vachula, Elizabeth F.	60,918.99			210.00	61,128.99
Vanasse, Jenny E.	45,252.05				45,252.05
VandenDolder, Ron	910.00				910.00
Vazquez, Marianne	108.00				108.00
Velasquez, Jennifer V.	7,934.51				7,934.51
Venman, Peter G.	77.80				77.80
Vreeland, Daniel R.	62,952.51			8,109.25	71,061.76
Ward, Kathryn A.	240.00				240.00
Warren, Emmett S.	350.00				350.00
Waskiewicz II, John C.	62,715.48	13,732.79		700.00	77,148.27
Waskiewicz, Brian J.	66,031.55	4,122.75	810.00		70,964.30
Waskiewicz, Vadja	730.00			24.00	754.00
Wegiel, Samantha E.	919.50				919.50
Wenner, Lauren E.	68,126.56				68,126.56
White, Barbara J.	74,036.00				74,036.00
White, Daniel M.	5,058.29				5,058.29
Wiesner, Linda L.	180.00				180.00
Williams, Tasha-lea S.	49,995.76				49,995.76
Wilson, Jon D.	140.00				140.00
Winans, Patricia	1,912.50				1,912.50
Wojtowicz, Michelle L.	57,661.57				57,661.57

TOWN COLLECTOR

To the Select Board and Residents of Hadley

We have been asked to provide a 5-year retrospective for our Department by Select Board Chair, Christian Stanley. In reflecting on the last five years, the Collector's Office has seen numerous changes. The introduction of the Municipal Modernization Bill brought a variety of changes to all aspects of Municipal Government including the billing and collection processes of Property and Excise taxes. Many of the processes were brought forth to reduce costs of how permanent tax records are archived due to the ever changing world of technology.

An upgrade of the Water/Sewer meter reading software allowed for integration with the Collection software. The process took many years to complete. This allowed the Water Department to substantially reduce the time it takes to read meters from approximately six weeks to mere hours. With this efficiency in place, the Collector's office was asked to implement Quarterly Water and Sewer billing to improve revenue flow for the Department of Public Works. We are now in our second year of this billing, and although we got off to a rocky start, we believe we have worked through most, if not all of the unforeseen issues with going from Semi-Annual billing to Quarterly.

Upgrading our Collection Software from Point Software to Vadar Systems has been, by far, the most significant challenge our office has faced in my fourteen years in this position. This software change has integrated the Collector, Treasurer, and Accounting departments in one software platform. This has streamlined the flow of information from our office and eliminated the need for duplicated data entry. While the learning curve for our office and our taxpayers has been enormous, we sincerely appreciate your patience as we work through various nuances of this system. The Registry of Motor Vehicles has also upgraded their computer system and we are working on learning changes going forward with Motor Vehicle Excise tax.

Our primary goal has been and will continue to be to achieve the highest collection rate possible. We are immensely proud to have achieved one of the best collection rates Statewide. We will continue to work with taxpayers who find they are struggling through difficult financial periods. We have always viewed ourselves as advocates of the taxpayers and will strive to provide the best possible customer service. We owe our gratitude to our taxpayers and will always recognize any achievement this office has accomplished is due to the wonderful people of our community.

Respectfully submitted,

Susan P. Glowatsky, CMMC
Town Collector

Kimberly Pieffer, CMMC
Assistant Town Collector

REPORT OF THE TOWN COLLECTOR
TO THE SELECT BOARD AND THE CITIZENS OF THE TOWN OF HADLEY
I HEREBY SUBMIT TO YOU MY REPORT FOR THE FISCAL YEAR ENDING JUNE 30, 2019

TOWN OF GLOUCESTER SUBMITTAL TO TOWN COLLECTOR FOR THE FISCAL YEAR ENDING JUNE 30, 2019								
	BALANCE AS OF	COMMITMENTS	REFUNDS	ABATEMENTS	WATER/SEWER LIENS/TAX TITLES/DEFER	PAYMENTS	BALANCE AS OF	
	7/1/2018			& EXEMPTIONS		TO TREASURER	6/30/2019	
REAL ESTATE								
PRIOR YEAR	\$ 27,083.17	\$ 250.70	\$ -	\$ 3,364.50	\$ -	\$ 23,969.37	\$ -	
FY 2018	\$ 79,198.73	\$ -	\$ 12,460.70	\$ 144.57	\$ 11,118.15	\$ 80,396.71	\$ -	
FY 2019	\$ -	\$ 11,781,404.87	\$ 18,544.06	\$ 30,079.47	\$ 24,689.97	\$ 11,681,507.90	\$ 63,671.59	
SUPPLEMENTAL								
FY 2018	\$ 433.10	\$ -	\$ -	\$ 175.31	\$ -	\$ 257.79	\$ -	
FY 2019	\$ -	\$ 12,704.19	\$ 4.91	\$ -	\$ -	\$ 12,709.10	\$ -	
CMFACT								
FY 2018 & P	\$ 1,007.30	\$ -	\$ -	\$ -	\$ 200.87	\$ 806.43	\$ -	
FY 2019	\$ -	\$ 278,296.61	\$ 4,019.22	\$ 1,274.34	\$ 501.68	\$ 280,267.00	\$ 272.81	
PERSONAL PROPERTY								
PRIOR YEAR	\$ 3,201.17	\$ -	\$ 3,962.62	\$ 5,865.33	\$ -	\$ 759.62	\$ 538.84	
FY 2018	\$ 219.59	\$ -	\$ 14.77	\$ -	\$ -	\$ 222.69	\$ 11.67	
FY 2019	\$ -	\$ 370,875.58	\$ 256.02	\$ -	\$ -	\$ 367,457.31	\$ 3,674.29	
MV EXCISE								
PRIOR YEAR	\$ 11,018.57	\$ -	\$ 1,236.66	\$ 2,841.98	\$ -	\$ 1,594.59	\$ 7,818.66	
FY 2017	\$ 8,461.90	\$ -	\$ 336.66	\$ 738.84	\$ -	\$ 2,983.03	\$ 5,076.69	
FY 2018	\$ 20,649.49	\$ 136,273.97	\$ 13,003.84	\$ 16,098.20	\$ -	\$ 144,358.42	\$ 9,470.68	
FY 2019	\$ -	\$ 677,066.88	\$ 1,367.00	\$ 12,370.59	\$ -	\$ 648,005.51	\$ 18,057.78	
BOAT EXCISE								
PRIOR YEAR	\$ 1,040.00	\$ -	\$ -	\$ 209.00	\$ -	\$ 60.00	\$ 771.00	
FY 2018	\$ 225.00	\$ -	\$ 1.00	\$ -	\$ -	\$ -	\$ 226.00	
FY 2019	\$ -	\$ 3,244.00	\$ -	\$ 61.67	\$ -	\$ 2,918.33	\$ 264.00	
WATER LIENS								
FY 2018 & P	\$ 892.04	\$ -	\$ -	\$ -	\$ -	\$ 892.04	\$ -	
FY 2019	\$ -	\$ 20,291.63	\$ -	\$ -	\$ 385.12	\$ 17,888.00	\$ 2,018.51	
SEWER LIENS								
FY 2018	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
FY 2019	\$ -	\$ 5,699.43	\$ -	\$ -	\$ 319.26	\$ 5,380.17	\$ -	
WATER USE								
FY 2018 & P	\$ 91,852.49	\$ -	\$ 646.68	\$ -	\$ 16,736.42	\$ 75,762.75	\$ -	
FY 2019	\$ -	\$ 1,269,271.92	\$ 380.24	\$ 967.02	\$ -	\$ 1,190,348.03	\$ 78,337.11	
SEWER USE								
FY 2018	\$ 34,993.20	\$ -	\$ -	\$ -	\$ 4,743.18	\$ 30,250.02	\$ -	
FY 2019	\$ -	\$ 824,962.92	\$ 175.34	\$ 511.27	\$ -	\$ 764,578.68	\$ 60,048.31	
	\$ 280,275.75	\$ 15,380,342.70	\$ 56,409.72	\$ 74,702.09	\$ 58,694.65	\$ 15,333,373.49	\$ 250,257.94	
TOTAL INTEREST COLLECTED ON DELINQUENT TAXES					\$ 39,241.90			
TOTAL FEES COLLECTED					\$ 36,757.00			
INTEREST EARNED ON BANKING ACCOUNT					\$ 1,117.80			
Respectfully Submitted, Susan P. Glowatsky - Town Collector								

Town of Hadley Elected Officials

Assessors, Board of	Jeffrey Mish	Assessor	2021
	Richard S. Grader	Assessor	2022
	Raymond Szala	Assessor	2020
Clerk	Jessica Spanknebel		2022
Collector	Susan P. Glowatsky		2021
Constables	William R. Banack		2022
	Richard Downie		2022
Elector Under Oliver Smith Will	Sheila M. Konieczny		2020
Health, Board of	Gregory Mish	Chair	2022
	Emma Dragon	Member	2021
	Richard Tessier	Member	2020
Housing Authority	John T. Yusko	Member	2021
	Richard Witkos	Chair	2022
	Kristen Yezierski	Member	State Appointee
Library Trustees	Jo-Ann Konieczny	Co-Chair	2021
	Maureen Jacque	Member	2020
	David Moskin	Member	2022
	Meghan Campbell	Member	2022
	Alan Weinberg	Member	2020
	Alison Donta-Venman	Member	2021
Moderator	Randall Izer		2020
Park Commission	Steve Higgins	Commissioner	2021
	Andrew Klepacki	Commissioner	2020
	Diane Kieras-Ciolkos	Commissioner	2020
Planning Board	James Maksimoski	Chair	2023
	Michael Sarsynski	Member	2021
	William Dwyer, Jr.	Clerk	2021
	Mark Dunn	Member	2022
	Joseph Zgrodnik	Member	2020
School Committee	Tara Brugger	Member	2020
	Paul Phifer	Member	2021
	Keith Shannon	Member	2020
	Humera Fasihuddin	Member	2021
	Heather Klesch	Chair	2022
Select Board	Joyce A. Chunglo	Clerk	2021
	Christian Stanley	Member	2021
	Molly A. Keegan	Chair	2020
	John C. Waskiewicz, II	Member	2022
	David J. Fill, II	Member	2022

**TOWN OFFICIALS AND COMMITTEES
APPOINTED BY THE SELECT BOARD**

TOWN OFFICIALS	Name of Appointee	Position	Next Appointment
Town of Hadley	Eric Kinsherf Accounting	Accountant	2020
	David Nixon	Administrator	2020
	Jennifer Sanders James	Asst. Procurement Officer/ Licensing Coordinator	2020
	Kopelman & Paige	Town Counsel	2020
	Michael Mason	Police Chief	2021
	Michael Spanknebel	Fire Chief	2022
	Chris Okafor	DPW Director	2022
	Linda Sanderson	Town Treasurer	2020
	Joan Zuzgo	Asst. Treasurer	2020
	Dede Dibrindisi	Asst. Treasurer	2020
Building Inspector	Tim Neyhart	Building Inspector	2020
	David J. Waskiewicz	Alternate	2020
	Paul Tacy	Alternate	2020
	Thomas Quinlan	Alternate	2020
	Dede Dibrindisi	Admin. Asst. to Bldg. Insp.	2020
Cemetery Committee	Merle Buckhout	Hockanum	2020
	Diane Stengle	Russellville	2021
	Mary Thayer	North Hadley	2022
	Alan Weinberg	Olde Hadley	2021
	Emily Remer	Plainville	2021
Conservation Commission	James Hafner	Member	2020
	Gary Pelissier	Vice- Chair	2022
	Stephen J. Szymkowicz	Member	2021
	Paulette Kuzdeba	Chair	2021
	Edwin Matuszko	Member	2020
	Gordon Smith	Member	2020
	Toni Lyn Morelli	Member	2022

Council on Aging	Marguerite Wilson	Member	2020
	Marjorie Pratt Townsend	Member	2020
	Rosalie Weinberg	Member	2019
	Elsie Andrews	Member	2021
	Glenn Clark	Member	2021
	Elizabeth Faulkner	Member	2019
	David A. Storey	Member	2019
Cultural Council	Dina Friedman	Member	2021
	David Michael Hogan	Member	2021
	Tasia Stanley	Member	2022
	Julia Rose	Member	2021
	Wayne Abercrombie	Member	2020
	Catalina Arrubla	Co-Chair	2022
	Zoe Lapis	Member	2022
	Heather Haskell	Member	2020
	John Rollinson	Member	2020
	Katie Richardson	Member	2022
	Maureen Shea	Co-Chair	2022
DPW Superintendent	Scott McCarthy	Field Superintendent	2020
Disability Commission	Thomas Waskiewicz	Member	2022
	Jerome Yezierski	Member	2021
	James Jackson	Member	2020
Electrical Inspector	Wilfred Danylieko	Inspector	2020
	Douglas Rae	Alternate Inspector	2020
	Paul Miller	Alternate Inspector	2020
Fire Department	Michael Spanknebel	Chief	2022
	Evan Briant	Deputy Chief	2020
	Steven Barstow II	Captain	Resigned
	Nicholas McKenna	Lieutenant	2020
	Richard Blajda	Lieutenant	2020
	Collin Mick	Full-time Firefighter	2020
	Daniel Mam	Full-time Firefighter	2020
	John Waskiewicz II	Firefighter	2020
	John Mieczkowski, Jr.	Lieutenant	2020
	Austen Iglehart	Firefighter	2020
	Brandon Daniel	Firefighter	2020
	Joseph Boisvert	Firefighter	2020
	Rick Bramucci	Lieutenant	2020
	Robert Adair	Lieutenant	2020
	Peter Venman	Firefighter	2020
	Jeffrey Moriarty	Firefighter	2020
	Maya Zigmund	Firefighter	2020
	Daniel Kasal	Firefighter	2020
	Jason Hall	Firefighter	2020
	Taryn Harriman	Firefighter	2020
	Christopher Omasta	Firefighter	2020
Forest Fire Warden	Michael Spanknebel	Warden	2020
	Evan Briant	Deputy Warden	2020
Hampshire Regional Emergency Planning	Michael Spanknebel	Delegate	2020
	Evan Briant	Alternate	2020
	Judy Stone	Chair	2021

Historical Commission	Ginger Goldsbury	Member	2021
	Diane West	Member	2021
	Marjorie Townsend	Member	2020
	Denise Barstow	Member	2022
	Carolyn Holstein	Member	2020
Mt. Holyoke Range Advisory	Merle Buckhout	Member	Resigned
	Raymond Spezeski	Member	2020
Mt. Holyoke/Mt. Tom Task Force	Dina Friedman	Representative	2020
Municipal Building Committee	David Tudryn	Co- Chair	2020
	Andrew Klepacki	Member	2020
	David Waskiewicz	Member	2020
	Gary Berg	Member	2020
	Dan Regish	Member	2020
	Tim Neyhart	Member	2020
	David J. Fill	Member	2020
Pioneer Valley Transit Authority	David Moskin	Representative	2020
Pioneer Valley Planning Commission	David Moskin	Representative	2020
Police Department	Michael Mason	Chief	2021
	Mitchell Kuc Jr.	Lieutenant/ Animal Control Officer	2020
	Jesse Green	Detective Sergeant	2020
	Joel Kupeyan	Detective	2020
	Kenneth Hartwright	Sergeant	2019- Retired
	John M. Robitaille	Full Time Officer	2020
	Michael Romano	Full Time Officer	2020
	Thomas Chabot	Full Time Officer	2020
	Mathew Goulding	Full Time Officer	Resigned
	Daniel Phillips	Full Time Officer	2019
	Janelle Seitz	Full Time Officer	2020
	Thomas Hudock	Full Time Officer	2020
	Thomas Douglas	Full Time Officer	2020
	Joseph Lafond	Part Time Officer	2020
	Daniel Warner	Part Time Officer	2020
	Nathan Rabidoux	Part Time Officer	2020
	Jose Cabrera	Special Police Officer	Resigned
	Harry Santiago	Special Police Officer	2020
	Rylan Baronas	Special Police Officer	2020
	Jacob Maroni	Special Police Officer	2020
	Jacob Laughlin	Special Police Officer	2020
	Tenzin Khenrab	Special Police Officer	2020
	Casey Gilbert	Special Police Officer	2020

Recycling	Vacant	Coordinator	
Registrars, Board of:	Vacant		
	Beverly Rhodes20		2021
	Gladys Nicholson		2020
Sewer Commission	Joyce A. Chunglo	Member	2020
	Molly A. Keegan	Member	2020
	Christian Stanley	Member	2020
	John C. Waskiewicz, II	Member	2020
	David J. Fill, II	Member	2020
Tree Warden/Moth Superintendent	Chris Okafor	Warden	Term
Veterans' Services	Central Hampshire Veterans	Veterans Service Officer & Grave Officer	2020
Water Commission	Joyce A. Chunglo	Member	2020
	Molly A. Keegan	Member	2020
	Christian Stanley	Member	2020
	John C. Waskiewicz, II	Member	2020
	David J. Fill, II	Member	2020
Zoning Board of Appeals	Linda Laduc	Member	2020
	John Kokoski	Member	2021
	Andrew Bomabardier	Member	2021
	Jason Galvin	Alternate	2020

**TOWN VOLUNTEER BOARDS AND COMMITTEES
APPOINTED BY THE SELECT BOARD**

	Name of Appointee	Position	Next Appointment
Agricultural Commission	Joseph Boisvert	Member	2021
	Gordon Cook Jr.	Member	2022
	Adam Goodman	Member	2021
	Michael Docter	Member	2021
	Will Handrich	Alternate Member	2022
	Vacancy	Alternate Member	2020
	Matt Kushi	Member	2022
	Allan Zuchowski	Member	2022
Agricultural Area Incentive Comm.	Peter Cook	Member	2021
	Vacancy	Member	
	Edwin Matuszko	Member	2020
	Vacancy	Member	
	Gordon Smith	Member	2019
Capital Planning Committee	Amy Fyden	Member	2021
	Paul J. Mokrzecki	Member	2020
	Linda Sanderson	Member (non-voting)	2022
	David Nixon	Member (non-voting)	2022
	Richard Grader	Member	2022
	School Committee	Member	2020
	Christian Stanley	Member	2021
Community Preservation	Andy M. Freedman	Member	2020
	Amy Fyden	Member	2021
	Joe Zgrodnik	Member	2021
	Carolyn Holstein	Member	2020
	Richard Witkos	Member	2024
	Edwin Matuszko	Member	2020
	Paulette Kudzeba	Member	2020
Americans with Disabilities Act	David Nixon	Coordinator	2020
Library Building Committee	Lynn Latham	Member	Term
	Jack Czjakowski	Member	Term
	Jamison Hedin	Member	Term
	Kenneth Pollard	Member	Term
	Xander Rusenko	Member	Term

		Dennis Meehan (d)	Member	Term
		Dave Waskiewicz	MBC Rep	Term
		Dave Tudryn	MBC Rep	Term
		Molly Keegan	Select Board Liaison	Term
		Alan Weinberg	Library Trustee	Term
		Alison Donta Venman	Library Trustee	Term
North Hadley Fire Substation Building Committee		Richard Bramucci	Member	Term
		Myron Chudzik	Member	Term
		Edward Dudkiewicz	Member	Term
		John Mieczkowski, Sr.	Member	Term
		Paul Picard	Member	Term
		Michael Spanknebel	Member	Term
		Joyce A. Chunglo	Liaison	Term
		Gary Berg	Town Rep	Term
		Frank Aquadro	Member	Term
		Eric Beal	Member	Term
Norwottuck Rail Trail		Andrew Morris-Friedman	Member	2020
PVPC Joint Transportation Committee		Christian Stanley	Representative	2020
Senior Center Building Committee		Ed Golding	Member	Term
		Jane Nevinsmith	Member	Term
		Doug Rae	Member	Term
		Dan Regish	Member	Term
		Dave Storey	Member	Term
		Suzanne Travisano	Member	Term
		Peg Wilson	Member	Term

	Rorie Woods	Member	Term
	Christian Stanley	Liaison	Term
	Gary Berg	Town Rep.	Term
	Karen Walter- Zuzco	Member Non-voting	Term
Shade Tree Committee	Catherine Zatycka	Member	2020
	Yvonne Kielb	Member	2020
	Brandi Fill	Chair	2020
	Christine Kelley	Member	2020
	John Edwards	Member	2020
Hadley Media Advisory Committee	Linda Castronovo	Member	2020
	David Moskin	Member	2020
	Glenn Clark	Member	2020
	John Allen	Member	2020
	Vacant	Member	2020

Appointments made by Other than Select Board

Appointment(s) made by Assessor	Daniel Zdonek	Assistant Assessor	2020
Appointment(s) made by Board of Health	Denis Fil	Plumbing/Gas Inspector	2020
	Ray Shipman	Plumbing/Gas Inspector (Alternate)	2020
	Margaret K. Bernard	Public Health Nurse	2020
	Kyle Dragon	Animal Inspector	2020
	Jessica Spanknebel	Death Certificate Agent	Term
	David Zarozinski	Restaurant/ Food Market Inspector	2020
Appointment(s) made by Town Clerk	Janice Kangas	Assistant Town Clerk	2020
	Stanley Kostek	Warden	2020
	Jean Fydenkevez	Clerk	2020
	Richard Tessier	Inspector	2020
	Dale Tessier	Inspector	2020
	Carol Smith	Inspector	2020
	Patricia Zuzgo	Inspector	2020
	Patricia Coombs	Inspector	2020
	Marlene Merzbach	Inspector	2020
	Kathy Fiske	Inspector	2020
	Peg Banack	Inspector	2020
	Diane Baj	Inspector	2020
	Kathleen Tudryn	Inspector	2020
	Sharon Parsons	Inspector	2020
	Tess Barstow	Inspector	2020
	Linda Weisner	Inspector	2020
	Janet Hukowicz	Inspector	2020
	Wilfred Danylieko	Inspector	2020
	Janet Barrett	Counter	2020
	Theresa Mushenski	Counter	2020
	Brenda Tudryn	Counter	2020
	Vadja Waskiewicz	Counter	2020

Appointment(s) made by Town Collector	Heather Vigue	Deputy Collector	2020
	Kimberly Pieffer	Assistant Collector	2020
Appointment(s) made by Conservation Committee	Paulette Kudzeba	Community Preservation Committee	2020
Appointment(s) made by Moderator Finance Committee	Vacant	Member	
	Vacant	Member	
	Amy Fyden	Member	2021
	Valerie Hood	Member	2020
	Alexei Levine	Member	2021
Appointment(s) made by Park & Recreation	Andy Klepacki	Community Preservation Committee	2020
Appointment(s) made by the Planning Board Pioneer Valley Planning Commission	William E. Dwyer, Jr.	Member	2022
	Joe Zgodnik	Member (Alternate)	2021
Appointment(s) made by the Planning Board	Joe Zgodnik	Community Preservation Committee	2021



VOTER INFORMATION

U.S. Senator Elizabeth Warren (D)

1550 Main Street, Suite 406
Springfield, MA 01103-1427
(413)785-4610

www.warren.senate.gov

U.S. Senator Edward J. Markey (D)

1550 Main Street, 4th Floor
Springfield, MA 01101
(413)785-4610

www.markey.senate.gov/contact

Congressman James P. McGovern (D)

(Second Congressional District)

94 Pleasant St.

Northampton, MA 01060

Phone: (413)341-8700 Fax (413)584-1216

Governor Charles Baker (R)

State House Room 280

Boston, MA 02133

Phone: (617)725-4005 FAX: (617)727-9725

or

(413)784-1200

State Senator Jo Comerford

Hampshire-Franklin Senate District

State House, Room 413-C

Boston, MA 02133

Or 413-375-4656

State Representative Dan Carey

(2nd Hampshire District)

State House, Room 33

Boston, MA 02133

Phone: 413-529-4286

Department Contact Information

DPW Department e-mail: publicworks@hadleyma.org	(413)586-2390 (413)586-5146 (FAX)
Dog Office (Call Police Department)	(413)584-0883
Housing Authority	(413)584-3868
Library e-mail: goodwinlibrary@hadleyma.org	(413) 584-7451 (413)584-9137 (FAX)
Park & Recreation Department e-mail: parkandrec@hadleyma.org	(413)586-6375
Schools Hadley Elementary School Hopkins Academy Special Education Superintendent	(413)584-5011 (413)584-1106 (413)584-2419 (413)586-0822 (413)582-6455 (FAX)
Transfer Station	(413)582-9977
Treasurer e-mail: treasurer@hadleyma.org	(413)586-3354 (413)586-5661 (FAX)
Hadley Media e-mail: drew@hadleymedia.org	(413)584-1203
Veteran's Agent Central Hampshire Veterans Services	(413)587-1299

Department Contact Information

Emergency (Fire/Police/Ambulance)

911

Police Department	(413)584-0883
Fire Department	(413)584-0874
Select Board Email: info@hadleyma.org	(413)586-0221
Town Administrator Email: admin@hadleyma.org	(413)586-0221
Accountant Email: accountant@hadlma.org	
Licensing Coordinator Email: info@hadleyma.org	(413) 586-0221
Animal Inspector Email: dragonk@hadleyma.org	(413)246-4940
Assessor Email: assessor@hadleyma.org	(413)586-6320
Board of Health Email: health@hadleyma.org	(413)584-4562
Building Inspector Email: inspections@hadleyma.org	(413)586-7274
Town Clerk Email: clerk@hadleyma.org	(413)584-1590
Town Collector Email: collector@hadleyma.org	(413)584-4246
Conservation Commission Email: conservation@hadleyma.org	(413) 584-4236
Council on Aging/ Senior Center Email: coa@hadleyma.org	(413) 586-4023

