

# GENERAL GOVERNMENT

## TOWN CLERK

Anita S. Tekle

### *Staff*

The Department is staffed by Assistant Town Clerk Patricia Clifford; Office Assistant Susan Hayes; and Joanna DaSilva, who provides technical and project assistance for a few hours a week. The achievements of the Department during 2008 were in large part due to the effort and commitment of these individuals, which is noted and appreciated.

### VITAL STATISTICS

Births – 1,186

98 Concordians

Deaths – 399

147 Concordians

Marriages – 58

22 Concordians

### *Vitals*

The presence of Emerson Hospital in the community results in a high number of birth recordings in Concord. The number of births recorded in 2008 showed a slight increase from 2007. It should be noted that the number of births to Concord parents in 2008 (98) was only 56% of the number recorded as recently as 2000 (176). The number of recorded deaths was up by 50, while the number of recorded marriages was down by a third. The Office had a brisk business of certified copies of births, deaths and marriages, with 6,643 issued, generating revenue of \$65,238, which represents 55% of department revenue. In addition, the staff processed 49 Affidavit and Correction of Vital Records, and issued 378 burial permits.

### *Town Census*

Census activities are reported elsewhere in this report under the Board of Registrars.

### *Licenses*

The Town Clerk's Office continues to serve as a licensing agent for the Division of Fisheries & Wildlife, issuing 421 fishing, hunting, and sporting licenses and stamps

Recorded Vital Statistics 2001–2008  
(Numbers include babies born to Concord parents at other Massachusetts hospitals)  
(# of Concord residents is in parenthesis)

Year	Births	Deaths	Marriages
2008	1,186 (98)	399 (147)	58 (22)
2007	1,178 (87)	349 (133)	87 (21)
2006	1,244 (121)	423 (161)	74 (24)
2005	1,214 (111)	433 (171)	76 (30)
2004	1,400 (152)	400 (130)	93 (43)
2003	1,400 (128)	407 (135)	80 (37)
2002	1,395 (151)	422 (179)	82 (36)
2001	1,546 (159)	393 (149)	69 (28)
2000	1,613 (176)	374 (123)	108 (59)

during 2008. The Town receives a small fee for providing this service, generating \$238 in revenue to the Town.

A total of 1,861 dogs were licensed during the year, which is the second highest number of licenses on record in Concord. The computerization of dog licensing and rabies vaccination information in 1998 continues to make for a more efficient and streamlined process. The cooperation and assistance of area veterinarians in this effort is appreciated. Income of \$30,155 was received by the Town for dog licenses and late fees. Staff participated in the Rabies Vaccination Clinic sponsored by the Board of Health in March.

### *Elections*

Voter registration and election activity is reported elsewhere in this Report under the Board of Registrars.

### *Town Meeting*

The Town Clerk and staff attended and recorded the proceedings of the Annual Town Meeting that took place on three sessions in April. For all Town Meeting events, we offered a daily update on the previous evening's session on the Town's web site, which proved very popular with residents. An excerpted copy of the proceedings for the three meetings is included elsewhere in this Report.

### *Recordings*

The Department issued 123 Business Certificates during the year.

### *Passports*

Since 1999, the Town Clerk's Office has served as a Passport Acceptance Agency for the U.S. State Department, and staff have been trained and certified in this important function. During 2008, the Office processed 179 passport applications, generating \$4,675 in revenue for the Town, with a cumulative total since inception of \$105,025. The Office continues to serve as a source of information for travelers, as new federal requirements for border crossings were gradually implemented and frequently updated. U.S. Passports are now required for all air travel to or from Canada, Mexico, Central and South America, the Caribbean, and Bermuda. Although the requirement was to have been extended to all sea and land border crossings effective January 2008, there were some last-minute changes made to the regulations which temporarily allow for some flexibility in acceptable travel documents for these countries. Residents (including children) planning any travel are urged to obtain a passport well in advance of departure (minimum of six weeks), to avoid paying additional processing fees. For more information, check the Town Clerk's web site or call the Clerk's Office.

### *Miscellaneous*

During the year, the staff swore in new committee and board appointees and posted 922 public meetings. Meeting postings are available on the bulletin board in the Town House lobby, and for view on the Town's web site at [www.concordma.gov](http://www.concordma.gov). During the course of the year, the Office provided information to staff, boards and committees, and citizens on the issues of the Open Meeting, Public Records, Conflict of Interest, and Campaign & Political Finance Laws. Several inquiries were referred to the appropriate state authorities for formal determinations and rulings.

Department staff prepared and recorded 35 new cemetery deeds during the year, and continued to maintain the cemetery deed, burial permit, and lot records. Sixteen raffle permits were issued to community non-profit organizations. Staff notarized numerous documents as a public service to our customers. The Town Clerk and Assistant Town Clerk have been appointed by the Gov-

ernor's Office to serve as "Commissioners to Qualify," which authorizes staff to administer the Oath of Office to individuals appointed as a Notary Public or Justice of the Peace in Massachusetts. Seventy-one such oaths were administered in 2008. We continued to receive and process routine genealogical requests, referring the more complex ones to the Library Archivist.

In May, the Town Clerk joined the Carlisle Town Clerk as guest speakers at the League of Women Voters' Annual Meeting, speaking about demographic and electoral changes and trends in Concord. The Town Clerk joined the League at its Holiday Luncheon in December to offer reflections on the November 2008 Presidential Election.

During 2008, the Town Clerk's Office turned over \$111,445 in general revenue to the Town, with gross receipts at \$117,601. Feel free to contact our office if you have any questions (978-318-3080). Visit the Town's web site ([www.concordma.gov](http://www.concordma.gov)), or contact us via e-mail at [TownClerk@concordma.gov](mailto:TownClerk@concordma.gov).

## **BOARD OF REGISTRARS**

Susan W. Cannon, Chair  
Carroll P. Griffith, Jr.  
Shirley S. Osepchuk  
Anita S. Tekle, Town Clerk

The four-member Board of Registrars consists of two members from each of the major political parties—three members appointed by the Board of Selectmen, plus the Town Clerk.

### *Voter Registration*

The Town Clerk's Office continued to utilize the State's Voter Registration Information System for voter registration. This system connects Concord with Town Clerk offices across the State to avoid duplication of voter registrations, and allows residents to register to vote or change their address or party affiliation at the Registry of Motor Vehicles.

The campaign to register more voters under age 22 continued during the year, with birthday cards sent out to residents as they reach the voting age of 18. This continues to be a success. At the end of the year, we had a 94% overall Town registration rate. A chart showing the registration rate by age is included elsewhere in this report.

During the year when we encountered petition signers who were not registered voters in Concord (and therefore could not be certified as signers), we mailed voter registration forms to them, resulting in an excellent return. Due to the Presidential Primary in February and the Presidential Election in November, there was a very high interest in voter registration during the year. Special voter registration sessions were held at Concord-Carlisle High School and at all of the nursing facilities in Concord in the Fall. Overall, the Office registered 1,284 new voters during the year, reaching an all-time high of 12,312 registered voters for the Presidential Election in November. In addition, 1,003 voters were deleted, 379 switched parties, and 173 were placed on Inactive Voter status due to either not returning a census form, or information that we received that they no longer live in Concord. We completed the biennial “purge” of the voting list following the November 2008 State Election, in accordance with State Law. The number of registered voters by political party and designation is listed elsewhere in this report.

*Census*

As has been done for the past several years, the Town Clerk’s Office printed and prepared the census forms in-house, instead of using an outside vendor. This resulted in a savings of about \$2,200. The forms were distributed to residents in late December. The January 2008 population per the Town Census was 15,300.

Age	% of Age Group Registered to Vote				
	7/1/98	11/2/04*	12/31/06	12/31/07	11/4/08*
18	14%	78%	65%	47%	80%
19-21	55%	79%	72%	73%	82%
22-29	76%	90%	86%	87%	92%
30-39	88%	87%	90%	92%	93%
40-49	92%	93%	96%	95%	97%
50-59	94%	94%	97%	97%	97%
60-69	96%	94%	96%	95%	96%
70+	81%	88%	90%	90%	94%
TOTAL	86%	91%	92%	91%	94%

\*Presidential Election

*Town Caucus—January 28, 2008*

Turnout was what is believed to be an all-time low, with only 37 in attendance. One person was nominated for each vacancy.

*Presidential Primary—February 5, 2008*

The date for the Massachusetts Presidential Primary, originally scheduled for March 4, was moved up by a month at the last minute to allow Massachusetts to play a more meaningful role in the selection of party candidates for the Presidential election. With candidate

interest high, Concord’s turnout was the highest in recent memory for a primary—63%.

*Annual Town Election—April 1, 2008*

For the second year in a row, there were no contested races at the Annual Town Election. Voter turnout was very low, with only 5%. After this turnout, the Board of Registrars voted to recommend to the Selectmen that the polling hours be reduced slightly in the future when local races are uncontested. This matter will be taken up in 2009.

*Annual Town Meeting—April 28, 29 and 30, 2008*

The Annual Town Meeting featured 48 Warrant Articles (including 6 submitted by petition) and was attended by 338 registered voters at the first session; 816 at the second; and 355 at the third and last session. During the course of the three nights of Town Meeting, 925 different voters were in attendance. An excerpted copy of the Annual Town Meeting minutes is available elsewhere in this Report.

*State Primary—September 16, 2008*

With only two races on the Democratic Primary ballot (U.S. Senator and Governor’s Councillor), turnout for the State Primary was low—20%.

*State/Presidential Election—November 4, 2008*

Interest in the Presidential Election was extremely high, with a record voter turnout in Concord—

10,582 (86%). A record number of absentee ballots were distributed—1,806 to currently registered voters, and 133 to “Specially Qualified Voters” who formerly lived in Concord but currently reside overseas. Despite the predictions of long lines and endless waits at the polling places, Concord only had brief lines when the polls opened at 7:00 am, and these were disbursed very quickly. A bit of extra coordination and planning of traffic, systems and signs, Election Officers who were trained and well-organized, and an electorate who came to the polling place prepared to vote made for a very smooth day.

In October, prior to the Presidential Election, the Town Clerk met with the “Low Vision” group that meets monthly at Harvey Wheeler Community Center to demonstrate the use of the AutoMark voting equipment (paid for with Federal Help America Vote Act funds), which allows visually or manually impaired voters to vote independently. Several voters used the equipment for absentee ballots, but we only had minimal use on Election Day at the polling places. As more people become familiar with the equipment, we hope to increase its use in the future.

Election results are printed elsewhere in this Report. The Board is grateful to Rocky Griffin and Bob Wockenfuss, our Election Technicians, who are responsible for the physical setup and troubleshooting on Election Day, and to the dedicated Election Officer staff of 58 regulars and substitutes who worked so diligently during all the Election events during the year.

*Nomination Papers/Initiative Petitions*

During the year, we certified 106 signatures on six 2008 Annual Town Meeting petitions; 1,406 signatures on nomination papers for State and Federal office candidates; and 168 signatures on 4 different state Initiative Petitions.

The Town Profile of population and voter registration is included with this report, along with a chart of recent voter turnout.



*Pat LeClair, Town Clerk Anita Tekle, and Jane Taylor bring order to the avalanche of absentee ballots to be brought to the polls for counting at the November 4 Presidential Election.*

**TOWN PROFILE**

POPULATION	15,300	POLITICAL PARTY AFFILIATION	
as of January 1, 2008 census		as of December 31, 2008	
Adults (age 17 or over)	11,992	<b>Recognized Parties in MA</b>	
POPULATION BY AGE GROUP		Democrat	4,234
Under 20 years	4,124	Republican	1,805
20-29 years	1,221	Unenrolled	5,939
30-39 years	952	(-formerly Independent)	
40-49 years	2,443	Green-Rainbow	22
50-59 years	2,689	Working Families	2
60-69 years	1,747	<b>Political Designations</b>	
70 years and over	2,124	Libertarian	21
TOTAL	15,300	TOTAL	12,023

## CONCORD VOTER TURNOUT HISTORY

ELECTION	TURNOUT	% OF VOTERS
November 4, 2008—General Election (Presidential)	10,582	86%
September 16, 2008—State Primary	2,350	20%
April 1, 2008—Annual Town Election (no contests)	574	5%
February 5, 2008—Presidential Primary	7,598	63%
November 14, 2007—Special Town Election (Willard School)	3,362	29%
October 16, 2007—Special State Election (Congressional Vacancy)	4,587	39%
September 4, 2007—Special State Primary (Congressional Vacancy)	2,945	25%
March 27, 2007—Annual Town Election (No contests + CCHS Debt Exclusion)	1,494	13%
November 7, 2006—State Election (Gubernatorial)	8,473	72%
September 19, 2006—State Primary (Gubernatorial)	4,089	35%
June 6, 2006—Special Town Election (Town & School Overrides)	1,994	17%
March 28, 2006—Annual Town Election & Willard Design Override	3,907	34%
June 7, 2005—Special Town Election (Town & School Overrides & Debt Exclusions for Willard & CCHS)	3,359	29%
March 29, 2005—Annual Town Election (no contests)	425	4%
November 2, 2004—General Election (Presidential & CPA)	10,205	86%
September 14, 2004—State Primary	1,288	11%
September 14, 2004—Special Town Election (Selectmen Vacancy—no contest)	1,267	11%
June 8, 2004—Special Town Election (Town & School Overrides)	5,351	46%
March 2, 2004—Annual Town Election	5,361	47%
March 2, 2004—Presidential Primary	5,123	45%
September 23, 2003—Special Town Election (School Overrides)	4,112	37%
May 13, 2003—Special Town Election (Town & School Overrides)	4,359	39%
March 25, 2003—Town Election	2,890	26%
November 5, 2002—State Election (Gubernatorial)	8,444	73%
September 17, 2002—State Primary (Gubernatorial)	4,449	39%
June 19, 2002—Special Town Election (Alcott School Debt Exclusion)	3,699	32%
May 14, 2002—Special Town Election (Town & School Overrides)	3,875	33%
March 26, 2002—Town Election	3,002	26%
June 12, 2001—Special Town Election (Town & School Overrides)	6,288	54%
March 27, 2001—Town Election	1,991	17%
November 7, 2000—General Election (Presidential)	9,742	83%
September 19, 2000—State Primary	837	7%
March 7, 2000—Presidential Primary	6,895	59%
March 7, 2000—Town Election	6,994	60%
October 26, 1999—Special State Election (State Rep)	3,356	30%
September 28, 1999—Special State Primary (State Rep)	2,650	24%
June 10, 1999—Special Town Election (School Override)	4,804	43%
March 30, 1999—Town Election	1,772	16%
November 3, 1998—General Election (Gubernatorial)	7,527	68%
September 15, 1998—State Primary (Gubernatorial)	3,364	31%
May 12, 1998—Special Town Election (Debt Exclusion)	887	8%
March 31, 1998—Town Election	861	8%
November 4, 1997—Special Town Election (Debt Exclusion)	3,010	28%
March 25, 1997—Town Election & Ballot Question	2,709	25%

**PRESIDENTIAL PRIMARY — FEBRUARY 5, 2008**

OFFICIAL RESULTS INCLUDING PROVISIONAL AND OVERSEAS BALLOTS

	PRECINCTS	1	2	3	4	5	TOTAL	PRECINCTS	1	2	3	4	5	TOTAL
<b>Total # of Votes Cast</b>		<b>1,222</b>	<b>1,651</b>	<b>1,551</b>	<b>1,530</b>	<b>1,644</b>	<b>7,598</b>		421	599	530	555	603	2,708
<b># Registered Voters</b>		1,867	2,572	2,549	2,453	2,540	11,983		412	580	520	533	596	2,641
<b>% Voter Turnout</b>		65.45%	64.19%	60.85%	62.37%	64.72%	63.41%	Richard Beinecke	369	577	502	531	582	2,561
								A. Washburn Fortier	371	569	514	517	549	2,520
<b>DEMOCRATIC PRIMARY</b>								Richard Quanrud	347	532	467	482	515	2,343
<b>Presidential Preference – Vote for One</b>								Sadhana Upadhyay	354	548	489	494	533	2,418
Blanks		0	0	1	2	0	3	Madeleine Pooler	354	532	467	489	520	2,362
John R. Edwards		10	10	5	12	15	52	Pamela Rockwell	347	559	468	490	524	2,388
Hillary Clinton		321	491	431	452	428	2,123	Robert Sekuler	349	537	470	489	558	2,403
Joseph R. Biden, Jr.		1	0	0	2	5	8	Susan Sekuler	349	540	474	496	560	2,419
Christopher J. Dodd		0	0	0	0	1	1	Thomas McKean	377	539	471	493	534	2,414
Mike Gravel		1	2	1	2	0	6	Peter Alden	375	596	513	503	554	2,541
Barack Obama		520	702	647	646	752	3,267	Barbara Finan	359	545	475	521	526	2,426
Dennis J. Kucinich		1	3	0	0	4	8	Marylynn Boris	343	538	471	493	526	2,371
Bill Richardson		0	3	3	3	2	11	Peter Grad	343	526	466	488	521	2,344
No Preference		0	2	3	1	2	8	Matthew Boger	386	543	478	491	547	2,445
Write-Ins		2	2	1	1	1	7	Triveni Upadhyay	347	534	482	487	519	2,369
<b>Total</b>		<b>856</b>	<b>1,215</b>	<b>1,092</b>	<b>1,121</b>	<b>1,210</b>	<b>5,494</b>	Jonathan Aibel	342	540	479	483	522	2,366
<b>State Committee Man – Vote for One</b>								Julie Rohwein	341	546	481	484	516	2,368
Blanks		376	532	503	489	565	2,465	Rebecca Shannon	370	578	505	511	564	2,528
Ronald M. Cordes		480	680	588	631	643	3,022	Philip Stark	341	556	465	482	519	2,363
Write-Ins		0	2	1	1	2	7	Carol Dwyer	383	575	513	536	579	2,586
<b>Total</b>		<b>856</b>	<b>1,215</b>	<b>1,092</b>	<b>1,121</b>	<b>1,210</b>	<b>5,494</b>	Edward Jones, Sr.	346	530	464	480	523	2,343
<b>State Committee Woman – Vote for One</b>								Robert Ambrose	348	534	469	489	540	2,380
Blanks		308	450	438	416	473	2,085	Susan Ambrose	347	537	472	496	546	2,398
Janet M. Beyer		548	764	654	701	737	3,404	L. Hoover Boger	373	540	465	491	535	2,404
Write-Ins		0	1	0	4	0	5	William Royal, Jr.	345	527	474	476	508	2,330
<b>Total</b>		<b>856</b>	<b>1,215</b>	<b>1,092</b>	<b>1,121</b>	<b>1,210</b>	<b>5,494</b>	C. Coughlin Sinnott	367	599	493	506	541	2,506
<b>Town Committee – Group</b>								Patrick Sinnott	360	593	496	498	539	2,486
Blanks		523	701	643	656	708	3,231	David O'Brien	356	547	472	491	540	2,406
Group 1		333	514	449	465	502	2,263	Shelley Metzbaum	358	556	483	498	555	2,450
<b>Town Committee – Vote for not more than 35</b>								Hughes Ryser	342	528	461	477	539	2,347
Blanks		17,314	23,149	21,272	21,660	23,326	106,721	Patrick Hart	362	558	492	545	549	2,506
Janet Beyer		397	591	518	546	594	2,646	Christopher Corkery	365	547	482	534	548	2,483
<b>Total</b>		<b>29,960</b>	<b>42,525</b>	<b>38,220</b>	<b>39,235</b>	<b>42,350</b>	<b>192,290</b>	<b>Total</b>	<b>29,960</b>	<b>42,525</b>	<b>38,220</b>	<b>39,235</b>	<b>42,350</b>	<b>192,290</b>

**PRESIDENTIAL PRIMARY — FEBRUARY 5, 2008 (CONTINUED)**

PRECINCTS		1	2	3	4	5	TOTAL
<b>REPUBLICAN PRIMARY</b>							
<b>Presidential Preference – Vote for One</b>							
Blanks	0	0	0	0	1	1	2
John McCain	160	188	180	142	197	867	2
Fred Thompson	1	1	0	0	0	2	0
Tom Tancredo	0	0	0	0	0	0	0
Duncan Hunter	0	0	0	0	0	0	0
Mike Huckabee	14	12	6	11	6	49	0
Mitt Romney	177	215	254	237	211	1,094	0
Ron Paul	9	15	12	4	15	55	0
Rudy Giuliani	0	1	3	6	0	10	0
No Preference	2	0	2	1	0	5	0
Write-Ins	2	1	0	0	1	4	0
<b>Total</b>	<b>365</b>	<b>433</b>	<b>457</b>	<b>402</b>	<b>431</b>	<b>2,088</b>	
<b>State Committee Man – Vote for One</b>							
Blanks	176	181	194	205	178	934	0
Peter Dulchinos	189	249	261	195	253	1,147	0
Write-Ins	0	2	2	2	0	7	0
<b>Total</b>	<b>365</b>	<b>433</b>	<b>457</b>	<b>402</b>	<b>431</b>	<b>2,088</b>	
<b>State Committee Woman – Vote for One</b>							
Blanks	166	182	197	195	180	920	0
Sandra B. Martinez	199	249	259	206	249	1,162	0
Write-Ins	0	2	1	1	2	6	0
<b>Total</b>	<b>365</b>	<b>433</b>	<b>457</b>	<b>402</b>	<b>431</b>	<b>2,088</b>	
<b>Town Committee – Group</b>							
Blanks	229	262	276	247	254	1,268	0
Group 1	136	171	181	155	177	820	0
<b>Town Committee – Vote for not more than 24</b>							
Blanks	5,003	5,767	6,179	5,353	5,685	27,987	0
Lawrence Franko	153	179	193	170	199	894	0
Patricia Gerty	154	198	208	176	191	927	0
Carol Ryan	158	199	213	174	185	929	0
<b>Total</b>		<b>8,760</b>	<b>10,392</b>	<b>10,968</b>	<b>9,648</b>	<b>10,344</b>	<b>50,112</b>
<b>GREEN-RAINBOW PRIMARY</b>							
<b>Presidential Preference – Vote for One</b>							
Blanks	0	0	0	0	0	0	0
Jared Ball	0	0	0	1	0	1	0
Ralph Nader	1	0	1	3	2	7	0
Elaine Brown	0	0	0	0	0	0	0
Kat Swift	0	0	0	0	0	0	0
Cynthia McKinney	0	3	1	0	0	4	0
Kent Mesplay	0	0	0	0	0	0	0
No Preference	0	0	0	1	0	1	0
Write-Ins	0	0	0	2	1	3	0
<b>Total</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>7</b>	<b>3</b>	<b>16</b>	

**PRESIDENTIAL PRIMARY — FEBRUARY 5, 2008 (CONTINUED)**

	1	2	3	4	5	TOTAL
<b>GREEN-RAINBOW PRIMARY (continued)</b>						
<b>State Committee Man – Vote for One</b>						
Blanks	1	0	0	4	1	6
Daniel Melnychuk	0	3	2	3	2	10
Write-Ins	0	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>7</b>	<b>3</b>	<b>16</b>

<b>State Committee Woman – Vote for One</b>						
Blanks	1	3	2	7	3	16
Write-Ins	0	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>7</b>	<b>3</b>	<b>16</b>

<b>Town Committee – Vote for not more than Ten</b>						
Blanks	10	28	20	70	30	158
Write-Ins	0	2	0	0	0	2
<b>Total</b>	<b>10</b>	<b>30</b>	<b>20</b>	<b>70</b>	<b>30</b>	<b>160</b>

<b>WORKING FAMILIES PRIMARY</b>						
<b>Presidential Preference – Vote for One</b>						
Blanks	0	0	0	0	0	0
No Preference	0	0	0	0	0	0
Write-Ins	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>State Committee Man – Vote for One</b>						
Blanks	0	0	0	0	0	0
Write-Ins	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>State Committee Woman – Vote for One</b>						
Blanks	0	0	0	0	0	0
Write-Ins	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>Town Committee – Vote for not more than Ten</b>						
Blanks	0	0	0	0	0	0
Write-Ins	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

	1	2	3	4	5	TOTAL
<b>SUMMARY</b>						
Democratic Primary	856	1,215	1,092	1,121	1,210	5,494
Republican Primary	365	433	457	402	431	2,088
Green-Rainbow Primary	1	3	2	7	3	16
Working Families Primary	0	0	0	0	0	0
<b>TOTAL (ALL PARTIES)</b>	<b>1,222</b>	<b>1,651</b>	<b>1,551</b>	<b>1,530</b>	<b>1,644</b>	<b>7,598</b>

**ANNUAL TOWN ELECTION — APRIL 1, 2008**

	1	2	3	4	5	TOTAL
<b>PRECINCTS</b>	<b>119</b>	<b>143</b>	<b>79</b>	<b>120</b>	<b>113</b>	<b>574</b>
<b>Total # of Votes Cast</b>	<b>1,866</b>	<b>2,574</b>	<b>2,536</b>	<b>2,459</b>	<b>2,552</b>	<b>11,987</b>
<b>Registered voters</b>	<b>6.38%</b>	<b>5.56%</b>	<b>3.12%</b>	<b>4.88%</b>	<b>4.43%</b>	<b>4.79%</b>

<b>Moderator For 1 Year – Vote for One</b>						
Blanks	10	14	11	8	5	48
Edward N. Perry	109	128	64	112	108	521
Write-Ins	0	1	4	0	0	5
<b>Total</b>	<b>119</b>	<b>143</b>	<b>79</b>	<b>120</b>	<b>113</b>	<b>574</b>

<b>Selectman For 3 Years – Vote for One</b>						
Blanks	12	22	11	10	14	69
Jeffrey S. Wicand	105	119	65	108	97	494
Write-Ins	2	2	3	2	2	11
<b>Total</b>	<b>119</b>	<b>143</b>	<b>79</b>	<b>120</b>	<b>113</b>	<b>574</b>

<b>School Committee For 3 Years – Vote for One</b>						
Blanks	19	17	11	6	11	64
Pamela A. Gannon	100	126	66	114	102	508
Write-Ins	0	0	2	0	0	2
<b>Total</b>	<b>119</b>	<b>143</b>	<b>79</b>	<b>120</b>	<b>113</b>	<b>574</b>

<b>Concord Housing Authority for 5-Year Term – Vote for One</b>						
Blanks	14	14	7	7	11	53
Nancy M. Crowley	105	129	71	113	102	520
Write-Ins	0	0	1	0	0	1
<b>Total</b>	<b>119</b>	<b>143</b>	<b>79</b>	<b>120</b>	<b>113</b>	<b>574</b>

STATE PRIMARY — SEPTEMBER 16, 2008

	PRECINCTS	1	2	3	4	5	TOTAL
<b>Total # of Votes Cast</b>		<b>383</b>	<b>573</b>	<b>460</b>	<b>442</b>	<b>492</b>	<b>2,350</b>
<b># Registered Voters</b>		1,852	2,599	2,539	2,467	2,557	12,014
<b>% Voter Turnout</b>		20.68%	22.05%	18.12%	17.92%	19.24%	19.56%
<b>Democratic Party</b>							

	PRECINCTS	1	2	3	4	5	TOTAL
<b>Senator in Congress</b>							
Blanks		3	0	0	1	1	5
John F. Kerry		280	413	343	298	403	1,737
Edward J. O'Reilly		51	92	66	87	55	351
Write-Ins		0	0	0	0	0	0
<b>Total</b>		<b>334</b>	<b>505</b>	<b>409</b>	<b>386</b>	<b>459</b>	<b>2,093</b>
<b>Representative in Congress – 5th District</b>							
Blanks		43	70	54	60	52	279
Nicola S. Tsongas		291	434	352	326	405	1,808
Write-Ins		0	1	2	0	2	6
<b>Total</b>		<b>334</b>	<b>505</b>	<b>409</b>	<b>386</b>	<b>459</b>	<b>2,093</b>

	PRECINCTS	1	2	3	4	5	TOTAL
<b>Register of Probate</b>							
Blanks		133	204	183	164	212	896
John R. Buonomo		192	268	210	201	236	1,107
Write-Ins		2	33	16	21	11	90
<b>Total</b>		<b>334</b>	<b>505</b>	<b>409</b>	<b>386</b>	<b>459</b>	<b>2,093</b>
<b>Republican Party</b>							
<b>Senator in Congress</b>							
Blanks		6	3	4	5	1	19
Jeffrey K. Beatty		43	63	47	48	32	233
Write-Ins		0	2	0	0	0	2
<b>Total</b>		<b>49</b>	<b>68</b>	<b>51</b>	<b>53</b>	<b>33</b>	<b>254</b>
<b>Representative in Congress – 5th District</b>							
Blanks		49	68	45	50	31	238
Write-Ins		0	5	6	2	2	16
<b>Total</b>		<b>49</b>	<b>68</b>	<b>51</b>	<b>53</b>	<b>33</b>	<b>254</b>
<b>Councillor – Third District</b>							
Blanks		49	68	51	52	33	253
Write-Ins		0	0	0	1	0	1
<b>Total</b>		<b>49</b>	<b>68</b>	<b>51</b>	<b>53</b>	<b>33</b>	<b>254</b>
<b>Senator in General Court – 3rd Middlesex</b>							
Blanks		5	9	4	3	2	23
Sandra B. Martinez		44	59	47	50	31	231
Write-Ins		0	0	0	0	0	0
<b>Total</b>		<b>49</b>	<b>68</b>	<b>51</b>	<b>53</b>	<b>33</b>	<b>254</b>
<b>Representative in General Court – 14th Middlesex</b>							
Blanks		49	68	50	52	33	252
Write-Ins		0	0	1	1	0	2
<b>Total</b>		<b>49</b>	<b>68</b>	<b>51</b>	<b>53</b>	<b>33</b>	<b>254</b>

	PRECINCTS	1	2	3	4	5	TOTAL
<b>Register of Probate</b>							
Blanks		35	53	33	44	24	189
Write-Ins		14	15	18	9	9	65
<b>Total</b>		<b>49</b>	<b>68</b>	<b>51</b>	<b>53</b>	<b>33</b>	<b>254</b>

STATE PRIMARY — SEPTEMBER 16, 2008 (CONTINUED)

	PRECINCTS					TOTAL
	1	2	3	4	5	TOTAL
<b>Green-Rainbow Party</b>						
<b>Senator in Congress</b>						
Blanks	0	0	0	0	0	0
Write-Ins	0	0	0	1	0	1
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>Representative in Congress – 5th District</b>						
Blanks	0	0	0	1	0	1
Write-Ins	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>Councillor – Third District</b>						
Blanks	0	0	0	1	0	1
Write-Ins	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>Senator in General Court – 3rd Middlesex</b>						
Blanks	0	0	0	1	0	1
Write-Ins	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>Senator in General Court – 14th Middlesex</b>						
Blanks	0	0	0	1	0	1
Write-Ins	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>Register of Probate</b>						
Blanks	0	0	0	1	0	1
Write-Ins	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>Working Families Party</b>						
<b>Senator in Congress</b>						
Blanks	0	0	0	1	0	1
Write-Ins	0	0	0	1	0	1
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>

  

	PRECINCTS					TOTAL
	1	2	3	4	5	TOTAL
<b>Representative in Congress – 5th District</b>						
Blanks	0	0	0	2	0	2
Write-Ins	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>
<b>Councillor – Third District</b>						
Blanks	0	0	0	2	0	2
Write-Ins	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>
<b>Senator in General Court – 3rd Middlesex</b>						
Blanks	0	0	0	2	0	2
Write-Ins	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>
<b>Representative in General Court – 14th Middlesex</b>						
Blanks	0	0	0	2	0	2
Write-Ins	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>
<b>Register of Probate</b>						
Blanks	0	0	0	0	0	0
Write-Ins	0	0	0	2	0	2
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>
<b>SUMMARY</b>						
Democrat	334	505	409	386	459	2,093
Republican	49	68	51	53	33	254
Green-Rainbow	0	0	0	1	0	1
Working Families	0	0	0	2	0	2
<b>TOTAL (ALL PARTIES)</b>	<b>383</b>	<b>573</b>	<b>460</b>	<b>442</b>	<b>492</b>	<b>2,350</b>

**PRESIDENTIAL ELECTION — NOVEMBER 4, 2008**

**OFFICIAL RESULTS INCLUDING PROVISIONAL AND OVERSEAS BALLOTS**

<b>PRECINCTS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>TOTAL</b>
<b>Total # of Votes Cast</b>	<b>1,643</b>	<b>2,292</b>	<b>2,221</b>	<b>2,162</b>	<b>2,264</b>	<b>10,582</b>
<b>Registered voters</b>	1,895	2,677	2,574	2,516	2,650	12,312
<b>% Voter Turnout</b>	86.70%	85.62%	86.29%	85.93%	85.43%	85.95%
<b>President &amp; Vice President of the United States</b>						
Blanks	7	6	15	7	13	48
Baldwin & Castle	1	6	3	3	3	16
Barr & Root	4	9	13	14	17	57
McCain & Palin	463	619	669	604	548	2,903
McKinney & Clemente	2	12	0	6	8	28
Nader & Gonzelez	8	15	18	13	9	63
Obama & Biden	1,149	1,619	1,500	1,507	1,660	7,435
Write-Ins	<u>2</u>	<u>6</u>	<u>3</u>	<u>8</u>	<u>6</u>	<u>32</u>
<b>Totals</b>	<b>1,643</b>	<b>2,292</b>	<b>2,221</b>	<b>2,162</b>	<b>2,264</b>	<b>10,582</b>
<b>Senator in Congress</b>						
Blanks	38	54	68	40	56	256
John F. Kerry	1,065	1,564	1,414	1,441	1,545	7,029
Jeffrey K. Beatty	512	632	700	636	619	3,099
Robert J. Underwood	27	40	39	44	44	194
Write-Ins	<u>1</u>	<u>2</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>4</u>
<b>Totals</b>	<b>1,643</b>	<b>2,292</b>	<b>2,221</b>	<b>2,162</b>	<b>2,264</b>	<b>10,582</b>
<b>Representative in Congress – 5th District</b>						
Blanks	385	494	565	470	485	2,399
Nicola S. Tsongas	1,247	1,778	1,650	1,672	1,769	8,116
Write-Ins	<u>11</u>	<u>20</u>	<u>6</u>	<u>20</u>	<u>10</u>	<u>67</u>
<b>Totals</b>	<b>1,643</b>	<b>2,292</b>	<b>2,221</b>	<b>2,162</b>	<b>2,264</b>	<b>10,582</b>
<b>Councillor -- Third District</b>						
Blanks	657	833	917	790	862	4,059
M. M. Petitto Devaney	980	1,447	1,293	1,359	1,399	6,478
Write-Ins	<u>6</u>	<u>12</u>	<u>11</u>	<u>13</u>	<u>3</u>	<u>45</u>
<b>Totals</b>	<b>1,643</b>	<b>2,292</b>	<b>2,221</b>	<b>2,162</b>	<b>2,264</b>	<b>10,582</b>
<b>NOTE: This final tally includes all provisional and overseas ballots that were determined to be valid and eligible to be counted.</b>						

  

<b>Senator in General Court – 3rd Middlesex</b>						
Blanks	104	141	186	129	161	721
Susan C. Fargo	1,013	1,482	1,324	1,344	1,448	6,611
Sandra B. Martinez	524	667	711	686	654	3,242
Write-Ins	<u>2</u>	<u>2</u>	<u>0</u>	<u>3</u>	<u>1</u>	<u>8</u>
<b>Totals</b>	<b>1,643</b>	<b>2,292</b>	<b>2,221</b>	<b>2,162</b>	<b>2,264</b>	<b>10,582</b>
<b>Representative in General Court -- 14th Middlesex</b>						
Blanks	194	265	256	238	242	1,195
Cory Atkins	1,043	1,544	1,429	1,382	1,566	6,964
Richard P. McClure	405	482	536	541	455	2,419
Write-Ins	<u>1</u>	<u>1</u>	<u>0</u>	<u>1</u>	<u>1</u>	<u>4</u>
<b>Totals</b>	<b>1,643</b>	<b>2,292</b>	<b>2,221</b>	<b>2,162</b>	<b>2,264</b>	<b>10,582</b>
<b>Register of Probate -- Middlesex County</b>						
Blanks	666	848	924	812	878	4,128
Tara Decristofaro	974	1,430	1,294	1,340	1,381	6,419
Write-Ins	<u>3</u>	<u>14</u>	<u>3</u>	<u>10</u>	<u>5</u>	<u>35</u>
<b>Totals</b>	<b>1,643</b>	<b>2,292</b>	<b>2,221</b>	<b>2,162</b>	<b>2,264</b>	<b>10,582</b>
<b>Question 1 – Eliminate State Income Tax</b>						
Blanks	52	57	62	53	83	307
Yes	419	552	619	591	563	2,744
No	<u>1,172</u>	<u>1,683</u>	<u>1,540</u>	<u>1,518</u>	<u>1,618</u>	<u>7,531</u>
<b>Totals</b>	<b>1,643</b>	<b>2,292</b>	<b>2,221</b>	<b>2,162</b>	<b>2,264</b>	<b>10,582</b>
<b>Question 2 – Decriminalize Possession of Marijuana</b>						
Blanks	51	59	55	59	61	285
Yes	1,063	1,549	1,462	1,456	1,602	7,132
No	<u>529</u>	<u>684</u>	<u>704</u>	<u>647</u>	<u>601</u>	<u>3,165</u>
<b>Totals</b>	<b>1,643</b>	<b>2,292</b>	<b>2,221</b>	<b>2,162</b>	<b>2,264</b>	<b>10,582</b>
<b>Question 3 – Ban Dog Racing in Massachusetts</b>						
Blanks	78	94	86	79	86	423
Yes	1,084	1,443	1,502	1,420	1,622	7,071
No	<u>481</u>	<u>755</u>	<u>633</u>	<u>663</u>	<u>556</u>	<u>3,088</u>
<b>Totals</b>	<b>1,643</b>	<b>2,292</b>	<b>2,221</b>	<b>2,162</b>	<b>2,264</b>	<b>10,582</b>

## RECORDS AND ARCHIVES COMMITTEE

D. Michael Ryan, Chair  
Donald Blackmer  
Victor Bowen  
Freelon Morris, Jr., Emeritus  
Polly Peterson  
Win Wilbur

The Town's Records and Archives Committee is responsible for working with the Town Clerk to gather, preserve and organize the records of all Town government entities under the guidelines of State law. The Committee was formed in 1956, following a Town Meeting vote authorizing the Selectmen to appoint a "committee of five to study problems relating to the storage and preservation of Town documents and records."

During the year, the Committee continued such work projects as:

- Organizing and binding Committee and Board minutes
- Sorting and organizing by record number original copies of birth and marriage records from the early 20th century
- Organizing Board of Appeals applications from the late 20th century and correlating the applications with the decision numbers for easier reference.

The Committee continued its discussion of proper disposal and preservation of electronic records, to offer additional guidelines to staff, boards and committees. This project will continue in 2009. The Committee continues to encourage Town Departments and Committees and Boards to turn over non-current permanent records to the Records & Archives Committee, for cataloguing and transfer to the Town Archives

## TOWN COUNSEL

William L. Lahey  
Anderson & Kreiger, LLP

What follows is a description of the lawsuits by or against the Town filed or pending during 2009.

*MJP Contracting, Inc. v. Town of Concord and Shepco, Inc.*

MJP filed a complaint against the Town and other defendants in the Middlesex Superior Court alleging that soil MJP obtained from the Thoreau School site

was contaminated with oil or hazardous material. The Town has denied the allegations, filed counter-claims against MJP, and made cross-claims for contribution and indemnification against Shepco, Inc. A settlement was reached in June 2008 and this matter will be dismissed in 2009.

*Scarano v. Town of Concord, et al*

Complaint against the Town and individual police officers in U.S. District Court alleging misconduct. Counsel appointed by the Town's insurance company is handling the defense.

*Fitch v. Board of Appeals*

Middlesex Superior Court appeal by abutter of grant of special permit for additional dwelling unit.

*Lawrence v. Planning Board*

Appeal from approval of private way under subdivision control law.

*Appellate Tax Board appeals*

The following property owners had appeals pending at the Appellate Tax Board of a denial by the Town's Board of Assessors of tax abatement requests: Thirty Two Monument; The Merry Hill Corp Inc.; Knatt; Hunting (2 cases); River St Realty; Steinert; Concord Professional Realty; Tyler; Krishna; Ham; Ziering; Krumme; and Jacobsen.

## PERSONNEL BOARD

David Stiffler, Chair  
Anthony DeGregorio, Jr., Vice Chair  
Judy Terry  
Judy Walpole  
James Reynolds

The five-member Personnel Board has responsibility for the administration of the Personnel Bylaw (Wage and Salary Classification Plan) of the Town and is supported by the staff of the Personnel Department. The Town's Personnel Bylaw applies to approximately 200 regular-status employees and a few hundred temporary and limited-status employees. The Personnel Bylaw does not cover elected officers, employees with personal contracts, employees covered by collective bargaining agreements, and employees of the school department.

## CLASSIFICATION AND COMPENSATION

### *Adoption of New Classification and Compensation Plan*

The Personnel Board proposed, and Town Meeting adopted, a new Classification and Compensation Plan in order to maintain equitable and competitive salary ranges for the Town's regular-status, non-union positions. The new Plan was developed after a comprehensive study in 2007 of each position's responsibilities and market compensation factors.

The Classification portion of the new Plan represents a modified method of grouping positions. The consultant observed that the prior Plan was somewhat hierarchal when compared to public sector practices elsewhere. He pointed out that the classification system forced the Town to make distinctions in position classifications where the differences in scope and complexity are minimal. Therefore, his proposal included fewer grade levels than what was previously in place. The consultant also concluded that the salary groupings previously used limited the Town's ability to respond to special market factors. Consequently, his proposal broke certain Light Plant and Beede Center positions into separate salary tables. Finally, the consultant recommended some updates to job titles to better reflect assigned duties.

The Compensation portion of the new Plan establishes salary ranges that are intended to uphold Concord's tradition of maintaining ranges that are above average, but not top, among comparable municipal employers. The consultant collected compensation data from 26 communities and municipal electric utilities. Analysis of the compensation data indicated that Concord, in general, was compensating employees near the market average. In order to bring the ranges back in line with Concord's goals, new ranges were established by targeting the 85th percentile of the market maximums for benchmark positions.

Adoption of this new Classification and Compensation Plan and continued maintenance of it in the future will be important factors in attracting and retaining competent employees.

### *Fiscal Year 2009 Salary Increase Policies*

Funding for all salary increases is contained in the "Salary Reserve" line item of the Town Manager's annual

budget. This line funds structural and performance-based increases for non-union employees, and negotiated increases under collective bargaining contracts. Each fiscal year, the Town Manager and Personnel Board determine the actual salary increases to be received by non-union employees based upon the amount of money appropriated to the Salary Reserve.

Each employee in the Trades-Crafts-Labor (TCL), Electrical Labor (EL), Administrative-Clerical-Library (ACL), and Swim & Fitness (SF) categories was eligible for two salary increases during the FY2009. Each of these employees who achieved satisfactory performance received a 3.0% structural increase plus a 2.5% performance increase, up to the maximum of their assigned salary range.

Each Managerial and Professional (MP) and Electrical Management (EM) employee was eligible for one increase during the fiscal year. Each of these employees received a performance-based increase of 0% to 7%, up to the maximum of their assigned salary range.

## PERSONNEL BYLAW AMENDMENT

Town Meeting voted to amend the Personnel Bylaw regarding holiday pay in response to unique needs of the new Beede Swim and Fitness Center.

The existing Bylaw language provided all regular-status employees with twelve specific holidays on which Town offices are closed. The language also stated that an hourly employee who works on any of those holidays would receive additional pay in the form of time-and-one-half or double time. Those provisions presented budgetary and operational problems for the Beede Center because the facility competes with private-sector businesses and does not operate on the same schedule as other Town operations. The Beede Center is open on some holidays recognized by the Town and is closed on some holidays not recognized by other departments because they don't fall during hours of operation. To address these unique situations, Town Meeting voted to add Bylaw language that authorizes the Town Manager and Personnel Board to establish different holiday policies for the Beede Center or other operations that remain open when Town offices are generally closed. This Bylaw amendment allows the Town to compensate employees fairly while maintaining operating hours based on customer

demands. In May, in accordance with the new Bylaw language, the Personnel Board and Town Manager adopted a policy which provides a unique list of holidays to be observed and rules relating to pay on those holidays for Beede Center employees.

*Acknowledgement of Town Employees*

The Personnel Board would like to acknowledge the employees who have worked for 20 or more years in a regular-status position with the Town. The Board would like to express our sincere appreciation and gratitude to these employees for their many contributions and efforts in service to the Town.

We would also like to thank the many limited-status and seasonal employees who have worked for the Town for numerous years. Unfortunately, due to the sporadic nature of their employment, we do not have records that clearly tell us how long these dedicated employees have served the Town and, therefore, cannot print their names in this report. Nonetheless, they are appreciated by the other employees and citizens who benefit from their contributions.

**PERSONNEL DEPARTMENT**

Amy Foley, Human Resources Director  
 Maria Casey, Assistant Human Resources Director  
 Victoria Cushman, Human Resources Assistant

The Personnel Department continued to provide services to approximately 650 regular, limited, and temporary employees and over 325 retirees on issues relating to: administering the personnel bylaw, policies, and procedures; maintaining employee classification and compensation plans; monitoring personnel actions of all Town departments to ensure legal and policy compliance; managing employee recruitment and selection; coordinating orientation, training, and employee recognition activities; providing workers' compensation case management and administrative services; and designing and administering employee benefits programs. The Personnel Department advised the Personnel Board and Town Manager on related issues; advised department managers, supervisors and employees on personnel matters; and assisted in labor negotiations and contract administration.

EMPLOYEES WITH 20 OR MORE YEARS  
 OF SERVICE TO THE TOWN

**Finance Department**

Anthony Logalbo  
 Carolyn Dee  
 Lilla Tsang  
 Rita Anthony

**Fire**

Arthur St. John  
 David Curran  
 Donald Prentiss  
 Edward Conlin  
 Francis Loynd, III  
 John Bendel  
 John Gower  
 John Palma  
 Jonathan White  
 Kenneth O'Donnell  
 Mark Cotreau  
 Owen Neville  
 Peter Fulton  
 Thomas Judge

**Library**

Ann Comer  
 Barbara Powell  
 Fayth Chamberland  
 Judith Gray  
 Karen Ahearn  
 Milda Contoyannis  
 Patricia Pluskal  
 Robin Demas  
 Sharon McCarrell  
 Valerie Gay Weiss

**Light Plant**

Ann Breitenwischer  
 Daniel Sack  
 Eldin Joslyn  
 Herbert Gent  
 John McGarry  
 John Simeone  
 Pamela Stremeckus\*  
 Philip Connell  
 Thomas Murphy  
 Thomas Pearson\*

**Planning & Land Mgmt**

John Minty  
 Karen Byrnes  
 Marcia Rasmussen

**Police**

James Forten  
 John Kennedy  
 John Skinner  
 Joseph Morahan  
 Kevin Walsh  
 Leonard Wetherbee  
 Paul Flynn  
 Paul Macone  
 Richard Hodgson  
 Robert Capone  
 Robert Shea  
 Walter Waite

**Public Works**

Adrian Hone  
 Andrew Giles  
 Jeffrey Koranda  
 John Hesdorff  
 Michael Haynes  
 Patricia Hopkins  
 Paul Cote  
 Peter Flynn  
 Robert Landry  
 Robert Mee  
 Robert Trainor  
 Stephen Harrington  
 Thomas Ford  
 Todd Manchuso  
 Vincent Amato, Jr.

**Recreation**

Dale Zippin  
 Danner DeStephano  
 Laura Lunig

**Town Manager's Office**

Douglas Meagher  
 Laurel Landry

\* retired/left employ in 2008

A primary activity of the department in 2008 was presenting and implementing a new Classification and Compensation Plan that was recommended after a comprehensive study conducted in 2007. Personnel staff provided information to assist the Personnel Board in presenting the new Plan to Town Meeting for approval. The approved Plan consists of 124 titles and 34 salary ranges within 6 classification groups. Once the Plan was approved, Human Resources staff spent considerable time implementing the new titles and grades for the 200 affected employees. Staff also analyzed the current compensation of all 200 employees and worked with management to adjust individual salaries in accordance with the new Plan and where appropriate.

The Department also processed 687 applications for employment, managed approximately 35 recruitments and new appointments (including development of Fire Chief and Library Director recruitment strategies and

administering assessment tests for 4 recruitments), managed 10 leaves of absence in accordance with the Family and Medical Leave Act, worked with managers to develop creative temporary solutions to 3 special staffing needs, continued to communicate with retirees regarding new Medicare supplement insurance plan options and new requirements related to Town Meeting's vote to adopt MGL. CHAPTER 32B, SECTION 18, worked with Beede Center management to develop a new compensation plan for their limited-status and temporary positions, made arrangements for an employee appreciation picnic attended by 209 employees, managed several complex work-related injury cases, made provisions for harassment prevention training for 23 new employees, coordinated 42 random DOT required drug and alcohol tests, and provided guidance and administrative oversight for several performance improvement plans, disciplinary actions, and terminations.

#### **Town Workforce Analysis**

*Data are from December 31 of each year and represent regular-status employees only*

Year	White		Black		Hispanic		Asian		Indian		TOTAL
	#	%	#	%	#	%	#	%	#	%	
2008	255	96.6%	3	1.1%	0	0.0%	4	1.5%	2	0.8%	264
2007	242	96.8%	2	0.8%	0	0.0%	4	1.6%	2	0.8%	250
2006	236	96.7%	2	0.8%	0	0.0%	4	1.6%	2	0.8%	244
2005	232	95.9%	2	0.8%	1	0.4%	5	2.1%	2	0.8%	242
2004	231	95.9%	2	0.8%	1	0.4%	5	2.1%	2	0.8%	241
2003	228	95.4%	4	1.7%	1	0.4%	5	2.1%	1	0.4%	239
2002	228	96.2%	4	1.7%	1	0.4%	3	1.3%	1	0.4%	237
2001	229	96.6%	4	1.7%	1	0.4%	2	0.8%	1	0.4%	237
2000	224	96.6%	4	1.7%	1	0.4%	2	0.9%	1	0.4%	232

	Male	Female
2008	63.6%	36.4%
2007	63.1%	36.9%
2006	63.1%	36.9%
2005	62.4%	37.6%
2004	61.8%	38.2%
2003	62.4%	37.6%
2002	62.9%	37.1%
2001	62.0%	38.0%
2000	63.8%	36.2%