

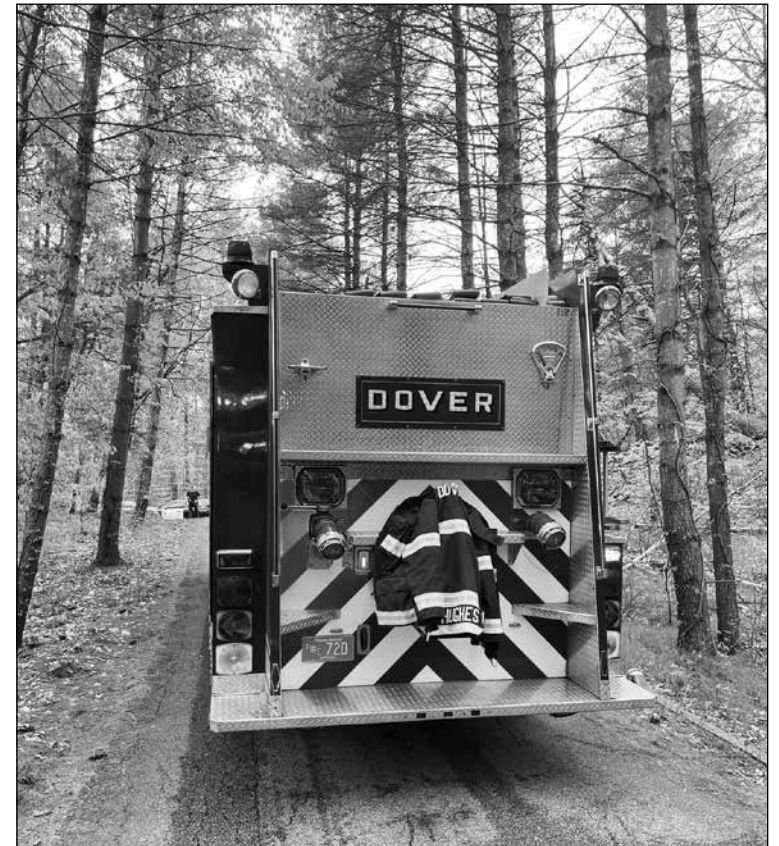
	Term Expires
Appointed by the Planning Board	
Planning Assistant	
Susan Hall	—
Town Planner	
Jasmin Farinacci	—
Open Space Committee	
Carol Lisbon	2025
Tree Preservation Committee	
Valerie L. Lin, Chair	2026
Janet Bowser	2026
Julian Crocker	2026
Shannon Crotty	2026
Boynton Glidden	2026
Angela Lin	2026
Appointed by the Warrant Committee	
Personnel Board	
(Position open)	
Capital Budget Committee	
Cameron Hudson	2024
J. Woodrow Weiss	2025

“Appointee” denotes a voting member; “liaison” refers to a non-voting member.

DOVER

Town Government Reports

2024



Report of the **Moderator**

James R. Repetti

The Annual Town Meeting was held on Monday, May 6, 2024, at 7 p.m., in the Dover-Sherborn High School's Mudge Auditorium. We greatly appreciate the outstanding efforts by Town Clerk Felicia Hoffman, Assistant Moderator Kate Cannie, Police Chief Joseph Vinci, and all the constables, checkers, counters, pages, registrars, and police officers who provided invaluable service in ensuring the safety of all attendees and the smooth operation of the meeting.

The report of actions taken at the meetings, as recorded by the Town Clerk, may be found elsewhere in the *Dover Town Report*.

To some people, our tradition of holding open town meetings may seem a throwback to past centuries. However, it is this very tradition of citizen participation that makes Dover a community of which we can be proud. All registered voters are welcome and encouraged to participate in this time-honored tradition, and I believe that it is one's civic duty to make an effort to attend. My role as Moderator is to provide a meeting environment that affords every citizen the opportunity to voice his or her opinion to other citizens in attendance. A citizen may not always agree with the outcome of a vote at a Town Meeting, but that citizen's dissenting voice should be heard during the debate and discussion of any issue on the floor.

In addition to presiding over Town Meetings, the Moderator has appointing authority for various committees. These appointments are essential to the successful running of a town government. Consequently, all citizens are encouraged to donate time to a Town of Dover board or committee. There are many opportunities for volunteerism available for Dover registered voters of all age groups, professions, interests, and time availability. The success of local government relies on, and is enhanced by, the diversity of the volunteers who participate in it.

Thank you for choosing me as your Moderator. It is a pleasure to serve Dover in this capacity.

Report of the Board of Selectmen

Robyn Hunter, Chair

David M. Haviland, Clerk

John D. Jeffries, Member, *resigned October 2024*

Michael Blanchard, Town Administrator

The year 2024 saw a few membership changes on the Board of Selectmen. Following the passing of Robert P. “Bob” Springett in 2023, at a Special Town Election on March 5, 2024, in conjunction with the Presidential Primary, David M. Haviland was elected to fill the remainder of Mr. Springett’s term and was welcomed to the Board. At the May 2024 Annual Town Election, Mr. Haviland was subsequently elected to serve a full three-year term as Selectman. John D. Jeffries resigned from the Board in October 2024. The Board extends its sincere thanks and appreciation to Mr. Jeffries for his hard work and service to the Town.

Personnel Changes

Several notable personnel changes occurred throughout 2024, including the hiring of Joseph Vinci as Police Chief; Anthony Madden as Police Officer; Liam Frazier as Heavy Equipment Operator; Ashley Gemma as DPW Office Manager; and Lukas Bratsos as Heavy Equipment Operator/Groundskeeper; as well as the promotion of Jennifer Pink as the Assistant Treasurer and Janice McGovern as Assistant Collector-Payroll Coordinator.

We wish to thank the following departing staff members for their service to the Town: Treasurer/Collector Kyle Banoey; Assistant Treasurer/Collector Gavin Fiske; and Heavy Equipment Operator/Assistant Mechanic Andrew Wills.

Goals and Priorities

In summer 2024, in accordance with its custom of the last five years, the Board solicited feedback from all Town boards, committees, and commissions on key areas of concern, need, and opportunity that the Town should address in Fiscal Year 2025 (FY25). The Board and Town Administrator then identified and prioritized the resulting goals for FY25, as summarized on the following page.

Community Engagement and Communication: The Board’s ongoing efforts to improve the Town’s communications and promote greater citizen participation include:

- increasing resident participation/sign-ups for Town communications, including through the Town newsletter and Town social media;
- holding monthly Board member public office hours;
- attending Town events, such as Dover Days;
- redesigning the Town website; and
- completing the Town communications plan and implementing recommended actions.

Technology: The Board will continue its efforts to improve and modernize its technology, which will involve:

- securing funding for online permitting and implementing a pilot program; and
- conducting a strategic technology review.

Town Operations and Services: The Board will continue to work with the Acting Finance Director and consultants to evaluate staffing needs and to modernize and incorporate best practices in the Treasurer and Accounting operations for improved financial performance.

Human Resources and Staffing: The Board will pursue the successful recruitment and onboarding of new staff to fill vacant positions and to highlight the role and responsibilities of Human Resources.

Special Projects: Additional areas of focus for the Board include monitoring the progress of the Community Center Building Project, establishing a Municipal Electric Aggregation Program, supporting the Rail Trail Working Group, and creating a Sustainability Committee.

Community Center Building Project

Following ground-breaking for the Community Center Building Project in August 2023, substantial progress was made in 2024, and the Board is thankful to the Community Center Building Committee (CCBC) for shepherding the project by working closely with the owner’s project manager, architect, and contractor on the completion of a long-awaited multigenerational building that, upon its opening in 2025, will serve as a focal point for a variety of town activities. (See the Community Center Building Committee report on page 235 for more details.)

Hale Conservation Restriction

The Town continued its efforts with Hale Education and the Trustees of Reservations to craft a Conservation Restriction (CR) agreement to protect from development, in perpetuity, a significant portion of the Hale Reservation property located in Dover. Unfortunately, the parties were unable to reach an agreement for a CR due to the legal complexities of municipal finance and property law. However, the Board did share its continued support of Hale's mission and its efforts to permanently protect Hale's land. It was also pleased to learn that Hale successfully met its private fundraising goal and is filing a CR that will not require municipal funding.

Other Activities

In 2024, the Town undertook a number of activities worthy of note. The Board of Selectmen:

- approved a feasibility study on the regionalization of Dover's Protective Services dispatch operations with the towns of Westwood and Medfield;
- approved an intergovernmental agreement between the Town and the Parks and Recreation Commission regarding the supervision of Town staff and the operation of the Community Center building;
- approved an intergovernmental agreement between the Town and the Cemetery Commission regarding the supervision of Town staff;
- approved a retainer agreement for the Town of Dover to join with the National Rural Water Association and others as plaintiffs in class action complaints against per- and polyfluoroalkyl substances (PFAS) manufacturers; and
- issued a Boston Post Cane proclamation honoring Alfreda Marcinowski as Dover's oldest resident at 101 years old.

Grants

The Town received more than \$800,000 under the following state and federal grants issued in 2024, and it extends its appreciation to our elected state and federal representatives who advocated on its behalf:

- **Massachusetts Electric Vehicle Incentive Program Public Access Charging Program Grant:** \$50,000 for the Community Center Building Project.
- **Massachusetts Community Compact Municipal Fiber Program Grant:** \$202,168 for Police Department radio sites.

- **Massachusetts Office of Grants and Research:** \$18,440.78 for the Police Department Road Safety Program.
- **Massachusetts Executive Office of Elder Affairs Formula Grant:** \$20,258 for the Council on Aging.
- **Massachusetts Community One Stop for Growth Grant:** \$40,000 for the Department of Public Works for the Wilsondale Street Culvert Replacement Project.
- **Massachusetts Housing Partnership Grant:** \$10,000 for the Board of Appeals for 40B Comprehensive Permit technical assistance.
- **Massachusetts 911 Grant:** 51,573.68 for the Police Department.
- **Massachusetts Executive Office of Public Safety Bulletproof Vest Program Grant:** \$2,237.50 for the Police Department.
- **Massachusetts Executive Office of Technology Services and Security Grant:** Municipal Cybersecurity Awareness Training Program.
- **Massachusetts Cultural Council Grant:** \$5,500 for the Cultural Council.
- **MassTrails Grant:** \$184,760 for the design, engineering and permitting of a potential recreational trail and shared-use pathway project in Dover.
- **MassDOT Municipal Pavement Grant:** \$217,261 for the Department of Public Works for the Route 109 Repaving Project.
- **Massachusetts Department of Fire Services Firefighter Safety Equipment Grant:** \$9,896.22 for the Fire Department.
- **Massachusetts Department of Environmental Protection Sustainable Materials Recovery Program Grant:** \$6,000 for the Department of Public Works for the support of local recycling.

Litigation

As required by the Town's bylaws, any new litigation filed against the Town must be disclosed:

- **Robert W. Recchia v. Dover Zoning Board of Appeals**
Housing Appeals Committee No. 2024-04

Appeal filed relative to the Board of Appeals denial of a comprehensive permit for the Dover Homes development project under Massachusetts General Laws, Chapter 40B.

- *Vincent J. O'Brien, as Trustee of the Delta Realty Trust, v. Town of Dover*
Norfolk Superior Court No. 2482CV01231

Claim filed regarding the Community Center building project as follows: (1) a claim for private nuisance, seeking damages and equitable relief to enjoin the Town from using diesel generator and installing a new heating, ventilation, and air conditioning system; (2) a claim for easement by implication, seeking declaratory judgment; and (3) a claim for restitution, seeking to enforce Massachusetts General Laws, Chapter 266, Section 94, a statute criminalizing the destruction of a boundary monument.

Appreciation

The Selectmen are immensely grateful for the effort and dedication of our many elected and appointed boards, committees, commissions, Town staff, and volunteers. Although we are a small community, we truly could not manage the many aspects of Town government, services, and programs without the total team effort each year from our involved citizens and talented staff. The many accomplishments you will read about in the *Dover Town Report* would not otherwise have been possible without their involvement. We thank you all so very much.



Dover Days. Photo courtesy of the Town Report Committee.

Report of the Warrant Committee

Woodrow Weiss, Co-Chair
Martin J. Howard, Co-Chair
Simone Azevedo
Kevin Bauman
Micheline Boudreau (*effective October 2024, to fill unexpired term*)
Nina Green
Melissa Herman (*resigned October 2024*)
Cameron Hudson
Sara Cadena Kinney
Janet McCormick
Robyn Hunter, Board of Selectmen liaison

The Warrant Committee serves as the Town's financial advisory committee, as mandated under Chapter 39, Section 16 of the Massachusetts General Laws. It consists of nine members, each of whom is appointed by the Town Moderator to serve a three-year term or to complete an unexpired term. The Committee reviews and makes recommendations on all Town Meeting Warrant articles through its comments in the Blue Book and at the Annual Town Meeting. It pays particular attention to Article 4, the Operating Budget, reviewing in detail the proposed budgets of all Town departments. The Committee also monitors the accumulation and use of Free Cash and authorizes the use of the Reserve Fund to cover unexpected expenses that arise throughout the year. The Town's budgets are managed on a fiscal-year basis that begins on July 1.

The Committee's work on the Fiscal Year 2025 (FY25) budget began in fall 2023 with the issuance of general budget guidelines. With local revenue, derived mostly from property and excise taxes, deemed unlikely to grow significantly, all departments were instructed to prepare at least level-service budgets and preferably to seek operational efficiencies resulting in budgetary savings. The budget guidance also included an endorsement of the Personnel Board's wage and salary guidelines for non-contract personnel, along with recommended energy cost adjustments.

During winter 2024, the Committee met with all key budgetary authorities to go over the details of their budget requests. It also reviewed the Capital Budget and the stand-alone Warrant articles. This review process culminated in the Open Hearing on the Warrant, during which citizens could hear and comment on the proposals. The Committee formulated summaries and recommendations for each Warrant article, published as the Blue Book, which is mailed to every Dover household and which provides the framework for Town Meeting. At the 2024 Annual Town Meeting, the FY25 budget was voted for implementation on July 1, 2024.

The Town's Operating Budget has increased 28.4% over the past five fiscal years, from \$35,632,386 for FY21 to \$45,824,838 for FY25. During the last three fiscal years, the total expenditures, including capital items and special articles, increased 17.2%, from \$42,135,654 for FY23 to \$49,391,001 for FY25. Revenues generated through property taxes grew 8.4%, from \$37,909,519 to \$41,080,936. Total revenue from all sources, excluding Free Cash, increased 1.1%, from \$50,378,581 to \$50,969,479. The difference between revenue and expenses is made up from Free Cash and, in some years, a Proposition 2½ override. FY25 marked the 18th consecutive year that the Committee has presented the Town's voters with a budget that did not require an operating override.

Despite the Committee's review process and efforts to control budgetary growth, the reality is that many budget expenses are driven by factors beyond the Town's control, such as energy and insurance costs. Several department supervisors, with the approval of the Board of Selectmen, have joined municipal consortiums to obtain better pricing on services and commodities including health care and other insurance, fuel oil, road salt, and police cruisers. The Committee believes that to fund Town services, the prudent use of Free Cash is necessary to manage the growing disparity between Town revenues and increasing operating expenses.

At the 2024 Annual Town Meeting, voters approved a 3.0% increase in the FY25 Operating Budget (Article 4), for a total of \$45,743,065. This reflects a commitment on the part of all Town departments to review their needs carefully and in detail. Of this FY25 Operating Budget amount, \$24,865,383, or 54.4%, represents expenditures for the Dover, Regional, Minuteman, and Norfolk Agricultural Schools, a 7.1% increase over the previous year's outlay. State-mandated expenditures for the needs of the Special Education Program continue to be a significant driver of the growth in the school budgets. At the meeting, voters also approved the FY25 Capital Budget (Article 5) of \$1,981,536, and \$800,000 from Free Cash to stabilize the tax rate.

As of this writing, the Commonwealth has not yet certified Dover's Free Cash balance as of July 1, 2024. The previous certification was \$9,590,556 on May 1, 2024. The Committee continues to evaluate the levels of Free Cash in light of rating agencies' guidance and recommendations, Town borrowings and capacity, probable and potential future operating and capital needs, and anticipated revenues, as well as other factors.

The Committee believes that volatile energy and insurance costs, as well as rising post-retirement employee expenses, will continue to have a significant impact on several Town operating budgets for the foreseeable future, and that this will be compounded by a sharp increase in capital projects (e.g., road and culvert repairs) and capital equipment replacement as significant portions of the Town's physical infrastructure, heavy machinery, and service vehicles reach the end of their useful lives. It must also monitor for substantial increases in operating and capital costs that are outside of the Town's control, including all categories of insurance

(health, worker's compensation, and liability), retirement, and the Special Education Program. Finally, aid to cities and towns will remain uncertain until the state's fiscal outlook improves.

Each year the Warrant Committee undergoes membership changes as terms expire. We extend our thanks and gratitude to departing members Melissa Herman, Stephen Migausky, Jerry Chen, and our long-serving Secretary, Peter Smith.

The Warrant Committee is privileged to work with all the Town departments, committees, and boards that operate to make the Town of Dover function smoothly. The dedication and hard work of the Town's employees and its many elected and appointed citizen volunteers allow the Committee to perform its duties in a thorough and timely fashion. The Committee thanks everyone for their continuing efforts.



Bog bridge in Wylde Woods. Photo courtesy of the Conservation Commission.

Report of the Capital Budget Committee

Barry Goldman, Chair
Cynthia Devall
Garfield Drummond
John Quackenbush
Robyn Hunter, Board of Selectmen
Cameron Hudson, Warrant Committee
Stephen Migausky, Warrant Committee

The responsibility of the Capital Budget Committee is to “prepare a capital budget program for use by all Town boards and officials in their deliberations.” In addition, it requests and reviews a five-year capital budget projection from each Town department and from the Dover-Sherborn Regional School Committee for Dover’s share of the Region’s capital expenditures.

According to a Board of Selectmen policy instituted in 2006, all capital items requested are to be included on the Capital Budget request forms, regardless of their size or nature. The Committee then independently reviews the requests for any item that is over \$10,000 or of a special nature and provides its recommendation on each item to the Warrant Committee. These are then forwarded to the Selectmen, who determine whether the item is to be included in Article 5 of the Annual Town Meeting Warrant or presented for consideration as a separate article. When making a warrant placement decision, the Selectmen seek input from the petitioning organization, the Capital Budget Committee, and the Warrant Committee, in addition to considering the source of funding.

The Committee prepared its Fiscal Year 2025 (FY25) Capital Budget recommendations during fall 2023 and winter 2024. Individual requests by Town departments and committees were reviewed and meetings were held to clarify issues, establish replacement guidelines and new purchase parameters, and consider alternative options. In addition, the Committee requested a five-year Capital Budget outlook from each department. This longer-range view allows the Committee, Town boards, and Town Administrator to properly plan for the Town’s year-to-year financial needs and to prepare a financial projection that considers the most appropriate sources and uses of funds to meet those requirements.

Ongoing issues that have affected the Capital Budget requests include:

- environmental issues, unforeseen natural disasters, flooding and erosion of the Charles River, smaller culverts and waterways, and threats to Town infrastructure;

- aging infrastructure and equipment, most of which was acquired or built more than 25 years ago, such as is the case for the Fire Department, Highway Department, Regional Schools, Town House, and Town Library;
- high inflation with substantial increases in labor and materials; and
- supply chain issues, limited public bidders, and regulations.

The Town has aggressively pursued grant funding to help offset capital expenses and one of most productive sources has been the Massachusetts Green Communities Grant Program. Since 2017, Dover has been designated a Green Community under the Massachusetts Green Communities Act, which provides financial support for energy efficiency and renewable energy projects that promote a designated community’s clean energy goals. The Capital Budget Committee evaluates Town capital project requests to identify any that might qualify for Green Communities grants. Evaluation criteria include the potential for reducing energy consumption and greenhouse gases, viability, appropriateness, effective use of funds, savings per dollar invested, and likely contribution to Dover’s 20% energy reduction goal.

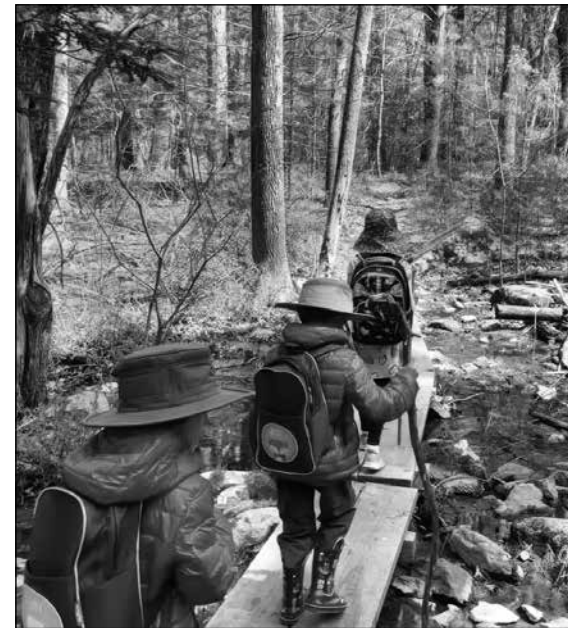


Photo courtesy of the Parks and Recreation Department.

Green Communities Grant Program projects completed to date include: air sealing and reinsulating of the Town House, Town Library, and Protective Agencies Building; upgrade of the Protective Agencies Building’s HVAC system (retrofit with high-efficiency heat pumps and air handlers); and LED conversion of Town streetlights. These improvements achieved significant annual net energy savings, increased the useful life of Town facilities, decreased use of fossil fuels, improved heating and cooling efficiency, and made building environments more comfortable for Town employees and visitors.

Other highly efficient energy-related projects completed include the installation of 71 energy-efficient windows at the Town House and a new roof with improved ventilation and insulation, replacing the century-old originals. These projects are part of a more comprehensive renovation plan to bring the Town House up to date with new mechanical, electrical, and fire protection systems, as well as improve its energy systems.

The Committee has worked with the Community Center Building Committee and the Town to plan a technically advanced, high-efficiency HVAC system for the new Community Center. Applications were filed for a special category Green Communities Grant, and \$500,000 was awarded to the Town by the Massachusetts Department of Energy Resources for this purpose.

The Committee, the Board of Selectmen, and the Warrant Committee has a formal Financial Policy that defines the scope of the work under which the Committee will recommend a five-year Capital Improvement Program that projects estimated project costs, priorities, and anticipated funding sources. Sources will include tax levy, Free Cash, the Capital Stabilization Fund, borrowing, grants, and other external sources. Because major department equipment requests are consistently the largest fraction of the budget, the Committee initiated an early due diligence and justification program for municipal equipment based on established useful life standards so that we can better project appropriate replacement schedules. The goal is to establish a process that will help minimize year-to-year tax rate impact.

For FY25, three departments—the Fire Department, Department of Public Works, and Board of Selectmen—account for more than 86% of the proposed Capital Budget. The Committee received 16 requests for Article 5 from Town departments and commissions in the amount of \$4,139,236. The Committee ultimately recommended expenditures for Article 5 in the amount of \$1,981,536 (a decrease of \$1,453,455 from FY24 expenditures). However, in doing so we were able to address \$3,011,661 of the Town’s capital requests, primarily thanks to the Town receiving grants from the American Rescue Plan Act (ARPA) and the Commonwealth of Massachusetts Disaster Relief Trust Fund totaling \$1,030,125. In accordance with the aforementioned Financial Policy, the Committee’s approved recommendations for Article 5 expenditures were as follows:

Department of Public Works	
Building salt shed	\$462,300
Willow Street culvert: repair and renovate	\$195,000
Front-end loader and plow	\$355,000
Fire and Ambulance	
Self-contained breathing apparatus	\$146,252
Station workwear	\$12,075
Turnout gear	\$29,909
Police Department	
Patrol vehicles	\$130,000
Board of Selectmen	
Library: Design and replace HVAC system	\$395,000
Protective Services Building:	
Locker Room	\$20,000
Fuel Tanks	\$16,000
Whiting Road Building: repair and renovate	\$80,000
Chickering Elementary School	
Flooring	\$140,000
Regional Schools	
HVAC units	\$647,400

The Capital Budget Committee wishes to thank all the Town boards, departments, and employees for their cooperation in submitting timely budget requests, supplying additional information as requested, meeting with Committee members at review sessions, and assisting with grant proposals, which resulted in significant savings to the Town.

Report of the **Town Clerk**

Felicia S. Hoffman, CMMC, Town Clerk
Darlene L. Heidke, Assistant to the Town Clerk

Board of Registrars

George Chimento
Margaret "Peg" Crowley
Erin Gorden

The following reports appear on pages 32-74:

- **Presidential Primary**, March 5, 2024
- **Special Town Election**, March 5, 2024
- **Caucus**, March 11, 2024
- **Annual Town Meeting, Deliberative Session**, May 6, 2024
- **Annual Town Meeting, Article 27 Elections**, May 20, 2024
- **State Primary**, September 3, 2024
- **State Election**, November 5, 2024
- **Vital Statistics for the Calendar Year 2024**
- **Financial Reports for the Calendar Year 2024**

Presidential Primary

March 5, 2024

Pursuant to the Warrant given under the hands of the Selectmen on the 8th of February 2024, a Presidential Primary was held on March 5, 2024. Constable Christopher Jackman inspected the ImageCast ballot box and found it to be empty and set at zero. Felicia Hoffman, Town Clerk, declared the polls open at 7 a.m.

At 8 p.m., the polls were declared closed by the Town Clerk. A total of 1,480 ballots had been cast: 586 Democrat, 888 Republican, and 6 Libertarian. At 8:27 p.m., the unofficial results were read. The final, official count from Dover is as follows:

Democrat

Presidential Preference		Town Committee	
Dean Phillips	31	Group	343
Joseph R. Biden	493	Blanks	249
Marianne Williamson	12	Peter Kinyon Hoffmann	397
No Preference	4	Carol L. Lisbon	412
Write-ins	11	Martha Holt Castle	380
Blanks	2	Jennifer S. Luethy	377
		Peter H. W. Ting	371
		Robert W. Andrews	390
State Committee Man		Jane A. Brown	384
John K. Bowman	452	John Quackenbush	391
Write-ins	0	Mary Kalamaras	372
Blanks	140	Janit S. Greenwood	394
State Committee Woman		Barry Mitchell Goldman	366
Rebecca L. Raush	473	Kay Marsh Petersen	383
Write-ins	2	Amelia E. Slawsby	395
Blanks	117	Lori Curtis Krusell	379
		Erin E. Rodat-Savla	379
		Janit S. Hartke	369
		Candice Jacqueline Sullivan	367
		Elaine E. Rosenberg	372
		Jacqueline A. Hart	371
		Wendy Parker	373
		Write-ins	2
		Blanks	13,096

Republican

Presidential Preference		Town Committee	
Chris Christie	11	Group	358
Ryan Binkley	0	Blanks	533
Vivek Ramaswamy	3	Walter H. Weld	429
Asa Hutchinson	0	Kathleen Winslow Weld	431
Donald J. Trump	312	John D. Stellberger	393
Ron DeSantis	4	Carolyn N. Malloy	449
Nikki Haley	546	Eric C. Guyer	375
No Preference	9	Deborah J. Guyer	378
Write-ins	4	Rachel K. Motley	415
Blanks	2	William Crowninshield Motley	400
		Timothy Malloy Sr.	425
State Committee Man		Marianna Stellberger	390
Eric Calton	443	Bethany Anne Berk	401
Andrew E. Johanson	127	Zakhar Sklyar	371
Write-ins	2	Charles W. Long	433
Blanks	319	Suzanne Sheridan	416
		Mary C. Crane	493
State Committee Woman		Eric Robert Morse	397
Maureen Maloney	296	Kevin Joseph O'Connor	412
Amanda Joan Petersen	244	Tracey Anne Mannion	413
Write-ins	3	Roger John Selmi	389
Blanks	348	Write-ins	16
		Blanks	23,359

Libertarian

Presidential Preference		Town Committee	
Jacob George Hornberger	0	Group	0
Michael D. Rectenwald	0	Write-ins	1
Chase Russel Oliver	2	Blanks	59
Michael Ter Matt	0		
Lars Damian Mapstead	0		
No preference	2		
Write-ins	2		
Blanks	0		
State Committee Man			
Peter C. Everett	6		
Write-ins	0		
Blanks	0		
State Committee Woman			
Christina Crawford	6		
Write-ins	0		
Blanks	0		

Special Town Election

March 5, 2024

Pursuant to the Warrant given under the hands of the Selectmen on the 28th day of December 2023, a Special Town Election was held on March 5, 2024. Christopher Jackman, Constable, inspected the ImageCast ballot box and found it to be empty and set at zero. Felicia S. Hoffman, Town Clerk, declared the polls open at 7 a.m.

At 8 p.m., the polls were declared closed by the Town Clerk. A total of 1,205 ballots had been cast. At 8:12 p.m., the unofficial results were posted. The official count is as follows:

Selectman (to fill unexpired 3-year term)	
(Vote for one)	
David M. Haviland	1,110
Write-ins	33
Blanks	62



Photo courtesy of the Town Report Committee.

Caucus

March 11, 2024

On Monday, March 11, 2024, Felicia S. Hoffman, Town Clerk, called the Caucus for the purpose of nominating candidates for Town offices to order at 7:30 p.m. She called for nominations of Caucus Chair and Clerk.

Board of Selectmen Chair Robyn Hunter nominated James Repetti as Caucus Chair and Darlene Heidke as Caucus Clerk. Their nominations were seconded. There being no other nominations, they were duly elected by voice vote.

Mr. Repetti explained the procedures for Caucus under Chapter 53, Section 121 of the Massachusetts General Laws. Other announcements relative to nomination papers and voting procedures were made. It was moved, seconded, and passed that the ballots be cast and counted only for those offices for which more than two candidates were nominated and that the Caucus Clerk would cast a single ballot on behalf of the Caucus.

The following candidates were then nominated:

Moderator (1 year)	James R. Repetti
Selectman (3 years)	David M. Haviland
Assessor (3 years)	Charles W. Long
Dover School Committee (3 years) (Vote for one)	Kate Nixon Cook
D-S Regional School Committee (3 years) (Vote for one)	Kevin P. Crotty
Library Trustee (3 years) (Vote for two)	Amy B. Collins Carolyn B. Ringel
Library Trustee (1 year) (Vote for one)	Robert W. Andrews
Planning Board (5 years) (Vote for one)	Carol L. Lisbon
Planning Board Associate (2 years) (Vote for one)	Valerie L. Lin
Board of Health (3 years) (Vote for one)	Stephen I. Kruskall
Cemetery Commission (3 years) (Vote for one)	Carol A. Jackman

Trustees of Larrabee & Whiting Estate
(Vote for three)

Mary C. Crane
Jonathan P. Fryer
Michael A. Savage

Constable (3 years)
(Vote for one)

Alan M. Heinlein

Park and Recreation (3 years)
(Vote for two)

Michael G. Gilio
Jennifer J. Daman

Since there were only one or two candidates for each office, a ballot count was not taken. The Caucus Clerk was directed to cast a single ballot on behalf of the Caucus for those nominated. Mr. Repetti announced that the Caucus Nomination Certificate needed to be signed by Monday, March 25 at 3 p.m., in the Town Clerk's office. The meeting was adjourned at 8:18 p.m.



Photo courtesy of the Town Report Committee.

Annual Town Meeting

Deliberative Session
May 6, 2024

The Annual Town Meeting was held at the Lindquist Commons Building at the Dover-Sherborn Regional High School in Dover on May 6, 2024. The meeting was duly called to order by the Moderator on the first day of May at 7:16 p.m., and held pursuant to the Warrant therefore issued by the Selectmen on the 21st day of March 2024, and duly served in accordance with the General Bylaws of the Town of Dover, at which meeting a quorum was present and voting.

Mr. Repetti brought the meeting to order and began preliminary introductions and instructions for the procedures used during the meeting. The response cards for the electronic voting that would be used during the meeting were tested. Mr. Repetti recognized the Chair of the Board of Selectmen for opening remarks. He then recognized the Chair of the Warrant Committee for a motion governing the conduct of the meeting.

Motion: It was moved by Mr. Hudson and seconded by Mr. Weiss that the following rule be adopted for the conduct of this meeting: Any amendment to a main motion that would increase an appropriation must contain a provision for the source of funds for the increase such that the total amount to be raised and appropriated at the meeting will not be increased.

Vote: The motion was put to an electronic vote and passed 169 (yes) to 6 (no).

Mr. Repetti then began the process of going through the Warrant, beginning with Article 1.

ARTICLE 1. Committee Reports (Board of Selectmen)

To hear and act on the various reports of the various committees:

- (a) as contained in the printed 2023 Annual Report; and
- (b) any other reports submitted to the voters by the Town Committees

Motion: It was moved by Ms. Herman and seconded by Mr. Hudson that the reading of the various reports by the Town Clerk be waived and the reports be accepted and placed on file.

Vote: The motion was put to an electronic vote and passed 170 (yes) to 2 (no).

ARTICLE 2.

Salaries for Elected Officials (Board of Selectmen)

To see if the Town will set the salaries for its elected officials for the ensuing fiscal year; or take any other action relative thereto.

Motion: It was moved by Ms. Kinney and seconded by Mr. Migauskys that the salaries recommended for elected officials of the Town as shown in the right-hand column of the Warrant Committee Report in the Blue Book be called over by the Moderator, and that if no objection is raised to each, they be approved as read.

1. Board of Selectmen	
(a) Chair	\$200
(b) Clerk	\$150
(c) Other member	\$100
2. Assessors	
(a) Chair	\$400
(b) Other members (each)	\$350
3. Town Clerk	\$98,154
4. Planning Board	
(a) Chair	\$100
(b) Other members (each)	\$50
5. Constables (3) (each)	\$150
6. Board of Health	
(a) Chair	\$150
(b) Other members (each)	\$100

Vote: The motion was put to an electronic vote and passed 175 (yes) to 8 (no).

ARTICLE 3.

Revolving Funds (Board of Selectmen)

To see if the Town will vote pursuant to Section 5-16 (Finances) of the General Bylaws of the Town of Dover to authorize the use of revolving fund accounts for the following boards or departments, and that unless otherwise amended by the Board of Selectmen and Warrant Committee, such accounts shall not exceed the following amounts for Fiscal Year 2025:

1. Building Department	
(a) Gas Inspector	\$12,350
(b) Plumbing Inspector	\$22,050
(c) Wiring Inspector	\$34,500

2. Board of Health	
(a) Perk and deep hole inspection and permitting	\$40,000
(b) Septic inspection and permitting	\$50,000
(c) Well inspection and permitting	\$20,000
(d) Swimming pool inspection and permitting	\$10,000
3. Library	
(a) Materials replacement	\$5,000
4. Council on Aging	
(a) Senior activities and transportation	\$40,000
5. Recycling Committee	
(a) Materials sales proceeds	\$4,000

or take any other action relative thereto.

Motion: It was moved by Mr. Smith and seconded by Mr. Chen that pursuant to the provisions of Section 5-16 (Finances) of the General Bylaws of the Town of Dover, that the Town authorize the following board and department revolving fund limits:

1. Building Department	
(a) Gas Inspector	\$12,350
(b) Plumbing Inspector	\$22,050
(c) Wiring Inspector	\$34,500
2. Board of Health	
(a) Perk and deep hole inspection and permitting	\$40,000
(b) Septic inspection and permitting	\$50,000
(c) Well inspection and permitting	\$20,000
(d) Swimming pool inspection and permitting	\$10,000
3. Library	
(a) Materials replacement	\$5,000
4. Council on Aging	
(a) Senior activities and transportation	\$40,000
5. Recycling Committee	
(a) Materials sales proceeds	\$4,000

and further, that the fees charged for these services be credited to the respective accounts and that the aforementioned boards or departments be authorized to make expenditures from the respective accounts and for their respective purposes up to the amounts set forth above.

Vote: The motion was put to an electronic vote and passed 179 (yes) to 2 (no).

ARTICLE 4.

Operating Budget (Board of Selectmen)

To see if the Town will raise and appropriate from available funds, or any combination of these methods, a sum of money for salaries and expenditures by departments, officers, boards, and committees of the Town for the ensuing fiscal year; to determine whether the money shall be included in the tax levy, transferred from available funds, or provided by any combination of these methods; or take any other action relative thereto.

Motion: It was moved by Mr. Hudson and seconded by Mr. Weiss that the salaries and expenses recommended by the departments, officers, boards, and committees of the Town as shown in the “FY 2025 Requested” column in the Warrant Committee Report in the Blue Book, except those revised by the handout provided to Town Meeting and entitled “Revisions to Article 4” (Operating Budget), be called over by the Moderator, and if no objection is made that such salaries and expenses are approved, and that to meet these appropriations, the Town raise such amounts from the tax levy and other general revenues of the Town, and transfer the following sums:

(a) \$150,000 from Overlay Surplus; and

(b) \$949,000 from Free Cash

Vote: The motion was put to a vote and passed 172 (yes) to 11 (no).

The Moderator began calling over the items of the Operating Budget:

	FY24 Approved	FY25 Requested	FY24/FY25 % Change
General Government			
122 Selectmen			
Salaries	\$510,481	\$640,937	25.6
Expenses	178,720	276,045	54.5
Totals	689,201	916,982	33.1
129 Copy/Postage	26,900	0	(100)
131 Warrant Committee	9,200	9,300	1.1
132 Reserve Fund	250,000	250,000	0.0
135 Town Accountant			
Salaries	239,621	254,746	6.3
Expenses	43,300	43,300	0.0
Totals	282,921	298,046	5.3
141 Assessor			
Salaries	166,065	179,283	8.0
Expenses	45,985	48,385	5.2
Totals	212,050	227,668	7.4
145 Treasurer/Collector			
Salaries	253,833	249,619	(1.7)
Expenses	58,875	73,280	24.5
Totals	312,708	322,899	3.3

	FY24 Approved	FY25 Requested	FY24/FY25 % Change
151 Law	\$200,000	\$220,000	10.0
155 Data Processing			
Salaries	62,608	0	(100)
Expenses	239,435	242,640	1.3
Totals	302,043	242,640	(19.7)
161 Town Clerk			
Salaries	92,584	98,154	6.0
Expenses	11,135	11,235	0.9
Totals	103,719	109,389	5.5
162 Election/Registration			
Salaries	41,501	53,390	28.6
Expenses	29,644	30,264	2.1
Totals	71,145	83,654	17.6
171 Conservation Commission			
Salaries	51,102	48,303	(5.5)
Expenses	102,040	125,040	22.5
Totals	153,142	173,343	13.2
175 Planning Board			
Salaries	134,421	145,168	8.0
Expenses	95,100	95,100	0.0
Totals	229,521	240,268	4.7
176 Board of Appeals			
Salaries	3,022	3,113	3.0
Expenses	1,450	1,450	0.0
Totals	4,472	4,563	2.0
191 Whiting Road	7,000	7,000	0.0
192 Town House Expenses	64,582	53,582	(17.0)
193 Dover Community Center	86,484	86,784	0.3
Salaries	0	0	0.0
Expenses	86,784	48,300	(44.3)
Totals	86,784	48,300	(44.3)
195 Town Report	6,125	0	(100)
199 Building Maintenance			
Salaries	235,439	289,810	23.1
Expenses	125,000	112,300	(10.2)
Totals	360,439	402,110	11.6
General Government Totals	\$3,371,952	\$3,609,744	7.1

	FY24 Approved	FY25 Requested	FY24/FY25 % Change
<u>Public Safety</u>			
201 Police			
Salaries	\$2,401,495	\$2,499,036	4.1
Expenses	154,750	152,500	(1.5)
Out-of-State Travel	3,000	0	(100)
Totals	2,559,245	2,651,536	3.6
220 Fire			
Salaries	550,377	567,967	3.2
Expenses	94,250	108,424	15.0
Totals	644,627	676,391	4.9
231 Ambulance			
Salaries	292,331	329,874	12.8
Expenses	66,307	66,307	0.0
Totals	358,638	396,181	10.5
241 Building Inspector			
Salaries	220,639	236,462	7.2
Expenses	7,320	8,600	17.5
Totals	227,959	245,062	7.5
291 Emergency Management			
Salaries	0	0	0.0
Expenses	0	0	0.0
Totals	0	0	0.0
292 Animal Control			
Salaries	18,422	18,422	0.0
Expenses	7,250	7,250	0.0
Totals	25,672	25,672	0.0
294 Care of Trees			
Salaries	0	0	0.0
Expenses	0	0	0.0
Totals	0	0	0.0
295 Tree Committee	0	0	0.0
299 Protective Agencies Building	81,655	61,700	(24.4)
Public Safety Totals	\$3,897,796	\$4,056,542	4.1
<u>Public Works and Facilities</u>			
411 Engineering			
Salaries	\$0	\$0	0.0
Expenses: Selectmen	0	0	0.0
Expenses: Planning Board	0	0	0.0
Totals	0	0	0.0
422 Highway Maintenance			
Salaries	855,047	882,407	3.2
Expenses	473,862	473,862	0.0
Totals	1,328,909	1,356,269	2.1

	FY24 Approved	FY25 Requested	FY24/FY25 % Change
423 Snow and Ice			
Salaries	\$105,700	\$105,700	0.0
Expenses	278,300	278,300	(11.5)
Totals	384,000	384,000	0.0
424 Street Lighting	8,899	8,899	0.0
425 Town Garage	72,916	114,916	57.6
428 Tarvia/Patching	280,000	305,000	8.9
433 Garbage Disposal	0	0	0.0
439 Solid Waste			
Salaries	85,531	91,344	9.4
Expenses	279,628	325,607	16.4
Totals	363,159	416,951	14.8
450 Town Water			
Salaries	8,203	7,642	(6.8)
Expenses	35,950	39,450	9.7
Totals	44,153	47,092	6.7
491 Cemetery			
Salaries	102,373	108,849	6.3
Expenses	32,785	34,210	4.3
Totals	135,158	143,059	5.8
<u>Public Works and Facilities Totals</u>			
	\$2,617,194	\$2,776,186	6.1
<u>Health and Human Services</u>			
519 Board of Health			
Salaries	\$173,720	\$169,463	(2.5)
Expenses	107,849	109,829	1.8
Totals	281,569	279,292	(0.8)
541 Council on Aging			
Salaries	204,250	230,072	12.6
Expenses	49,900	50,900	2.0
Totals	254,150	280,972	10.6
543 Veterans			
Salaries	1,000	1,000	0.0
Expenses	1,000	1,000	0.0
Totals	2,000	2,000	0.0
<u>Health and Human Services Totals</u>			
	\$537,719	\$562,264	4.6

	FY24 Approved	FY25 Requested	FY24/FY25 % Change
<u>Education</u>			
600 Dover School Operating	\$10,778,641	\$11,302,838	4.9
601 Dover's Share Regional			
Operating Assessment	12,529,057	12,877,926	2.8
Debt Assessment	425,881	390,199	(8.4)
Totals	12,954,938	13,268,125	2.4
602 Minuteman Vocational	248,626	269,420	8.4
604 Other Vocational Schools	25,000	25,000	0.0
Education Totals	\$24,007,205	\$24,865,383	3.6
<u>Culture and Recreation</u>			
610 Library			
Salaries	\$657,239	\$695,807	5.9
Expenses	237,119	233,933	(1.3)
Totals	894,358	929,740	4.0
650 Park and Recreation			
Salaries	413,631	478,994	15.8
Expenses	88,600	91,400	3.2
Totals	502,231	570,394	13.6
691 Historical Commission	1,250	1,250	0.0
692 Memorial Day	3,500	0	(100)
Culture and Recreation Totals	\$1,401,339	\$1,501,384	7.1
<u>Debt Service</u>			
710/751 Maturing Debt Principal			
and Interest	\$1,862,375	\$2,519,223	35.3
759 Bank Charges	0	0	0.0
Debt Service Totals	\$1,862,375	\$2,519,223	35.3
<u>Unclassified</u>			
<u>Pensions</u>			
911 Norfolk County Retirement	\$1,730,036	\$1,798,819	4.0
<u>Insurance</u>			
912 Workers Compensation	118,543	128,026	8.0
914 Group Insurance	2,853,912	3,127,200	9.6
916 Medicare/FICA	192,000	203,000	5.7
950 Other Insurance	234,768	291,549	24.2
Insurance Subtotals	\$3,399,223	\$3,749,775	10.3
Unclassified Totals	\$5,129,259	\$5,548,585	8.2
OPERATING BUDGET			
GRAND TOTALS	\$42,824,838	\$42,439,312	6.1

Vote: The motion was put to an electronic vote and passed 172 (yes) to 11 (no).

ARTICLE 5.

Capital Budget (Board of Selectmen)

To see if the Town will vote to raise and appropriate, appropriate from available funds, borrow or any combination of these methods, a sum of money for the various capital purposes listed below; to determine whether the money shall be included in the tax levy, transferred from available funds, borrowed, or provided by any combination of these methods; or take any other action relative thereto:

1. DPW/Highway
 - (a) Six-wheel dump truck with plow and spreader
 - (b) Culvert replacement
 - (c) Front-end loader with plow
 - (d) Salt shed
 - (e) Stormwater system
2. Fire Department/Ambulance
 - (a) Self-contained breathing apparatus equipment
 - (b) Turnout gear
 - (c) Station wear
3. Police Department
 - (a) Patrol vehicles
4. Board of Selectmen
 - (a) Protective Services Agencies: HVAC/locker room
 - (b) Protective Services Agencies: fuel tanks
 - (c) Whiting Road Building: Community Center storage upgrade
 - (d) Library: HVAC
5. Parks and Recreation
 - (a) Caryl Park playground and pickleball project design fees
6. Schools (Chickering)
 - (a) Flooring

Article 5, Motion 1: It was moved by Mr. Smith and seconded by Mr. Hudson that the Capital Budget items recommended by the Capital Budget Committee as shown in the Warrant Committee Report in the Blue Book, except those revised by the handout provided to Town Meeting and entitled "Revision to Article 5" (Capital Budget), be called over by the Moderator, and, if no objection is made, that to meet these appropriations the Town raise and appropriate the sum of \$475,236, transfer from Free Cash the sum of \$761,127, and transfer \$85,000 from the unexpended balance from Article 5 (Item 6f) of the 2022 Annual Town Meeting and transfer \$50,000 from the unexpended balance from Article 5 (Item 5a) of the 2023 Annual Town Meeting, for the following items:

1(a) Fire Department: self-contained breathing apparatus	\$146,252
1(b) Fire Department: turnout gear	\$29,909
1(c) Fire Department: station workwear	\$12,075
2(a) Police Department: patrol vehicles	\$130,000
3(b) DPW/Highway: front-end loader with plow	\$355,000
4(a) Selectmen: Library HVAC	\$395,000
4(b) Selectmen: Protective Services Building locker room	\$20,000
4(c) Selectmen: Protective Services Building fuel tanks	\$16,000
4(d) Selectmen: Whiting Road Building upgrade for Community Center storage	\$80,000
5(a) Park and Recreation: design fees for Caryl Park playground	\$47,127
6(a) Schools (Chickering): flooring	\$140,000

Vote: The motion was put to an electronic vote and passed 167 (yes) to 9 (no).

A hold was placed on Article 5 (Item 5a). Discussion ensued regarding design fees for a pickleball court that were originally included in this article, which would have made the original request a total of \$93,710.

Motion: A motion was made from the floor to amend the motion to include design fees for the pickleball court.

Vote: The motion was put to an electronic vote and failed 86 (yes) to 98 (no).

Motion: It was moved by Mr. Smith and seconded by Mr. Hudson that the Town transfer from Free Cash the sum of \$47,127 for design fees for the Caryl Park playground.

Vote: The motion was put to an electronic vote and was passed 129 (yes) to 53 (no).

Article 5, Motion 2: It was moved by Mr. Smith and seconded by Mr. Hudson that the Town appropriate a sum of \$613,000 for the purpose of repairing and replacing the Willow Street culvert (Item 3a), including the payment of all costs incidental and related thereto, and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow \$613,000 under Massachusetts General Laws Chapter 44, Section 7, as amended.

Vote: The motion was put to an electronic vote and passed 142 (yes) to 36 (no), which was more than the two-thirds vote required.

Article 5, Motion 3: It was moved by Mr. Smith and seconded by Mr. Hudson that the Town appropriate a sum of \$462,300 for the replacement of the DPW salt shed (Item 3c), including the payment of all costs incidental and related thereto and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow \$462,300 under Massachusetts General Laws Chapter 44, Section 7, as amended.

Vote: The motion was put to an electronic vote and passed 136 (yes) to 41 (no), which was more than the two-thirds vote required.

A Consent Agenda Motion to vote to move Articles 6, 7, 8, and 9, all of which are recurring or non-substantive, was read.

Motion: It was moved by Mr. Weiss and seconded by Ms. McCormick that Articles 6, 7, 8, and 9 be called over by the Moderator and, if no objection was made, be approved in the amounts and appropriated from the sources of funds as listed in the Warrant Committee Report in the Blue Book.

Vote: The motion was put to an electronic vote and passed 163 (yes) to 9 (no).

ARTICLE 6.

Unemployment Compensation Fund (Board of Selectmen)

To see if the Town will vote to raise and appropriate, appropriate from available funds, or any combination of these methods, a sum of money for the purpose of funding an unemployment compensation fund as authorized by Chapter 40, Section 5E of the Massachusetts General Laws; to determine whether the money shall be included in the tax levy, transferred from available funds, or provided by any combination of these methods; or take any other action relative thereto.

Motion: It was moved by Mr. Weiss and seconded by Ms. McCormick that the Town raise and appropriate the sum of \$25,000 for the Unemployment Compensation Fund.

Vote: The motion was put to an electronic vote and passed 163 (yes) to 9 (no).

ARTICLE 7.

Sick Leave for Retiring Police Officers (Board of Selectmen)

To see if the Town will vote to raise and appropriate, appropriate from available funds, or any combination of these methods, a sum of money to provide for the payment of accumulated sick leave to retired police officers as authorized by Chapter 375 of the Acts of 1984; to determine whether the money shall be included in the tax levy, transferred from available funds, or provided by any combination of these methods; or take any other action relative thereto.

Motion: It was moved by Mr. Chen and seconded by Mr. Howard that the Town raise and appropriate the sum of \$10,000 for the Sick Leave Program for retiring police officers.

Vote: The motion was put to an electronic vote and passed 163 (yes) to 9 (no).

ARTICLE 8.

Road Construction, Reconstruction and Improvements (Board of Selectmen)

To see if the Town will vote to raise and appropriate, appropriate from available funds, borrow or any combination of these methods, a sum of money for the purpose of highway construction, reconstruction and other improvements under the authority of the Massachusetts General Laws as funded by various State budgets; to determine whether the money shall be included in the tax levy, transferred from available funds, borrowed, or provided by any combination of these methods; and to authorize the Selectmen to enter into contracts, apply for, accept, expend, and borrow in anticipation of State aid for such projects; or take any other action relative thereto.

Motion: It was moved by Ms. Herman and seconded by Mr. Weiss that the Town authorize the Board of Selectmen to enter into contracts, apply for, accept, expend, and borrow in anticipation of any funds allotted by the Commonwealth for the construction, reconstruction, and other improvements of Town roads and related infrastructure.

Vote: The motion was put to an electronic vote and passed 163 (yes) to 9 (no).

ARTICLE 9.

Conservation Fund (Conservation Commission)

To see if the Town will vote to raise and appropriate, appropriate from available funds, or any combination of these methods, a sum of money for the Conservation Fund to be used by the Conservation Commission for any purpose authorized by Chapter 40, Section 8C of the Massachusetts General Laws; to determine whether the money shall be included in the tax levy, transferred from available funds, or provided by any combination of these methods; or take any other action relative thereto.

Motion: It was moved by Ms. McCormick and seconded by Ms. Cadena Kinney that the Town raise and appropriate the sum of \$25,000 for the Conservation Fund to be used by the Conservation Commission for any purpose authorized by Chapter 40, Section 8C of the Massachusetts General Laws.

Vote: The motion was put to an electronic vote and passed 163 (yes) to 9 (no).

ARTICLE 10.

General Stabilization Fund (Board of Selectmen)

To see if the Town will vote to raise and appropriate, appropriate from available funds, or any combination of these methods, a sum of money to the General Stabilization Fund in accordance with Chapter 40 Section 5B of the Massachusetts General Laws; to determine whether the money shall be included in the tax levy, by transfer from available funds; or any combination of these methods; or take any other action relative thereto.

Motion: It was moved by Mr. Hudson and seconded by Mr. Weiss that the Town appropriate and transfer from Free Cash the sum of \$197,000 to the General Stabilization Fund authorized by Chapter 40, Section 5B of the Massachusetts General Laws.

Vote: The motion was put to an electronic vote and passed 158 (yes) to 11 (no).

ARTICLE 11.

Regional Schools OPEB Stabilization Fund (Board of Selectmen)

To see if the Town will vote to raise and appropriate, appropriate from available funds, or any combination of these methods, a sum of money to the Dover-Sherborn Regional Schools Stabilization Fund in accordance with Chapter 40, Section 5B of the Massachusetts General Laws; to determine whether the money shall be included in the tax levy, by transfer from available funds; or any combination of these methods; or take any other action relative thereto.

Motion: It was moved by Ms. Kinney and seconded by Ms. Herman that the Town appropriate and transfer from Free Cash the sum of \$743,000 to the Dover-Sherborn Regional School District OPEB Stabilization Fund as authorized by Chapter 40, Section 5B of the Massachusetts General Laws.

Vote: The motion was put to an electronic vote and passed 154 (yes) to 15 (no).

ARTICLE 12.

Unpaid Bills of Prior Years (Warrant Committee)

To see if the Town will vote to raise and appropriate, appropriate from available funds, or any combination of these methods, a sum of money to pay any unpaid bills rendered to the Town for prior years; and to determine whether the money shall be included in the tax levy, by transfer from available funds, or any combination of these methods; or take any other action relative thereto.

Motion: It was moved by Ms. McCormick and seconded by Mr. Hudson that the sum of \$5,855.98 be transferred from Free Cash for the purpose of paying the following unpaid bills:

Department	Description	Amount
Building Maintenance	Office of Public Safety & Inspections	\$5,000.00
Building Maintenance	BP Trucking	\$855.98

Vote: The motion was put to an electronic vote and passed 169 (yes) to 5 (no), more than the four-fifths vote required.

**ARTICLE 13.
Supplemental Appropriations to Article 4 (Warrant Committee)**

To see if the Town will make supplemental appropriations to be used in conjunction with money appropriated under Article 4 of the Warrant for the 2023 Annual Town Meeting, to be expended during the current fiscal year, or make any other adjustments to the Fiscal Year 2024 budget that may be necessary; and to determine whether the money shall be provided by transfer from available funds; or take any other action relative thereto.

Motion: It was moved by Mr. Howard and seconded by Mr. Chen that Article 13 be dismissed.

Vote: The motion was put to an electronic vote and passed 160 (yes) to 4 (no).

**ARTICLE 14.
Revolving Fund, Department of Public Works (Board of Selectmen)**

To see if the Town will vote to amend Section 5-16 (Finances) of the General Bylaws of the Town of Dover, entitled “Departmental Revolving Funds,” for the purpose of establishing a new revolving fund in Section 5-16 E, as shown in the document on file in the Office of the Town Clerk, and as follows:

Insert the following row in the table:

Revolving Fund	Department, Board, Committee or Officer Authorized to Spend from Fund	Fees, Charges or Other Receipts Credited to Fund	Program or Activity Expenses Payable from Fund	Restrictions or Conditions on Expenses Payable from Fund
Department of Public Works	Department of Public Works	Solid waste and recycling program sales and related proceeds	Maintenance, repair, and replacement of facilities and equipment for the transfer station	N/A

for use in Town pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws; and further, that non-substantive changes in the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Dover Town Code; and further, to see if the Town will vote pursuant to authorize the use of this revolving fund account for the Department of Public Works, and that unless otherwise amended by the Board of Selectmen and Warrant Committee, such account shall not exceed \$35,000 for Fiscal Year 2025; or take any other action relative thereto.

Motion: It was moved by Ms. Herman and seconded by Mr. Migausky that the Town vote to amend Section 5-16 (Finances) of the General Bylaws of the Town of Dover, entitled “Departmental Revolving Funds,” for the purpose of establishing a new revolving fund in Section 5-16 E, as follows:

Insert the following row in the table:

Revolving Fund	Department, Board, Committee or Officer Authorized to Spend from Fund	Fees, Charges or Other Receipts Credited to Fund	Program or Activity Expenses Payable from Fund	Restrictions or Conditions on Expenses Payable from Fund
Department of Public Works – Sale of Recycled Materials	Department of Public Works	Wholesale sales/ proceeds of recycled materials	Maintenance, repair, and replacement of facilities and equipment for the transfer station	N/A

for use in Town pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws; and further, that non-substantive changes in the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Dover Town Code; and further, to see if the Town will vote pursuant to authorize the use of this revolving fund account for the Department of Public Works, and that unless otherwise amended by

the Board of Selectmen and Warrant Committee, such account shall not exceed \$35,000 for Fiscal Year 2025.

Vote: The motion was put to an electronic vote and passed 168 (yes) to 11 (no).

**ARTICLE 15.
Revolving Fund for Community Center (Board of Selectmen)**

To see if the Town will vote to amend Section 5-16 (Finances) of the General Bylaws of the Town of Dover, entitled “Departmental Revolving Funds,” for the purpose of establishing a new revolving fund in Section 5-16E, as shown in the document on file in the Office of the Town Clerk, and as follows:

Insert the following row in the table:

Revolving Fund	Department, Board, Committee or Officer Authorized to Spend from Fund	Fees, Charges or Other Receipts Credited to Fund	Program or Activity Expenses Payable from Fund	Restrictions or Conditions on Expenses Payable from Fund
Community Center	Board of Selectman	Rental fees and other community charges	Cost associated with operating the Community Center and maintenance/improvement projects for the facility	N/A

for use in Town pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws; and further, that non-substantive changes in the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Dover Town Code; and further, to see if the Town will vote to authorize the use of this revolving fund account for the Community Center, and that unless otherwise amended by the Board of Selectmen and Warrant Committee, such account shall not exceed \$25,000 for Fiscal Year 2025; or take any other action relative thereto.

Motion: It was moved by Mr. Smith and seconded by Mr. Hudson that the Town vote to amend Section 5-16 (Finances) of the General Bylaws of the Town of Dover, entitled “Departmental Revolving Funds,” for the purpose of establishing a new revolving fund in Section 5-16E, as follows:

Insert the following row in the table:

Revolving Fund	Department, Board, Committee or Officer Authorized to Spend from Fund	Fees, Charges or Other Receipts Credited to Fund	Program or Activity Expenses Payable from Fund	Restrictions or Conditions on Expenses Payable from Fund
Community Center	Board of Selectman	Rental fees and other community charges	Cost associated with operating the Community Center and maintenance/improvement projects for the facility	N/A

for use in Town pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws; and further, that non-substantive changes in the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Dover Town Code; and further, to see if the Town will vote to authorize the use of this revolving fund account for the Community Center, and that unless otherwise amended by the Board of Selectmen and Warrant Committee, such account shall not exceed \$25,000 for Fiscal Year 2025.

Vote: The motion was put to an electronic vote and passed 162 (yes) to 12 (no).

**ARTICLE 16.
Borrowing Authorizations (Board of Selectmen)**

To see if the Town will vote to rescind the borrowing authorized under Article 12 of the 1997 Annual Town Meeting, appropriated for a grant to the Dover Community Development Corporation, Inc. for the development of elderly affordable housing, for which borrowing is no longer needed as the project was not completed; or take any other action relative thereto.

Motion: It was moved by Mr. Migausky and seconded by Mr. Howard that the Town vote to rescind the borrowing authorized under Article 12 of the 1997 Annual Town Meeting, appropriated for a grant to the Dover Community Development Corporation, Inc. for the development of elderly affordable housing, for which borrowing is no longer needed as the project was not completed.

Vote: The motion was put to an electronic vote and passed 156 (yes) to 4 (no).

Motion: A motion was made from the floor to reconsider Article 5a.

Vote: The motion was put to an electronic vote and failed 73 (yes) to 103 (no).

ARTICLE 17.

Development and Housing Plan (Board of Selectmen)

To see if the Town will vote to raise and appropriate, appropriate from available funds, or any combination of these methods, a sum of money for the purpose of developing a comprehensive Dover Development and Housing Plan, and to fund any incidental costs related thereto; and to determine whether the money shall be included in the tax levy, transferred from available funds, or provided by any combination of these methods; or take any other action relative thereto.

Motion: It was moved by Mr. Weiss and seconded by Mr. Migausky that the Town appropriate and transfer from Free Cash the sum of \$100,000 for a Dover Development and Housing Plan under the direction of the Board of Selectmen.

Vote: The motion was put to an electronic vote and passed 152 (yes) to 27 (no).

ARTICLE 18.

Construction Hours Bylaw (Planning Board)

To see if the Town will vote to amend the General Bylaws by adding Chapter 93 entitled “Construction Hours,” the complete text of which is on file in the Offices of the Town Clerk and the Planning Board, and further, that non-substantive changes in the numbering and heading of this bylaw be permitted in order that it be in compliance with the format of the Dover Town Code; or take any other action relative thereto.

Motion: It was moved by Mr. Chen and seconded by Mr. Howard that the Town amend the General Bylaws by adding Chapter 93 entitled “Construction Hours,” the complete text of which is on file in the Offices of the Town Clerk and the Planning Board, and further, that non-substantive changes in the numbering and heading of this bylaw be permitted in order that it be in compliance with the format of the Dover Town Code.

Vote: The motion was put to an electronic vote and passed 135 (yes) to 38 (no).

ARTICLE 19.

Small- and Medium-Scale Solar Bylaw (Planning Board)

To see if the Town will vote to amend the Zoning Bylaw Chapter 185, by adding Section 185-46.4 (Small and medium-scale ground-mounted solar photovoltaic facilities) as set forth in the complete text on file in the Offices of the Town Clerk and the Planning Board, and further, that non-substantive changes in the numbering and heading of this bylaw be permitted in order that it be in compliance with the format of the Dover Town Code; or take any other action relative thereto.

Motion: It was moved by Mr. Howard and seconded by Mr. Chen that the Town amend the Zoning Bylaw Chapter 185, by adding Section 185-46.4 (Small and medium-scale ground-mounted solar photovoltaic facilities) as set forth in the complete text on file in the Offices of the Town Clerk and the Planning Board, and further, that non-substantive changes in the numbering and heading of this bylaw be permitted in order that it be in compliance with the format of the Dover Town Code.

Vote: The motion was put to an electronic vote and passed 149 (yes) to 18 (no), which was more than the two-thirds vote required.

ARTICLE 20.

Stormwater Management Bylaw (Board of Selectmen)

To see if the Town will vote to amend the General Bylaw Chapter 159, entitled “Stormwater Management and Erosion Control,” by deleting it in its entirety, and replacing with the complete text on file in the Office of the Town Clerk, and further, that non-substantive changes in the numbering and heading of this bylaw be permitted in order that it be in compliance with the format of the Dover Town Code; or take any other action relative thereto.

Motion: It was moved by Mr. Weiss and seconded by Mr. Migausky that the Town amend the General Bylaw Chapter 159, entitled “Stormwater Management and Erosion Control,” by deleting it in its entirety, and replacing with the complete text on file in the Office of the Town Clerk, and further, that non-substantive changes in the numbering and heading of this bylaw be permitted in order that it be in compliance with the format of the Dover Town Code.

Motion: A motion was made to allow DPW Director, a non-resident, to speak at Town Meeting.

Vote: The motion was put to a voice vote and passed.

A presentation was made by the DPW Director regarding this bylaw.

Motion: An amendment was proposed from the floor.

Vote: The amendment was put to an electronic vote and failed 37 (yes) to 126 (no).

Vote: The main motion was put to an electronic vote and passed 120 (yes) to 46 (no).

ARTICLE 21.

Contracts Exceeding Three Years (Board of Assessors)

To see if the Town will, pursuant to Massachusetts General Laws Chapter 30B, Section 12(b), vote to authorize the Board of Assessors to solicit and award contracts for terms exceeding three years, but not to exceed six years, including any renewal, extension or option, provided in each instance the longer term is determined to be in the best interest of the Town by a majority vote of the Board of Assessors, or to take any other action relative thereto.

Motion: It was moved by Mr. Migausky and seconded by Ms. Cadena Kinney that the Town pursuant to Massachusetts General Laws Chapter 30B, Section 12(b), vote to authorize the Board of Assessors to solicit and award contracts for terms exceeding three years, but not to exceed six years, including any renewal, extension or option, provided in each instance the longer term is determined to be in the best interest of the Town by a majority vote of the Board of Assessors.

Vote: The motion was put to an electronic vote and passed 140 (yes) to 15 (no).

ARTICLE 22.

Transfer of Town-Owned Land (Conservation Commission)

To see if the Town will vote to authorize the Board of Selectmen to transfer the real property listed below, which land is currently held by the Board of Selectmen for general municipal purposes, to the Board of Selectmen for the purpose of conveyance, and to authorize the Board of Selectmen to convey such land to the Conservation Commission on such terms and conditions and for such consideration, which may be non-monetary consideration, as the Board of Selectmen may determine, or take any other action relative thereto.

Tax Parcel	Address	Title Reference
Parcel 5-77 (3.07 acres)	Chickering Drive	Book 16530, Page 455 Judgement in Tax Lien Case
Parcel 5-206-A (0.18 acres)	Wakeland Drive	Book 16179, Page 570 Judgement in Tax Lien Case
Parcel 5-197 (1.49 acres)	Main Street	Book 16179, Page 569 Judgement in Tax Lien Case
Parcel 7-14-A (6.27 acres) Parcel 7-14B (4.50 acres)	Dedham Street	Book 35403, Page 295 Judgement in Tax Lien Case
Parcel 8-22 (3.73 acres)	Wilsondale Street	Book 26389, Page 194 Judgement in Tax Lien Case
Parcel 16-27 (2.62 acres) Parcel 16-32 (2.02 acres) Parcel 16-33 (2.0 acres)	Grand Hill Drive	Book 32562, Page 468 and Document No. 1314946 (Registered and Recorded Land) Judgement in Tax Lien Case
Parcel 17-22-A (1.66 acres) Parcel 17-22-D (18.23 acres) Parcel 17-22-E (7.14 acres) Parcel 17-22-F (2.248 acres)	Centre Street	Book 9721, Page 454 and Book 9721, Page 452 Quitclaim Deeds (2)
Parcel 5-186-A (52.60 acres)	Haven Street	Book 4409, Page 660 Deed
Parcel 5-181 (31.5838 acres)	Haven Street	Book 5650, Page 722 Deed
Parcel 11-28 (6.0 acres)	Church Street	Book 1755, Page 559 Deed
Parcel 15-6 (3.923 acres)	Bridge Street	Book 7299, Page 477 Deed

Motion: It was moved by Ms. McCormick and seconded by Ms. Herman that the Town vote to authorize the Board of Selectmen to transfer the real property as set forth in the Warrant, with the exception of Parcel 5-181 and Parcel 11-28, which land is currently held by the Board of Selectmen for general municipal purposes, to the Board of Selectmen for the purpose of conveyance, and to authorize the Board of Selectmen to convey such land to the Conservation Commission on such terms and conditions and for such consideration, which may be non-monetary consideration, as the Board of Selectmen may determine.

Vote: The motion was put to an electronic vote and passed 158 (yes) to 3 (no).

ARTICLE 23.

Load Aggregation Programs (Board of Selectmen)

To see if the Town will accept the provisions of Chapter 164, Section 134 of Massachusetts General Laws and to initiate the process to aggregate electrical load, pursuant to Massachusetts General Law Chapter 164, Section 134, and grant the Board of Selectmen authority to research, develop and participate in a contract, or contracts, to aggregate the electricity load of the residents and businesses in the Town and for other related services, independently, or in joint action with other municipalities, retaining the right of individual residents and businesses to opt out of the aggregation; or take any other action relative thereto.

Motion: It was moved by Mr. Smith and seconded by Mr. Howard that the Town accept the provisions of Chapter 164, Section 134 of Massachusetts General Laws and to initiate the process to aggregate electrical load, pursuant to Massachusetts General Law Chapter 164, Section 134, and grant the Board of Selectmen authority to research, develop and participate in a contract, or contracts, to aggregate the electricity load of the residents and businesses in the Town and for other related services, independently, or in joint action with other municipalities, retaining the right of individual residents and businesses to opt out of the aggregation.

Vote: The motion was put to an electronic vote and passed 156 (yes) to 6 (no).

ARTICLE 24.

Cross Street Sidewalk (Citizens' Petition)

To see if the Town will vote to raise and appropriate or transfer from available funds, a sum of money to construct a sidewalk on Cross Street from the intersection of Cross Street and Centre Street to Chickering Elementary School.

Motion: It was moved by Mr. Weiss and seconded by Mr. Migausky that the Town appropriate and transfer from Free Cash a sum of \$22,350.25 to construct a sidewalk on Cross Street from the intersection of Cross

Street and Centre Street to Chickering Elementary School, including of all costs incidental and related thereto.

Motion: A motion to amend the original motion was made by the petitioner, who requested a change in wording from “construct” to “design” in the motion.

Vote: The motion to amend was put to an electronic vote and failed 23 (yes) to 139 (no).

Vote: The main motion was put to an electronic vote and failed 59 (yes) to 102 (no).

ARTICLE 25.

Dog Leash Bylaw (Citizens’ Petition)

To see if the Town will vote to amend Chapter 83 of the General Bylaws of the Town of Dover by adding new section as set forth below, and further, that non-substantive changes in the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Dover Town Code, or take any other action relative thereto:

Article II Dogs § 83-3 Restraint required. No dog shall be allowed in any public place or street within the boundaries of Dover unless it is effectively restrained by a leash of no more than seven feet. Exceptions to this would be if it is contained within a motor vehicle.

Motion: It was moved by Mr. Migauskys and seconded by Ms. McCormick that the Town vote to amend Chapter 83 of the General Bylaws of the Town of Dover by adding new section as set forth below, and further, that non-substantive changes in the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Dover Town Code:

Article II Dogs § 83-3 Restraint required. No dog shall be allowed in any public place or street within the boundaries of Dover unless it is effectively restrained by a leash of no more than seven feet. Exceptions to this would be if it is contained within a motor vehicle.

Motion: The petitioner made a motion to amend “seven feet” to “ten feet” and add to the last sentence “is a service or therapy dog, or is a hound owned by a sporting club, such as a hunt club.”

Vote: The motion to amend was put to an electronic vote and passed 97 (yes) to 62 (no).

Vote: The amended main motion was put an electronic vote and passed 81 (yes) to 79 (no).

ARTICLE 26.

Transfer from Free Cash (Board of Selectmen)

To see if the Town will vote to transfer from Free Cash in the Treasury an amount to stabilize the tax rate for the ensuing fiscal year and authorize the Board of Assessors to use the same to stabilize the tax rate; or take any other action relative thereto.

Motion: It was moved by Mr. Howard and seconded by Ms. Kinney that the Town transfer the sum of \$800,000 from Free Cash in the Treasury to reduce the tax rate for the ensuing fiscal year and authorize the Board of Assessors to use the same to reduce the tax rate.

Vote: The motion was put to an electronic vote and passed 136 (yes) to 6 (no).

Motion: It was moved by Mr. Hudson and seconded by Mr. Weiss that the Annual Town Meeting be dissolved.

Vote: The motion was put to a verbal vote and passed unanimously.



Photo courtesy of the Council on Aging.

Annual Town Meeting

Article 27 Elections
May 20, 2024

Pursuant to the Warrant given under the hands of the Selectmen on the 4th day of April 2024, the Annual Town Election was held on May 20, 2024. Christopher Jackman, Constable, inspected the ImageCast ballot box and found it to be empty and set at zero. Felicia S. Hoffman, Town Clerk, declared the polls open at 7 a.m.

At 8 p.m., the polls were declared closed by the Town Clerk. A total of 355 ballots had been cast. At 8:05 p.m., the unofficial results were posted. The official counts are as follows:

Moderator (1 year)

(Vote for one)	
James R. Repetti	329
Write-ins	0
Blanks	26

Selectman (3 years)

(Vote for one)	
David M. Haviland	313
Write-ins	4
Blanks	38

Assessor (3 years)

(Vote for one)	
Charles W. Long	300
Write-ins	2
Blanks	53

Dover School Committee (3 years)

(Vote for one)	
Kate Nixon Cook	288
Write-ins	2
Blanks	65

D-S Regional School Committee (3 years)

(Vote for one)	
Kevin P. Crotty	280
Write-ins	3
Blanks	72

Library Trustee (3 years)

(Vote for two)	
Amy B. Collins	280
Carolyn B. Ringel	284
Write-ins	2
Blanks	144

Library Trustee (1 year)

(Vote for one)	
Robert W. Andrews	293
Write-ins	3
Blanks	59

Planning Board (5 years)

(Vote for one)	
Carol L. Lisbon	303
Write-ins	4
Blanks	48

Planning Board Associate (2 years)

(Vote for one)	
Valerie L. Lin	304
Write-ins	0
Blanks	51

Board of Health (3 years)

(Vote for one)	
Stephen I. Kruskall	292
Write-ins	2
Blanks	61

Cemetery Commission (3 years)

(Vote for one)	
Carol A. Jackman	302
Write-ins	3
Blanks	61

Trustees of Larrabee and Whiting (5 years)

(Vote for three)	
Mary C. Crane	298
Jonathan P. Fryer	283
Michael A. Savage	278
Write-ins	2
Blanks	204

Constable (1 year)

(Vote for one)	
Alan Heinlein	324
Write-ins	1
Blanks	30

Park and Recreation Commission (3 years)

(Vote for two)	
Jennifer J. Daman	281
Michael G. Gilio	282
Write-ins	3
Blanks	144



Photo courtesy of the Police Department.

State Primary

September 3, 2024

Pursuant to the Warrant given under the hands of the Selectmen on the 15th of August, 2024, a State Primary was held on September 3, 2024. Christopher Jackman, Constable, inspected the ImageCast ballot box and found it to be empty and set at zero. Felicia Hoffman, Town Clerk, declared the polls open at 7 a.m.

At 8 p.m., the polls were declared closed by the Town Clerk. A total of 758 ballots had been cast, 532 Democrat, 226 Republican, and 0 Libertarian. At 8:52 p.m., the official results were read. The official vote count is as follows:

DEMOCRAT		REPUBLICAN	
Senator in Congress		Senator in Congress	
Elizabeth Ann Warren	468	Robert J. Antonellis	55
Write-ins	20	Ian Cain	17
Blanks	44	John Deaton	141
		Write-ins	4
		Blanks	9
Representative in Congress		Representative in Congress	
Jake Auchincloss	493	Write-ins	24
Write-ins	6	Blanks	202
Blanks	33		
Councillor		Councillor	
Tamisha L. Civil	149	Francis T. Crimmins Jr.	167
Muriel Elaine Kramer	88	Write-ins	2
Sean Murphy	39	Blanks	57
David S. Reservitz	189		
Write-ins	2		
Blanks	65		
Senator in General Court		Senator in General Court	
Rebecca L. Rausch	469	Dashe Videira	50
Write-ins	6	Write-ins	9
Blanks	57	Blanks	167

DEMOCRAT *(continued)***Representative in General Court**

Patrick A. Gatto	109
Kenneth J. Ruetenik	51
Joshua Tarsky	308
Bhuren Patel	0
Write-ins	3
Blanks	61

Clerk of Courts

Robert L. Jubinville	242
Walter F. Timilty	196
Write-ins	2
Blanks	92

Register of Deeds

William Patrick O'Donnell	393
Noel DiBona	77
Write-ins	3
Blanks	59

County Commissioner

Joseph P. Shea	368
Richard R. Staiti	333
Write-ins	4
Blanks	359

REPUBLICAN *(continued)***Representative in General Court**

Write-ins	18
Blanks	208

Clerk of Courts

Write-ins	16
Blanks	210

Register of Deeds

Write-ins	16
Blanks	210

County Commissioner

Write-ins	8
Blanks	444

LIBERTARIAN**Senator in Congress**

Write-ins	0
Blanks	0

Representative in Congress

Write-ins	0
Blanks	0

Councillor

Write-ins	0
Blanks	0

Senator in General Court

Write-ins	0
Blanks	0

Representative in General Court

Write-ins	0
Blanks	0

Clerk of Courts

Write-ins	0
Blanks	0

Register of Deeds

Write-ins	0
Blanks	0

County Commissioner

Write-ins	0
Blanks	0



Youth ice-skating class. Photo courtesy of the Parks and Recreation Department.

State Election

November 5, 2024

Pursuant to the Warrant given under the hands of the Selectmen on the 22nd day of October 2024, a State Election was held on November 5, 2024. Christopher Jackman, Constable, inspected the ImageCast ballot boxes and found them to be empty and set at zero. Felicia S. Hoffman, Town Clerk, declared the polls open at 7 a.m.

At 8 p.m., the polls were declared closed by the Town Clerk. A total of 3,694 ballots had been cast. At 8:27 p.m., the unofficial results were posted. On November 18, 2024, the Election Day results were revised to include absentee ballots received from overseas voters who had mailed their ballots by November 5, 2024, as required by law. The official count of the votes for Dover is as follows:

President and Vice President

Ayyadurai and Ellis	19
De La Cruz and Garcia	9
Harris and Walz	2,439
Oliver and Ter Maat	40
Stein and Caballero-Roca	37
Trump and Vance	1,117
Write-ins	67
Blanks	66

Senator in Congress

Elizabeth Ann Warren	2,033
John Deaton	1,634
Write-ins	15
Blanks	112

Representative in Congress

Jake Auchincloss	2,648
Sana Fadel	22
Write-ins	79
Blanks	1,045

Councillor

Tamisha L. Civil	1,877
Francis T. Crimmins	1,481
Write-ins	8
Blanks	359

Senator in General Court

Rebecca L. Rausch	2,112
Dashe M. Videira	1,318
Write-ins	5
Blanks	359

Representative in General Court

Joshua Tarsky	1,934
William R. Dermody	1,310
Write-ins	19
Blanks	531

Clerk of Courts

Walter F. Timilty	2,540
Write-ins	55
Blanks	531

Register of Deeds

William Patrick O'Donnell	2,234
Write-ins	50
Blanks	1,202

County Commissioner

Joseph P. Shea	2,234
Richard R. Staiti	1,724
Write-ins	74
Blanks	3,356



Sunset, Channing Pond. Photo by Simone Azevedo.

Ballot Question 1: State Auditor’s Authority to Audit the Legislature.
This proposed law would specify that the State auditor has the authority to audit the legislature.

Yes	2,526
No	1,017
Blanks	51

Ballot Question 2: Elimination of MCAS as High School Graduation Requirement. This proposed law would eliminate the requirement that a student pass the Massachusetts Comprehensive Assessment System (MCAS) tests (or other statewide or district-wide assessments) in mathematics, science and technology, and English in order to receive a high school diploma. Instead, in order for a student to receive a high school diploma, the proposed law would require the student to complete coursework certified by the student’s district as demonstrating mastery of the competencies contained in the state academic standards in mathematics, science and technology, and English, as well as any additional areas determined by the Board of Elementary and Secondary Education.

Yes	1,388
No	2,299
Blanks	107

Ballot Question 3: Unionization for Transportation Network Drivers. The proposed law would provide Transportation Network Drivers (“Drivers”) with the right to form unions (“Driver Organizations”) to collectively bargain with Transportation Network Companies (“Companies”), which are companies that use a digital network to connect riders to drivers for pre-arranged transportation, to create negotiated recommendations concerning wages, benefits and terms and conditions of work. Drivers would not be required to engage in any union activities. Companies would be allowed to form multi-Company associations to represent them when negotiating with Driver Organizations. The state would supervise the labor activities permitted by the proposed law and would have responsibility for approving or disapproving the negotiated recommendations.

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

This proposed law also would establish a procedure for determining which Drivers are Active Drivers, meaning that they completed more than the median number of rides in the previous six months. The proposed law would establish procedures for the Board to determine that a Driver Organization has signed authorizations from at least five percent of Active Drivers, entitling the Driver Organization to a list of Active Drivers; to designate a Driver Organization as the exclusive bargaining representative for all Drivers based on signed authorizations from at least 25 percent of Active Drivers; to resolve disputes over exclusive bargaining status, including through elections; and to decertify a Driver Organization from exclusive bargaining status. A Driver Organization that has been designated the exclusive bargaining representative would have the exclusive right to represent the Drivers and to receive voluntary membership dues deductions.

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

The proposed law states that neither its provisions, an agreement nor a determination by the Secretary would be able to lessen labor standards established by other laws. If there were any conflict between the proposed law and existing Massachusetts labor relations law, the proposed law would prevail. The Board would make rules and regulations as appropriate to effectuate the proposed law. The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect.

Yes	1,492
No	2,089
Blanks	213

Ballot Question 4: Limited Legalization and Regulation of Certain Natural Psychedelic Substances. This proposed law would allow persons aged 21 and older to grow, possess, and use certain natural psychedelic substances in certain circumstances. The psychedelic substances allowed would be two substances found in mushrooms (psilocybin and psilocyn) and three substances found in plants (dimethyltryptamine, mescaline, and ibogaine). These substances could be purchased at an approved location for use under the supervision of a licensed facilitator. This proposed law would otherwise prohibit any retail sale of natural psychedelic substances. This proposed law would also provide for the regulation and taxation of these psychedelic substances.

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

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

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

The proceeds of sales of psychedelic substances at licensed facilities would be subject to the state sales tax and an additional excise tax of 15 percent. In addition, a city or town could impose a separate tax of up to 2 percent. Revenue received from the additional state excise tax, license application fees, and civil penalties for violations of this proposed law would be deposited in a Natural Psychedelic Substances Regulation Fund and would be used, subject to appropriation, for administration of this proposed law.

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

This proposed law would not affect existing laws regarding the operation of motor vehicles while under the influence, or the ability of employers to enforce workplace policies restricting the consumption of these psychedelic substances by employees. This proposed law would allow property owners to prohibit the use, display, growing, processing, or sale of these psychedelic substances on their premises. State and local governments could continue to restrict the possession and use of these psychedelic substances in public buildings or at schools. This proposed law would take effect on December 15, 2024.

Yes	1,246
No	2,364
Blanks	126

Ballot Question 5: Minimum Wage for Tipped Workers. The proposed law would gradually increase the minimum hourly wage an employer must pay a tipped worker, over the course of five years, on the following schedule:

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

The proposed law would require employers to continue to pay tipped workers the difference between the state minimum wage and the total amount a tipped worker receives in hourly wages plus tips through the end of 2028. The proposed law would also permit employers to calculate this difference over the entire weekly or bi-weekly payroll period. The requirement to pay this difference would cease when the required hourly wage for tipped workers would become 100 percent of the state minimum wage on January 1, 2029. Under the proposed law, if an employer pays its workers an hourly wage that is at least the state minimum wage, the employer would be permitted to administer a “tip pool” that combines all the tips given by customers to tipped workers and distributes them among all the workers, including non-tipped workers.

Yes	1,308
No	2,364
Blanks	122

Vital Statistics

For the Calendar Year 2024

BIRTHS IN 2024

23 Males

23 Females

MARRIAGES IN 2024

April 12	Eugene J. Levin Margarita Domzho	Dover, MA Dover, MA
June 22	Nicholas George Thibeault Bailey Murphy Pratt	North Smithfield, RI North Smithfield, RI
July 16	Joseph DeSalvo Lowri Angharad Pytka	Hoboken, NJ Hoboken, NJ
July 20	Nathan Dewitt Brace Ruchi Bhavsar	Needham, MA Needham, MA
July 27	Sean Timothy Nash Elizabeth Joyce Pontes	Medfield, MA Bellingham, MA
August 17	Steven James Roth Tracey Selzer Hyams	Dover, MA Dover, MA
August 31	Edward Channing Raymond Mary Catherine Newport	Cambridge, MA Cambridge, MA
September 4	Rodrigo Barreto Miranda Lopes Giovanna Barteli DePinho	Dover, MA Ashland, MA
September 8	Alexander James Davey Kayla Jennison Steeves	Medfield, MA Medfield, MA
September 8	Lawrence Ching Tsen Jennifer Rae London	Dover, MA Dover, MA
September 27	Brandon Timothy Wu Mingshi Gao	Westborough, MA Westborough, MA
November 16	Orod Mahmud Bavar Tracy Nichole Ben Itzhak	Westborough, MA Dover, MA
December 4	David Francis Tocci Jeannie Kim Dziama	Needham, MA Needham, MA
December 22	Sara Boncza Freimer Matthew Scott Chamberlain	Manor, TX Manor, TX

DEATHS IN 2024

January 3	Robert F. Klobucher	93	152 Walpole Street
January 16	Andrew Stephen Holik	93	91 Walpole Street
January 25	Margaret E. Fleming	75	1 Hawthorne Lane
February 1	Ali Goli	58	47A Walpole Street
February 2	Janet L. Umlauf	90	30 Brookfield Road
February 18	Gerard A. Sweeney	81	42 Donnelly Drive
March 1	Brewster Jameson	96	3 Sanger Circle
March 3	Donald Sallett	80	46 Donnelly Drive
March 3	Peter Albert Ward	79	2 Burnham Road
March 14	Nicholas H. Thisse	87	4 Morningside Drive
April 16	Jean Alice Weise	89	12 Greenwood Road
June 12	Richard P. Brauer	50	2 Donnelly Drive
June 15	Kerry Barbara Muzyka	71	34 Old Farm Road
June 23	Martin Gardiner	91	21 Junction Street
July 21	Walter D. Nolan	86	17 Cranberry Lane
July 22	Paul A. Reese	83	8 Pleasant Street
August 9	George Edward Stephenson Jr.	91	182 Dedham Street
August 20	Vladimir Ivanovich Romanishin	70	28 Yorkshire Road
September 19	Corinne Azoulay LeChevallier	60	Paris, France
October 7	Betty L. Klobucher	90	152 Walpole Street
October 17	Peter Hugo Karl Fein	89	14 Ruel Drive
October 24	Kathleen W. Weld	77	29 Main Street
November 6	Jeannette Wu	94	5 Francis Street
November 12	Anna M. Powers	97	7 Wildwood Road
December 14	Richard W. Cullen	73	52 Willow Street
December 16	Abigail Porter Egan	96	82 Claybrook Road
December 28	Dylan B. Keene	38	36 Wilsondale Street

Financial Reports

For the Calendar Year 2024

Fees Collected by the Town Clerk’s Office

January	\$2,950
February	4,175
March	4,420
April	3,320
May	595
June	0
July	465
August	496
September	365
October	0
November	542
December	232
Total	\$17,560

Fees Collected by the Board of Appeals

January	\$5,000
February	3,000
March	150
April	150
May	0
June	0
July	150
August	150
September	20,500
October	0
November	300
December	0
Total	\$29,400

Report of the Town Treasurer

Kyle Banoey, Treasurer/Collector, *resigned March 2024*
Sara Hunter, Interim Treasurer/Collector, *effective March 2024*

The following reports appear on pages 76-87:

- **Total Gross Wages** for the Calendar Year 2024
- **Treasurer’s Cash** for the Year Ending June 30, 2024
- **Statement of Taxes Outstanding** as of June 30, 2024
- **Statement of Long Term Debt** as of June 30, 2024

Total Gross Wages

For Calendar Year 2024

	Regular Wages	Overtime/ Other	Total Gross Wages
Selectmen's Office			
Abraham-DiSciullo, Mona	\$84,595	\$467	\$85,062
Blanchard, Michael J.	209,240		209,240
Carew, Paul E.	1,000		1,000
Costello, Christopher	97,152		97,152
Hunter, Robyn M.	100		100
Jeffries, John D.	150		150
Townsend, James C.	1,820		1,820
Tusino, Robin M.	99,357		99,357
Town Accountant's Office			
LaPlant, Kathleen R.	131,777		131,777
McGovern, Janice	47,136		47,136
Rigano, Nancy L.	71,335		71,335
Assessor's Office			
Akins, Caroline B.	400		400
Cocks, Robert	350		350
Daniels, Courtney E.	60,774		60,774
Gow, Amy L. B.	117,183		117,183
Long, Charles W.	350		350
Treasurer/Collector's Office			
Banoey, Kyle A.	26,526		26,526
Fiske, Gavin T.	35,994		35,994
Mann, Debra	23,995		23,995
Pink, Jennifer G.	70,493	24,355	94,848
Valente, Carl F.	35,270		35,270
Town Clerk and Elections			
Alksnitis, Judith H.	188		188
Alksnitis, Juris G.	158		158
Alksnitis, Zaiga T.	479		479
Boudreau, Andre	808		808
Cocks, Martha Susan S.	872		872
Cross, Margaret J.	288		288
Crowley, Margaret L.	31		31
Haviland, Catherine K.	257		257
Heidke, Darlene L.	32,455		32,455
Heinlein, Alan	635		635
Herd, Eleanor A.	2,177		2,177

	Regular Wages	Overtime/ Other	Total Gross Wages
Town Clerk and Elections (cont'd)			
Herd, William R.	\$137		\$137
Hoffman, Felicia S.	102,001		102,001
Jackman, Christopher	755		755
Loscalzo, Anita B.	244		244
McCullough, Kathleen	131		131
McGuire, Laura E.	6,969		6,969
Rodat-Savla, Erin	128		128
Schlenker, Elizabeth A.	281		281
Waterman, Carolyn D.	160		160
Building Maintenance			
Crosby III, Bradley S.	73,341	\$3,221	76,562
Murphy, Robert P.	53,550	232	53,781
Warnick, Karl L.	125,547	1,642	127,190
Police Department			
Bratcher-Heffernan, Nicole M.	105,567	1,443	107,010
Cahill Jr., Donald P.	121,302	15,891	137,193
Chaisson Jr., David E.	144,599	19,798	164,397
Collamore Jr., Richard F.	113,201	3,270	116,472
Kolodziejczyk, Katherine M.	131,073	27,483	158,556
Lavery, Matthew O.	116,487	25,452	141,938
Lynch, Jeffrey W.	116,465	12,318	128,783
Madden, Anthony	92,817	5,982	98,799
Maggio, Bruce D.	141,127	15,390	156,517
Maguire, Edward J.	126,458	24,630	151,089
Marscher, Charles S.	141,485	10,013	151,498
Menice, Ryan W.	174,492	38,217	212,709
Rowean, Bret	59,215	7,147	66,362
Sullivan, Ryan P.	126,132	32,199	158,331
Vinci, Joseph P.	168,378		168,378
Wilcox, Todd V.	164,776	16,720	181,496
Woollard, Joseph S.	164,203	20,777	184,980
Young, Colin R.	125,014	12,976	137,991
Fire/Rescue Department			
Barry, Daniel B.	8,840		8,840
Becker, Christopher J.	1,062		1,062
Blum, Andrew S.	12,779		12,779
Buckley, Paul E.	5,599		5,599
Campbell, Leslie M.	45,894		45,894
Cannie, Kathryn R.	200		200
Dawley Jr., James P.	200		200
Giblin, Timothy C.	3,797		3,797
Hartman, Frederick M.	8,945		8,945
Hinsley, Mary C.	27,575		27,575

	Regular Wages	Overtime/ Other	Total Gross Wages
Fire/Rescue Department (cont'd)			
Hughes, James S.	\$3,705		\$3,705
Hughes, Paul M.	5,732		5,732
Keusch, Dylan S	560		560
Kornack, Edward G.	73,962		73,962
Kornack, John P.	1,067		1,067
London, Jack I.	446		446
Luttazi, Phillip D.	16,720		16,720
Luttazi, Romolo P.	23,375		23,375
Lynch Jr., Michael J.	6,476		6,476
Mack, Brian C.	2,011		2,011
McCarthy, Brendan E.	3,272		3,272
Mitchell, William A.	42,973		42,973
Murphy, Daniel K.	57,032		57,032
Murphy, Michael V.	16,927		16,927
Novitch, Nicholas A.	16,377		16,377
Nowicki, Walter J.	30,939		30,939
Nowicki III, Walter J.	8,449		8,449
Perinne, Petri J.	958		958
Perinne, Rebekka	7,736		7,736
Pfannenstiehl, Curt F.	4,771		4,771
Puurunen, Marja K.	16,055		16,055
Quayle, Thomas E.	362		362
Reimann, Theodore H.	29,264		29,264
Reinemann, Heidi E.	3,643		3,643
Reinemann, Richard L.	1,052		1,052
Schulz, Johanna G.	3,020		3,020
Smith II, Dickson	56,375		56,375
Smith, Elisabeth A.	747		747
Spalding, James F.	100		100
Surgenor, Timothy R.	6,788		6,788
Tiberi, David W.	3,121		3,121
Tiberi, Richard F.	56,565	\$1,194	57,759
Tosi, Brian A.	21,618	2,665	24,284
Tosi, Kathleen P.	175		175
Tosi, Kevin	29,124	1,754	30,878
Tullie, Cameron J.	634		634
Van Tassell, David P.	17,447		17,447
Vounatsos, John S.	50,896	1,266	52,161
Wadness, Kenneth S.	3,950		3,950
Weinberg, Ellen O.	5,358		5,358
Weinberg, Nevin A.	1,307		1,307
Wright, James W.	35,438		35,438

	Regular Wages	Overtime/ Other	Total Gross Wages
Inspectors			
Avallone, Walter A.	\$114,819		\$114,819
Doyle Jr., Joseph F.	47,733		47,733
Malloy, Kevin	33,886		33,886
Murphy, James T.	649		649
Piersiak, Robert F.	1,914		1,914
Vaughan, James F.	32,607		32,607
Young, Susan M. L.	62,571		62,571
Zemel, Felix I.	338		338
Health Department			
Baldwin-Lyons, Linda M.	29,492		29,492
Belmonte, Jason R.	100,683		100,683
Hilts, Suzanne E.	13,814		13,814
Peterson, Kay M.	150		150
Steenbergen, Priscilla T.	11,017		11,017
Department of Public Works			
Angieri, Michael J.	18,681		18,681
Bates, Nancy J.	66,158		66,158
Beckwith, Robert	74,129	\$8,973	83,102
Belhumeur, Kyle R.	6,130		6,130
Bratsos, Lukas	26,499	1,600	28,099
Frazier, Liam E.	54,399	5,535	59,934
Gemma, Ashley R.	49,821		49,821
Gorman, James J.	76,557	15,997	92,554
Hann, John J.	66,275	4,577	70,852
Keene, Martin R.	0	723	723
Kizik, Janine H.	21,311		21,311
McCabe, Kevin J.	161,008		161,008
Petrangelo, Michael A.	5,162	633	5,795
Stephenson, Mark R.	72,843	13,623	86,466
Tosi Jr., John R.	141,340	6,651	147,991
Wills, Andrew F.	14,835	4,553	19,388
Sanitation			
Dinatale, Christine	5,741	36	5,777
Fung, Series	2,169		2,169
Gerlach, John F.	25,051	1,018	26,069
Hayes, Wade J.	39,980	917	40,898
Conservation			
Hagerty, Lori E.	46,043		46,043
Michaud, Dale C.	1,748		1,748
Planning Board			
Farinacci, Jasmin L.	100,008		100,008
Hall, Susan E.	44,184		44,184

	Regular Wages	Overtime/ Other	Total Gross Wages
Cemetery			
Dauphinee, Lawrence R.	\$90,011	\$10,341	\$100,352
Johnson, Sydney J.	5,939		5,939
Council on Aging			
Claypoole, Janet E.	114,927		114,927
Desimone, Andria M.	6,498		6,498
Devine, Elizabeth M.	2,351		2,351
James, Jennifer L.	26,481		26,481
Rittenmeyer, Tracy	4,950		4,950
Rosa, Elizabeth A.	146		146
Schmid, Matthew	765		765
Sears, Bente M.	435		435
Siniscalchi, Laura S.	473		473
Tejani, Amee V.	31,620		31,620
Vaida, Nancy C.	50,890		50,890
Library			
Bentley, Sean T.	60,096		60,096
Campbell, Joan S.	57,562		57,562
Fair, Lisa A.	1,883		1,883
Finke, Adam L.	9,182		9,182
Fogarty, Elizabeth	60,095		60,095
Giblin, Wendy P.	30,378		30,378
Hancock, Katherine E.	10,786		10,786
King, Charles E.	18,172		18,172
Klem, Bethany	108,123		108,123
Kroon, Mary F.	31,722		31,722
Leib, Bart R.	28,862		28,862
Li, Ping	5,230		5,230
Ramsbottom, Susan B.	64,368		64,368
Roberson, Jill A.	25,860		25,860
Tegeler, Nancy M.	74,693		74,693
Westen, James K.	78,015		78,015
Parks and Recreation			
Allen Jr., James E.	3,286		3,286
Brenna, Katherine M.	2,025		2,025
Bunn, Charles R.	1,048		1,048
Bunn, Wesley J.	1,444		1,444
Bunn, Winston R.	1,337		1,337
Chui, Kate A.	2,126		2,126
Clements, Mattison R.	30,787	885	31,672
Collins, Francesca M.	61		61
Cooper, Peter D.	91,224		91,224
DePaola, Harrison P.	1,768		1,768
DePaola, William J.	2,020		2,020

	Regular Wages	Overtime/ Other	Total Gross Wages
Parks and Recreation <i>(cont'd)</i>			
DiCicco, Nicole E.	\$75,867	\$5,061	\$80,929
Frey, Alexander C.	3,031		3,031
Ghiloni, Mark F.	142,779		142,779
Hills, Leah F.	438		438
Levenson, Richard F.	19,225		19,225
Lindauer, Heidi I.	2,183		2,183
Lombard, Patrick M.	3,135		3,135
McCann, Erin D.	1,728		1,728
Moss, Cian D.	257		257
Moss, Cillian A.	1,908		1,908
Motley, Emma	1,188		1,188
Murphy, Alexa W.	1,576		1,576
Muse, Robert	2,239		2,239
Ntiforo, Devon A.	1,978		1,978
Nunn, Riley E.	1,766		1,766
Palmer, Thomas J.	73,418	5,683	79,101
Poku, Kofi F.	2,710		2,710
Rooney, Max L.	1,489		1,489
Rothstein, Hannah R.	1,989		1,989
Sharma, Ahbhi	2,153		2,153
Sharma, Attila	2,748		2,748
Slawsby, Liam E.	2,223		2,223
Strouse, Cameron V.	1,216		1,216
Sylvester, Peter J.	4,672		4,672
Travers, Mark E.	64,064	2,330	66,394
Wilson, Anne H.	26,212		26,212
Wilson, Garrett T.	2,398		2,398
SCHOOL DEPARTMENT			
Administration			
Anzivino, Karen	61,970		61,970
Carnes, James M.	134,463		134,463
Desjardins, Tawny C.	109,043		109,043
Fleming, Kate A.	100,062		100,062
Hochman, Nisha G.	116,091		116,091
Natal, Jessica	98,808		98,808
O'Donnell-Haney, Kelly	67,782		67,782
Reinemann, Deborah J.	165,665		165,665
Teaching Staff			
Gianciarulo, Gioia M.	65,582		65,582
Ghosh, Debopita	7,242		7,242
Kilgallon, Caitlyn E.	15,388		15,388
Lowney, Tara G.	39,069		39,069
Luczkow, Christine B.	68,954		68,954

	Regular Wages	Overtime/ Other	Total Gross Wages
Teaching Staff <i>(cont'd)</i>			
Marsh, Emily A.	\$39,441		\$39,441
Shanbar-Emerson, Jodi L.	95,925		95,925
Atkinson, Christine E.	116,210		116,210
Avery, Brigid R.	24,225		24,225
Baker, Melissa A.	128,131		128,131
Carroll, Alex	61,271		61,271
Chiavarini, Catherine E.	118,353		118,353
Cohn, Amy C.	117,135		117,135
Coughlin, Sherrilyn M.	12,757		12,757
Cronin, Jennifer S.	3,500		3,500
Cummings, Corinne M.	98,923		98,923
Delaney, Kimberly A.	86,003		86,003
Grady, Renee F.	126,906		126,906
Halloran, Laura R.	36,729		36,729
Hugo, Michelle M.	117,753		117,753
Johnson, Jennifer	59,231		59,231
Keohane, James M.	112,783		112,783
Kraeutler, Kristen M.	116,185		116,185
Lacunza, Wendy	18,750		18,750
Loughlin, Leslie G.	100,992		100,992
Marinelli, Jessica A.	126,832		126,832
McCorkle, Andrew L.	78,662		78,662
Merritt, Meredith A.	90,794		90,794
Moran, Laurie F.	119,848		119,848
Nave, Kathryn A.	109,043		109,043
Oleyer, Ashley S.	72,500		72,500
Parker, Alison M.	89,402		89,402
Power, Donna M.	123,515		123,515
Powers, Nancy E.	132,312		132,312
Ring, Anna L.	68,708		68,708
Sager, Ryan	61,895		61,895
Saunders, Alisa M.	110,468		110,468
Sawan, Anna Y.	78,831		78,831
Schenker, Johnathan M.	74,995		74,995
Simoni, Sarah C.	100,188		100,188
Stephan, Priscilla J.	121,724		121,724
Strain, Victoria L.	70,164		70,164
Sullivan, Molly A.	28,038		28,038
Ulrich, Laurette I.	118,578		118,578
Vanaria, Devon R.	77,734		77,734
Vetere, Allison M.	85,669		85,669
Welch, Andrea M.	120,098		120,098
Windsor, Keri A.	127,031		127,031

	Regular Wages	Overtime/ Other	Total Gross Wages
Substitutes			
Atkinson, Ashley A.	\$400		\$400
Birmingham, Grace	1,875		1,875
Buff, Allison L.	875		875
Burnes, Leslie K.	2,250		2,250
Carter, Christine	3,075		3,075
Deady, Barbara	10,560		10,560
Desalvo, Abby R.	375		375
Giammarco, Nancy M.	1,300		1,300
Godfrey, Jamie D.	4,125		4,125
Helm, Christine M.	375		375
Irmiter, Ellen A.	10,465		10,465
MacGlaflin, Jill P.	1,750		1,750
Mackay, Claire A.	375		375
O'Malley, Siobhan M.	375		375
Potemri, Dylan	3,000		3,000
Scott, Anisah M.	2,313		2,313
Sherwood, Kristin	125		125
Thomson, Jennifer	750		750
Tunney, Alison R.	5,071		5,071
Wright, Leslie A.	625		625
Support Staff			
Albergo, Kelsey J.	31,417		31,417
Barbosa, Danailla Laureano	1,401		1,401
Cannizzaro, Chelsy K.	24,501		24,501
Cappucci, Isabella T.	3,900		3,900
Chase, Cheryl C.	29,732		29,732
Clark, Lara J.	9,107		9,107
Conroy, Samantha H.	23,624		23,624
Cruz, Isabella M.	15,392		15,392
Davis, Daniel J.	84,835		84,835
Devall, Cynthia	100		100
DiSciullo, Adrianna A.	23,183		23,183
Do Carmo, Silvia A.	2,745		2,745
Dorfman, Amy E.	17,193		17,193
Dos Santos, Maria S.	48,866	\$100	48,965
D'Ovidio, Michelle E.	23,070		23,070
Dow, Carly A.	28,370		28,370
Driscoll, Abigail A.	9,780		9,780
Driscoll, Laura A.	132,354		132,354
Dyckman, Christine M.	7,322		7,322
Elbag, Christopher F.	34,587		34,587
Fraser, Christopher R.	105,576		105,576
Fraser, Nicole T.	13,521		13,521
Gaffny, David J.	84,365		84,365

	Regular Wages	Overtime/ Other	Total Gross Wages
Support Staff <i>(cont'd)</i>			
Garcia, Lisa M.	\$19,926		\$19,926
Gillis, Kathleen P.	130,962		130,962
Hanes, Taylor M.	7,516		7,516
Hann, Jennifer L.	4,021		4,021
Hartz, Stephanie A.	75,361		75,361
Horbaczewski, Maria N.	31,227		31,227
Howitt, Damion O.	49,956	\$5,863	55,819
Hughes, Elizabeth B.	33,977		33,977
Jackson, Katherine A.	12,845		12,845
Jacobsen, Judy A.	47,576	1,120	48,696
Lague, Wendy	33,174		33,174
Law-Linck, Julie B.	110,183		110,183
Lebret, Pablo L.	31,165		31,165
Lyons, Danielle M.	95,834		95,834
Lyons, Deirdre M.	32,632		32,632
MacDonough, Megan M.	25,594		25,594
McCann, Patricia R.	7,636		7,636
McCarthy, Katherine	42,323		42,323
McCarthy, Sean W.	33,841		33,841
McKean, Mary L.	3,547		3,547
Miller, Marina K.	19,428		19,428
Morello, Andrea D.	32,477		32,477
O'Duggan, Sarah	10,592		10,592
Olschefski-Lusby, Heidi A.	32,017		32,017
Pacheco, Paula	9,410		9,410
Papaefthemiou, Natalia S.	37,181		37,181
Parkhurst, Shaylyn M.	32,622		32,622
Parlon, Matthew D.	2,248		2,248
Pollender, Katherine	83,915		83,915
Puls, Allison L.	33,222		33,222
Schapira, Katelyn G.	18,984		18,984
Scott, Malik	35,751		35,751
Sesay, Adama B.	15,694		15,694
Shea, Michaela	16,225		16,225
Sloan, Ashley	13,139		13,139
Saint Jean, Louis M.	2,816		2,816
Sterling, Joel A.	62,892	9,092	71,984
Stevens, Emily C.	12,037		12,037
Troland, Ellen M.	31,928		31,928
Uminski, Christine E.	76,814		76,814
Waters, Barbara B.	3,236		3,236
Whitten, Laurie A.	117,416		117,416
Yaremiy, Nadia M.	29,905		29,905
Grand Totals	\$14,975,363	\$431,812	\$15,407,175

Treasurer's Cash

For the Year Ending June 30, 2024

Beginning Balance as of June 30, 2023 \$54,309,887

Final audit and closing work has not been completed for Fiscal Year 2023, so the revenue and expenditure details for FY24 and FY23 are unavailable at the time of report publication.

This detail work will be made publicly available upon completion of the audit.

Bank Statement Balances as of June 30, 2024

Bank of America	\$811,888
BNY Mellon Bank	144,242
Century Bank/Eastern Bank	1,447,847
Citizens Bank	527,668
MMDT	7,650,089
Multibank Securities	6,546,827
Needham Bank	2,995,760
Rockland Trust Company	(170,068)
UBS	2,017,167
UniBank	2,663,266
Webster Bank	308,331
Trust Funds Held at BNY Mellon	2,330,683
OPEB Held at BNY Mellon	8,019,828
Stabilization and Bond Proceeds Funds	18,737,999
Total Cash Balance (unaudited)*	\$54,031,526

**Total rounded to nearest dollar.*

Statement of Taxes Outstanding

As of June 30, 2024

	Outstanding June 30, 2023	Commitments	Tax Takings and Deferrals	Refunds and Adjustments	Abatements	Collections	Outstanding June 30, 2024
Real Estate							
Prior Years	\$31,832					\$18,112	\$13,720
2021	39,259					12,895	26,364
2022	62,585					25,553	37,031
2023	378,865		\$14,962	\$346		226,041	138,208
2024	0	\$37,229,965	15,952	163,169	\$72,654	36,861,597	442,931
Personal Property							
Prior Years	\$3,458			\$9,204			\$12,662
2021	8,176						8,176
2022	1,803					\$901	902
2023	1,284					676	608
2024	0	\$776,533			\$118	777,782	(1,367)
Motor Vehicle Excise							
Prior Years	\$13,676			\$8,616		\$11,358	\$10,933
2021	16,749			412	-	5,882	11,279
2022	35,291			651	\$304	20,568	15,071
2023	81,902	\$150,718		10,987	9,137	220,701	13,769
2024	0	1,521,348		15,621	19,412	1,420,743	96,815
Boat Excise							
Prior Years	\$15						\$15
2021	128						128
2022	30						30
2023	0	\$446			\$25	\$353	68
2024	0						0

Statement of Long Term Debt

As of June 30, 2024

Date of Issue	Purpose	Average Coupon Rate (%)	Original Amount	Outstanding June 30, 2023	Principal Paid	Outstanding June 30, 2024
April 19, 2012	Chickering School Refunding Bonds	2.86	\$2,000,000	\$655,000	\$655,000	\$0
December 21, 2017	46 Springdale Avenue (Exempt)	3.32	\$3,031,000	\$2,256,000	\$155,000	\$2,101,000
January 27, 2022	Caryl Community Center (Exempt)	2.81	\$16,276,000	\$15,460,000	\$815,000	\$14,645,000
January 27, 2022	Caryl Community Center, Parks & Recreation (GO Bonds)	2.86	\$779,000	\$735,000	\$40,000	\$695,000
June 20, 2024	D-S Regional School HVAC (GO Bonds)	5.00	\$508,141	\$508,141	\$0	\$508,141
June 20, 2024	Claybrook Road Construction/Restabilization (GO Bonds)	5.00	\$1,337,000	\$1,337,000	\$0	\$1,337,000
June 20, 2024	Additional Caryl Community Center (Exempt)	4.57	\$4,254,859	\$4,254,859	\$0	\$4,254,859
Totals				\$25,206,000	\$1,665,000	\$23,541,000

Report of the
Town Accountant

Kathleen R. LaPlant, Town Accountant

Nancy L. Rigano, Assistant Town Accountant

The following unaudited reports appear on pages 90-93. Final reports will be available on the Town of Dover website (www.doverma.gov) upon completion of the audited financial statements.

- **General Government Funds, Statement of Revenues and Expenditures** for the Year Ending June 30, 2024
- **OPEB Trust Fund—Statement of Fiduciary Fund, Net Position** as of June 30, 2024
- **General Fund Statement of Revenues and Other Sources and Expenditures and Other Uses—Budget and Actual** for the Year Ending June 30, 2024

General Government Funds, Statement of Revenues and Expenditures

For the Year Ending June 30, 2024

	General Fund
REVENUES	
Property Taxes	\$37,055,909
Excise	1,644,272
Penalties, Interest and Other Taxes	232,148
Charges for Services	110,755
Departmental, Fees, Rentals	396,242
Licenses and Permits	493,652
Intergovernmental	1,385,694
Fines and Forfeitures	4,525
Investment Income	781,665
Other	10,204
Transfers In	2,784,293
Free Cash to Reduce Tax Rate	1,200,000
Other Available Funds	0
Overlay Surplus	100,000
Total Revenues	\$46,199,359
EXPENDITURES	
General Government	\$3,085,560
Public Safety	3,581,624
Education	23,422,567
Public Works	2,268,402
Health and Human Services	415,640
Culture and Recreation	1,281,042
Insurance and Benefits	4,402,749
Debt Services	2,344,758
Intergovernmental	295,164
Transfers Out	10,827
Other Uses	452,071
Capital/One-Time Projects	2,702,021
Total Expenditures	\$44,262,424
Excess (Deficiency) of Revenues Over Expenditures	\$1,936,937

UNAUDITED, PRELIMINARY AMOUNTS
Totals rounded to the nearest dollar. Final report can be found on Town’s website when available.

OPEB Trust Fund: Statement of Fiduciary Fund Net Position

As of June 30, 2024

	OPEB Trust Fund
ASSETS	
Cash and Cash Equivalents	\$136,894
Fixed Income	3,446,268
Equities	4,260,431
Alternative Investments	144,364
Total Assets	\$7,987,957
LIABILITIES	\$0
NET POSITION	
Restricted for OPEB Benefits	\$7,987,957
Total Net Position	\$7,987,957
Total Liabilities and Net Position	\$7,987,957

UNAUDITED, From BNY Mellon 6/30/24 Statement

General Fund Statement of Revenues and Other Sources and Expenditures and Other Uses—Budget and Actual

For the Year Ending June 30, 2024

	Original Budget	Final Budget	Actual	Variance with Final Budget Favorable (Unfavorable)
REVENUES AND OTHER SOURCES				
Property Taxes	\$38,003,391	\$38,003,391	\$37,055,909	\$(947,482)
Excise	1,400,400	1,400,400	1,644,272	243,872
Penalties, Interest and Other Taxes	90,000	90,000	232,148	142,148
Charges for Services	105,000	105,000	110,755	5,755
Departmental, Fees, Rental	375,025	375,025	396,242	21,217
Licenses, Permits	385,000	385,000	493,652	108,652
Intergovernmental	1,385,694	1,385,694	1,385,694	0
Fines and Forfeitures	2,000	2,000	4,525	2,525
Investment Income	300,000	300,000	781,665	481,665
Other	0	0	10,204	10,204
Transfers In	2,784,293	2,784,293	2,784,293	0
Free Cash to Reduce Tax Rate	1,200,000	1,200,000	1,200,000	0
Other Available Funds	0	0	0	0
Overlay Surplus	100,000	100,000	100,000	0
Total Revenues and Other Sources	\$46,130,803	\$46,130,803	\$46,199,359	\$68,556
EXPENDITURES AND OTHER USES				
General Government	\$3,371,952	\$3,653,452	\$3,085,560	\$567,892
Public Safety	3,897,796	3,944,796	3,581,624	363,172
Education	24,007,205	24,007,205	23,422,567	584,638
Public Works	2,617,194	2,618,694	2,268,402	350,292
Health and Human Services	537,719	537,719	415,640	122,079
Culture and Recreation	1,401,339	1,401,339	1,281,042	120,297
Insurance and Benefits	5,129,258	4,799,258	4,402,749	396,509
Debt Service	1,862,375	1,862,375	2,344,758	(482,383)
Intergovernmental	328,671	328,671	295,164	33,507
Transfers Out	14,919	14,919	10,827	4,092
Other Uses	301,391	301,391	452,071	(150,680)
Capital/One-Time Projects	2,660,986	2,660,986	2,702,021	(41,035)
Total Expenditures and Other Uses	\$46,130,805	\$46,130,805	\$44,262,424	\$1,868,381
Excess (Deficiency) of Revenues and Other Sources Over Expenditures and Other Uses	\$0	\$0	\$1,936,937	\$1,936,937
Funded with Debt	\$9,264,000	\$9,264,000		

UNAUDITED-PRELIMINARY FIGURES

This report is prepared on the budgetary basis of accounting, which differs from GAAP (audited basis).

Final budget figures include reserve fund and appropriation transfers. Actual expenditures include encumbrances. Totals rounded to the nearest dollar. Final report can be found on Town's website when available.

Report of the
Town Insurance

For the Year Ending June 30, 2024

	Limits	Deductible
Property		
Buildings and Contents	\$64,151,718	\$5,000
Extra Expense—Blanket Coverage Extensions and Special Property	Actual Loss Sustained	None
Boiler and Machinery (max \$100 million)	Various Included up to blanket limit	Various
Treasurer's Bond	250,000	None
Public Employee Dishonesty	\$100,000-\$200,000	None
Flood and Earthquake	\$2 million/\$2 million	\$25,000
General Liability		
Bodily Injury and Property Damage	\$1 million/\$3 million	None
Vehicles		
Bodily Injury and Property Damage	\$1 million	None
Personal Injury Protection	\$8,000	None
Uninsured Motorists	\$100,000/\$300,000	None
Physical Damage	Per schedule on file	\$1,000-\$5,000
Umbrella/Excess Liability	\$3 million	\$10,000
Professional Liability		
Public Officials Liability	\$1 million/\$3 million	\$10,000
School Board Liability	\$1 million/\$3 million	\$10,000
Law Enforcement Liability	\$1 million/\$3 million	\$10,000
Police and Fire Accident	Per schedule on file	
Town Insurance Expenditures		Premium
Group Health Insurance		\$2,227,875
Workers' Compensation		75,434
Medicare		208,322
Property, Liability and Professional Insurance		186,420
Total Town Insurance Expenditures		\$2,698,051

Report of the
Personnel Board

Juris Alksnitis, Co-Chair
Sue Geremia, Co-Chair
Mary Hornsby
Robert Seiler
Michael Blanchard, Ex Officio

Robin Tusino, Director of Human Resources (Support Staff)

The Personnel Board is composed of five members, three of whom are appointed by the Board of Selectmen, one by the Warrant Committee, and one by the Town Moderator. The Town Administrator serves as an ex-officio member.

The role and intent of the Personnel Board are established in the Town's bylaws. The Board exists to establish, maintain, and deliver a system of personnel administration that promotes a fair and consistent application of personnel policies and compensation practices. The Board also serves the Warrant Committee and the Selectmen by providing analysis and fact-based recommendations regarding compensation, benefits, and personnel-related topics.

In 2024, the Board collaborated closely with the Director of Human Resources, Robin Tusino, to update the Summary Report and Personnel Rating Manual as a follow-up to the 2023 Town Personnel Classification and Compensation Study. A significant focus again this year was to respond to multiple requests for review of nonunion Town positions for the accuracy of job descriptions and the resulting technical evaluation for placement in the applicable grade level. This process is ongoing and is an important function for attracting and retaining qualified candidates to these Town positions. The Board also worked with Ms. Tusino to finalize the Service Animal in the Workplace Policy, which was subsequently approved by the Selectmen.

Each year, the Board recommends to the Warrant Committee and the Selectmen an annual market adjustment to increase compensation schedules, which also reflects the cost-of-living adjustment (COLA), for the coming fiscal year. After reviewing both state and federal projected inflation indices, together with information from the recent study of comparable towns, the Board recommended a 3.0% increase as the wage adjustment proposal for nonunion employees for Fiscal Year 2026 (effective July 2025).

In conclusion, Dover residents are encouraged to provide the Committee with comments and suggestions for improving this report and to consider joining our ranks.

Report of the
Board of Assessors

Charles W. Long, Chair
Caroline B. Akins
Robert G. Cocks Jr.

The Board of Assessors is responsible for fully and fairly valuing all real and personal property annually in Dover.

To assist citizens with their questions, the office is open Monday through Thursday, from 9 a.m. to 5 p.m., and Friday, from 9 a.m. to 1 p.m. Additional information is accessible on the Town’s website (www.doverma.gov).

The following is a statement of the valuation of Dover as of January 1, 2024, which is the basis for taxing property for the Fiscal Year July 1, 2024, through June 30, 2025. This statement, including a list of all exempt property, is a complete and accurate assessment of the full and fair cash value of the Town, according to the Board’s best knowledge and belief.

Valuation of the Town

Value of Federally Owned Property	\$3,112,600	
Value of State-Owned Property	38,982,200	
Value of Town-Owned Property	105,789,419	
Value of Property Held in Trust for the Worthy Poor	4,681,800	
Value of Other Exempted Property	247,709,800	
Value of Taxable Personal Property	75,102,343	
Value of Taxable Real Estate	<u>3,506,549,972</u>	
Total Value of All Personal and Real Estate		\$3,981,928,134
Total Net Taxable Valuation (Excluding Motor Vehicles)		\$3,581,652,315

Amount to Be Raised by Taxation

Town Purposes as per Appropriation		\$47,916,531
Other Local Expenditures		
Amounts Certified for Tax Title Purposes	\$10,000	
Offsets	16,854	
Overlay Deficits of Prior Years	0	
Other	0	
Snow and Ice Deficit	<u>0</u>	
		26,854

State and County Assessments	336,480	
Overlay of Current Year	<u>189,146</u>	525,626
Gross Amount to Be Raised by Taxation		<u>\$48,469,011</u>

Estimated Receipts and Other Revenue Sources

Estimated Receipts (State)	\$1,446,507	
Massachusetts School Building Authority Payments	0	
Estimated Receipts (Local)	2,816,300	
Revenue Sources for Particular Purposes (Free Cash)	2,755,983	
Other Available Funds for Particular Purposes	285,000	
Free Cash to Reduce Tax Rate	<u>800,000</u>	
Total Estimated and Available Funds		\$8,103,790

Net Amount to be Raised by Taxation on Property

Amount on Personal Property	\$846,403	
Amount on Real Estate	<u>39,518,818</u>	
		\$40,365,221

Assessments Added to Taxes

Motor Vehicle and Trailer Excise Assessed for 2024	1,688,708	
Motor Vehicle and Trailer Excise Assessed for 2023 in 2024	11,223	
FY23 Boat, Ship, or Vessel Excise	<u>433</u>	
		1,700,364

Total Taxes and Assessments Committed to the Collector		<u><u>\$42,065,585</u></u>
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Motor Vehicle Statistics

Number of Vehicles/Value Assessed for 2024	6,409	\$77,470,276
Number of Vehicles/Value Assessed for 2023 in 2024	145	\$3,876,938

Tax Rates

Personal and Real Estate	\$12.27
Motor Vehicle and Trailer Excise	\$25.00
Boat, Ship, and Vessel Excise	\$10.00

Valuation of Property Exempted from Taxation

**Persons and Property Exempted from Taxation, July 1, 2024,
in Accordance with Chapter 59, General Laws:**

Property Exempted from Taxation under Provisions of the First Clause, Section 5, Chapter 59, General Use:

United States Postal Department		
5 Walpole Street		
Improvements	<u>\$389,900</u>	
		\$389,900
Department of the Army Corps of Engineers		
Chickering Drive, 14.651 acres	\$1,475,000	
Claybrook Road, 1.56 acres	314,900	
Off Farm Street, 11.50 acres	113,300	
Off Haven Street, 1.01 acres	33,800	
Springdale Avenue, 14.50 acres	221,900	
Off Springdale Avenue, 19.10 acres	77,600	
Trout Brook Road, 21.689 acres	351,900	
Off Trout Brook Road, 0.83 acre	61,500	
Off Wakeland Road, 8.40 acres	<u>72,800</u>	
		\$2,722,700

Property Exempted from Taxation under Provisions of the Second Clause, Section 5, Chapter 59, General Use:

Commonwealth of Massachusetts (Metropolitan District Commission)		
100 Reservation Road		
Improvements	\$11,984,200	
Land, 182.10 acres	<u>19,260,900</u>	
		\$31,245,100

Land Assessed to the Commonwealth of Massachusetts under the Provisions of Chapter 634 of the Acts of 1971:

(Massachusetts Bay Transportation Authority)		
Centre Street		
Land, 4.80 acres	<u>\$314,600</u>	
		\$314,600

Land Assessed to the Commonwealth of Massachusetts under the Provisions of Chapter 58, Sections 13, 14, and 15, General Laws:

Department of Conservation and Recreation: Bishop Meadow, Shumway and Sproutland, A. E. Wight Lot, Newell Pasture, Wright Pasture, and Shumway River Lot		
Off Junction Street		
Land, 121.742 acres	<u>\$7,422,500</u>	
		\$7,422,500

Property Exempted from Taxation under Provisions of the Third Clause, Section 5, Chapter 59, General Use:

Dover Historical and Natural History Society		
80 Dedham Street		
Improvements	\$318,300	
Land, 1.00 acre	<u>963,800</u>	
		\$1,282,100
Charles River School		
6 Old Meadow Road		
Improvements	\$8,677,800	
Land, 13.126 acres	2,819,400	
4 Old Meadow Road		
Improvements	694,400	
Land, 1.079 acres	<u>603,300</u>	
		\$12,794,900
Trustees of Reservations		
Off Brookfield Road, 15.00 acres	\$752,400	
Chase Woodlands, 85.183 acres	1,178,500	
Dedham Street, 16.15 acres	166,300	
Farm Street, 1.478 acres	82,900	
Glen and Wight Streets, 5.63 acres	897,200	
Off Grand Hill Drive, 1.042 acres	33,600	
Main Street, 11.48 acres	157,900	
Off Pegan Lane, 20.79 acres	285,800	
Peters Reservation, 83.75 acres	7,879,800	
Off Pleasant Street, 1.65 acres	22,700	
Pond Street, 6.71 acres	272,200	
Powissett Street, 4.122 acres	1,150,500	
37 and 39 Powissett Street, 104.49 acres	4,095,500	
Improvements	591,300	
Strawberry Hill Street, 63.45 acres	3,273,100	
Off Tower Drive, 6.65 acres	342,900	
Walpole and Powissett Streets, 529.60 acres	29,848,400	
Walpole Street, 6.40 acres	1,051,300	
Walpole Street (Muzi), 2.157 acres	830,800	
Off Walpole Street, 3.58 acres	<u>651,500</u>	
		\$53,564,600
Hale Education, Inc.		
Off Adams Lane, 26.8 acres	<u>\$2,480,200</u>	
		\$2,480,200
Hale Reservation, Inc.		
Powissett and Off Hartford Streets		
Improvements	\$1,110,700	
Land, 657.04 acres	56,159,900	
Wilsondale Street, 16.67 acres	<u>225,100</u>	
		\$57,495,700

Dover Land Conservation Trust		
Bridge and Smith Streets, 20.523 acres	\$4,241,700	
Centre Street, 57.11 acres	2,294,900	
Off Centre Street, 48.599 acres	2,158,000	
Claybrook Road, 21.20 acres	767,800	
Dedham Street, 10.822 acres	1,035,900	
Dover Road, 2.84 acres	1,001,500	
Farm Street, 41.76 acres	2,973,600	
3 Farm Street, 5.00 acres	1,675,100	
4 Farm Street, 5.70 acres	835,000	
Off Farm Street, 6.07 acres	270,200	
Hunt Drive, 19.49 acres	680,400	
Main Street, 5.99 acres	881,300	
Miller Hill Road, 7.17 acres	183,500	
Off Miller Hill Road, 1.374 acres	68,500	
50 Pegan Lane, 2.812 acres	912,500	
Off Pegan Lane, 16.59 acres	228,100	
Pine Street, 8.521 acres	1,001,200	
80 Pine Street, 3.632 acres	89,300	
131 Pine Street, 71.06 acres	4,440,800	
Improvements	34,000	
Off Pine Street, 19.241 acres	988,50	
Pleasant Street, 0.333 acre	55,300	
Pleasant Street and Annie King Lane, 7.895 acres	1,259,400	
5 Riverview Terrace and Willow Street, 3.17 acres	1,926,000	
Rocky Brook Road, 4.18 acres	81,800	
Springdale Avenue and Church Street, 11.79 acres	585,100	
Springdale Avenue and Farm Street, 17.50 acres	1,852,100	
Strawberry Hill Street, 33.3 acres	1,760,100	
Off Springdale Avenue, 27.65 acres	1,493,600	
Old Farm Road, 2.867 acres	<u>137,600</u>	
		\$35,912,800
Trustees of Boston College:		
20 Glen Street		
Improvements	\$9,212,900	
Land, 78.50 acres	<u>7,697,100</u>	
		\$16,910,000

**Property of Incorporated Organizations of War Veterans
(Belonging to or Held in Trust for the Benefit of):**

American Legion, George B. Preston Post #209, Inc., and Town of Dover (Remainder Interest)		
32 Dedham Street		
Improvements	\$574,300	
Land, 1.00 acre	<u>963,800</u>	
		\$1,538,100

**Property Exempted under the Provisions of the
Eleventh Clause, Section 5, Chapter 59, General Laws:**

Dover Evangelical Congregational Church		
61 Dedham Street		
Improvements	\$620,200	
Land, 0.50 acres	<u>562,200</u>	
		\$1,182,400
First Parish Church		
15 and 17 Springdale Avenue		
Improvements	\$2,720,300	
Land, 1.70 acres	<u>978,900</u>	
		\$3,699,200
Grace Church of Dover, MA, Inc.		
21 Centre Street		
Improvements	\$1,008,400	
Land, 1.00 acre	<u>963,800</u>	
		\$1,972,200
Roman Catholic Archdiocese of Boston		
30 Centre Street		
Improvements	\$402,300	
Land, 1.02 acres	579,400	
32 Centre Street		
Improvements	3,220,600	
Land, 3.66 acres	<u>1,183,300</u>	
		\$5,385,600
St. Dunstan's Episcopal Church		
18 Springdale Avenue		
Improvements	\$1,345,000	
Land, 0.83 acre	<u>797,700</u>	
		\$2,142,700

**Property Exempted under the Provisions of Section 5F,
Chapter 59, General Laws:**

Town of Westwood (Conservation Commission)		
Off Hartford Street		
Land, 1.30 acres	<u>\$66,000</u>	
		\$66,000

Valuation of Exempted Public Property

**Value of Town Property Put to Public Use, July 1, 2024,
in Accordance with Section 51, Chapter 59, General Laws:**

Town House

5 Springdale Avenue	
Improvements	\$4,500,700
Personal Property	<u>229,492</u>

\$4,730,192

Caryl Community Center

4 Springdale Avenue	
Improvements	\$2,835,300
Land, 3.057 acres	1,944,500
Personal Property	<u>398,904</u>

\$5,178,704

Dover Town Library

56 Dedham Street	
Improvements	\$2,803,100
Land, 1.00 acre	963,800
Books and Furnishings	<u>1,234,813</u>

\$5,001,713

Protective Agencies Building

1 and 3 Walpole Street	
Improvements	\$1,256,800
Land, 1.65 acres	1,120,400
Personal Property	<u>966,221</u>

\$3,343,421

Chickering Elementary School

29 Cross Street	
Improvements	\$15,674,400
Land, 43.95 acres	4,507,200
Personal Property	<u>849,147</u>

\$21,030,747

Dover-Sherborn Regional School District

9 Junction Street	
Improvements	\$36,897,300
Land, 98.8862 acres	<u>14,386,000</u>

\$51,283,300

Parks and Recreation

Bickford Park, 2.292 acres	\$134,200
Caryl Park, 107 Dedham Street	
Land, 83.80 acres	9,155,700
Improvements	740,500
Channing Pond Park, 5.64 acres	81,000
Improvements	600
Dedham and Centre Street Lot, 0.25 acres	783,100

Dover Common and Training Field Lot,	
3.70 acres	1,235,900
Howe Lot, 3.22 acres	1,327,000
Riverside Drive, 0.765 acres	545,100
Springdale Avenue, 1.40 acres	57,700
West End School Lot, 1.50 acres	670,000
Personal Property	<u>478,208</u>

\$15,209,008

Conservation Commission

Bean Land, 10.27 acres	\$1,534,200
Bridge Street, 6.92 acres	154,900
Brodie Land, 7.988 acres	1,201,600
Channing, Gibbons, Rice & Wylde Lands,	
199.40 acres	6,936,500
Chickering Drive, 3.06958 acres	75,700
Claybrook Road, 1.80 acres	77,100
Dedham Street, 18.15 acres	2,805,800
French Land, 11.80 acres	579,200
Fullerton Land, 7.00 acres	1,046,800
Gould Land, 7.20 acres	255,600
Grand Hill Drive, 6.64 acres	999,900
Halper Land, 1.18 acres	652,400
Harvey Land, 23.77 acres	383,900
Haven Street, 25.61 acres	2,638,200
Hunt Drive, 6.03 acres	249,200
Hunters Path, 2.50 acres	68,200
Koch Land, Snow's Hill Lane, 8.20 acres	1,359,600
Koch Land Swap, 12.21 acres	625,900
Mackintosh Land, 29.28 acres	1,198,100
Main Street, 1.49265 acres	691,400
Murray Land, 12.60 acres	138,600
Riverside Drive, 0.04 acres	9,200
Scott Land, 46.00 acres	1,451,100
Springdale Avenue, 23.61508 acres	1,695,000
Off Springdale Avenue, 0.20 acres	44,400
Taylor Land, 14.47 acres	553,100
Valley Farm Land, 65.69 acres	6,160,900
Wakeland Road, 0.18 acres	46,300
Walpole Street, Off Walpole Street,	
33.00 acres	1,688,100
Willow Street, 2.11 acres	61,600
Wilsondale Street, 9.76 acres	<u>1,018,200</u>

\$36,400,700

Town of Dover

Ben Arthur's Way, 0.7548 acres	\$65,400
10 Donnelly Drive, 2.00 acres	83,100
Draper Road, 0.29 acres	54,600
Hartford Street, 1.00 acre	642,500
Heard Land, 7.42 acres	1,664,900
Hynes Land, 1.46 acres	1,074,200
Main Street, 0.30 acres	54,800
Off Farm Street, 0.53 acres	65,300
Ponzi Land, 31.58 acres	2,246,700
Trout Brook Road, 0.15 acres	38,600
5 Whiting Road, 0.25 acres	778,600
Improvements	99,100
Personal Property	5,809
Willow Street, 0.92 acres	<u>54,400</u>

\$6,928,009

Transfer Station

Powissett Street, 3.00 acres	\$1,756,800
Improvements	252,500
Personal Property	<u>31,014</u>

\$2,040,314

Highway Department

2 and 4 Dedham Street, 3.40 acres	\$1,177,100
Improvements	1,132,200
Willow and Cross Streets, 0.21 acres	48,100
Personal Property	<u>186,615</u>

\$2,544,015

Highland Cemetery

54 Centre Street and Off Dedham Street, 19.91 acres	\$2,308,500
Improvements	24,500
Personal Property	<u>15,507</u>

\$2,348,507

Water Supply

Church Street, 6.00 acres	\$920,400
Improvements	17,500
Personal Property	<u>96,189</u>

\$1,034,089

Land Exempted by Common Consent. Held in Trust for the Benefit of the Worthy Poor Who Have a Legal Residence (Settlement) in the Town of Dover:

Larrabee Estate Land, 66.84 acres	<u>\$4,681,800</u>
--------------------------------------	--------------------

\$4,681,800

Report of the Police Department

Joseph Vinci, Chief of Police

The year 2024 brought several changes to the Dover Police Department. In January, I was appointed as the new Chief of Police, having come from the Westwood Police Department, where I served as an officer since 2006. In February, the Department hired Officer Anthony Madden, who had previously served as an officer at the Haverhill Police Department since 2020.

This past year, the Department made upgrades to its computer software and databases, including purchasing policy software that provides officers with full access to our policy manual from any connected device and stores all pertinent departmental forms and documents in a digital format, allowing us to clean out some file cabinets. The Department also purchased Cordico, a confidential and trusted mobile wellness app for high-stress occupations that provides officers with access to mental health resources, self-assessments, and lists of therapists, all the while maintaining anonymity.

We have also initiated crisis intervention training for all Department personnel, who will attend a 40-hour class designed to prepare officers to deal with people in mental health crises and other difficult situations.

One change noticeable to the public in 2024 was of our uniform shirt color, from French blue to dark navy. This small change allows officers access to a more extensive and practical variety of uniform styles.



Protective Services open house. Photo courtesy of the Dover Police and Dover Fire Associations/Officer Ryan Menice.

In June, the Department established its Drone Unit, which is run by Sergeant Ryan Menice, who holds an independently earned FAA Part 107 Drone License and who submitted all the necessary paperwork to get the program up and running. We currently have one drone in service for use in search and rescue missions and to assist in many other ways with police and fire operations. At the time of this writing, two additional officers are taking the required classes to become certified drone pilots.

The Department also made great strides in improving its radio infrastructure, thanks to a grant from the Commonwealth of Massachusetts that funded a study performed by the Collins Center on dispatch regionalization with the Town of Westwood, the results of which are informing ongoing work to improve our dispatch capability, make additional radio upgrades, and provide better overall radio coverage. In addition, our new radio vendor, Cyber Communications is assisting us in the removal of the portable radio tower on Snow Hill.

The Police Department is fortunate to have assembled an incredible team of dedicated officers. We will continue to provide the highest levels of service to the community. I want to thank everyone for welcoming me as the new Chief. I found the transition much easier because of this kindness and the relationships I have already forged. I will always be grateful for the warm reception from the Town, the community, and the Department.



School Resource Day. Photo courtesy of the Police Department.

Police Department Summary of Activities

For the Calendar Year 2024

Police Incidents

Accidents: Motor Vehicle	119
Alarms: Intrusion, Vehicle, and Panic	336
Ambulance Requests	287
Animal Complaints	164
Assaults	2
Assists: Other Agencies, Citizens, Etc.	226
Bicycle Complaints	0
Breaking and Entering	13
Building Checks	9,744
Civil Drug Law Violations	1
Deer Strikes	25
Destruction of Property	8
Disturbances	13
Fire Alarms/CO	245
Harassment	12
Identity Thefts	17
Larceny	24
Littering/Illegal Dumping	3
Lockouts	13
Miscellaneous Services	4,255
Missing Persons	8
Motor Vehicle Complaints	41
Motor Vehicle Stops	1,450
Noise Complaints	17
911 Verifications	229
Safety Hazards	51
Soliciting	44
Suspicious Activities	242
Youth Complaints	153
Suspicious or Unattended Deaths	4

Total Calls 17,746

Arrests

Larceny Over \$1,200	0
Warrants	3
Operating Under the Influence of Liquor	3
Operating After License Suspension	3
Assault and Battery	3
Assault and Battery (Dangerous Weapon)	2
Protective Custody	0
Failure to Stop	0
Drug Offenses	2
Domestic Violence	2
Receiving Stolen Property	0
Total Arrests	18



Photo courtesy of the Police Department/Officer Ryan Menice.

Report of the
Board of Fire Engineers

Kate Cannie, Chair
Paul Copponi
Jim Dawley Jr.

The Dover Fire/Ambulance Department is a call department consisting primarily of Dover residents. A call department is composed of personnel who work in the Department after initial training and who are paid for their service when called to a fire, ambulance call, or training session. Officers and supervisory personnel receive a salary for their responsibilities. All serve the Town of Dover seven days a week, 24 hours a day, and are known in Dover and surrounding communities as being professionals who care about their responsibilities. We are grateful for their service, and we thank them.

As part of a mutual aid agreement, the Fire/Ambulance Department works with local communities to assist them during a fire, accident, or other incidents. In return, the same is done for Dover by our neighboring communities. We often participate in training exercises with our neighbors. Mutual aid is a critical factor in the Department's ability to serve the Town.

The Board of Fire Engineers continues to be concerned about the lack of a water source in the Town center. The hydrants in the area are not useable. The only water available to fight a fire, therefore, is what the Department can bring in its tanker trucks in addition to the water provided by neighboring fire departments as part of mutual aid. This remains a serious concern as we consider our municipal buildings, Charles River School, churches, business establishments, and the 42 dwellings in Dover Farms and The Meadows.

At the May 2024 Annual Town Meeting, the Board's request for station gear (\$12,075), self-contained breathing apparatus (SCBA) replacement units (\$146,252), turnout gear (\$29,909), and new Toughbook laptops (\$12,000) was approved.

In personnel changes, Chief R. Paul Luttazi retired on March 31, after which Deputy Chief Edward G. Kornack served as Interim Chief until his retirement on July 31. On July 30, the Board appointed James W. Wright as Interim Chief.

In 2024, the Board contracted with Parrow Consulting & Associates to conduct an operational review of the Town's Fire and Ambulance/Emergency Medical Services, with the intention of evaluating the capabilities of the Department as regards the ongoing needs of the community.

Over the past few years at Annual Town Meetings, the Board has requested and received approval to increase wages for its ambulance personnel, which has helped attendance at calls. Fire/Ambulance Department

responses have significantly increased as statistics attest to. The Board wishes to express its appreciation and gratitude for the professional service that our men and women provide to each other and to the citizens of Dover.

At its December 2 meeting, the Board voted to promote Michael Lynch, Brian Tosi, and Kevin Tosi to the rank of Lieutenant.

Finally, the Board expresses its thanks and gratitude to the following members of the Department who retired in 2024: Chief R. Paul Luttazi, Interim Chief Edward G. Kornack, Jack London, and Lieutenants John Kornack, Richard Reinemann, and Karl Warnick. We thank them for their dedicated professional service to the Department and the citizens of the Town of Dover.



Protective Services open house. Photo courtesy of the Dover Police and Dover Fire Associations/Officer Ryan Menice.

Fire Department Summary of Activities

For the Calendar Year 2024

Statistics

Incidents (402)

Brush/Grass Fires	8	Oil Burner Fires	4
Vehicle Fires	0	Mutual Aid	12
Dumpster Fires	1	Illegal Burning	3
Smoke in House	3	False Alarms	0
Water Rescues	1	Haz-Mat Incidents	6
Electric Fires	7	Automatic Boxes	0
Vehicle Accidents	37	Ambulance Assists	34
House Alarms	190	Gas Spills	0
Chimney Fires	1	Missing Persons	1
Wires Down	5	Still Alarms	0
Propane Gas Fires	0	Bomb Scares	0
Station Coverage	0	Elevator Entrapments	0
Carbon Monoxide	4	Water in Basement	6
Public Building Alarms	28	Explosive Devices	0
Rescues	3	Downed Trees in Road	0
Investigations	8	Buildings Hit by Lightning	0
Structure Fires	5	Other	35

Permits Issued (320)

Oil Burners	17	Smokeless Powder	0
Underground Tanks	18	Smoke Detectors	116
Blasting	0	Propane Storage	45
Temporary Heat	3	Bonfires	0
Welding	5	Carbon Monoxide	116

Inspections (416)

Oil Burner	83	Bonfires	0
Propane Gas	45	Public Buildings	15
Blsating	0	Underground Tanks	18
Temporary Heat	3	Tank Removals	0
Gas Stations	1	Demolitions	5
Sprinkler Systems	3	21E Inspections	0
Welding	5	Carbon Monoxide	116
Fire Prevention Programs	2	Fireworks	0
Smoke Detectors	116	Solar	3
Batteries	1		

Ambulance Calls (374 patients)

MetroWest Medical Center,		Air Ambulance	1
Framingham	5	Refusal of Transport	122
Newton-Wellesley Hospital	61	Fire Department Stand-bys	4
Beth Israel Deaconess,		Responses Canceled	24
Needham	123	Mutual Aid (statistics only)	10
Other Facility	34	Advanced Life Support	
		(statistics only)	136

Appointed by the Board of Fire Engineers

Chief R. Paul Luttazi (retired 4/1/24)	Lieutenants
Interim Chief Edward G. Kornack (4/2/24 to 7/31/24)	John Kornack (retired 2/9/24)
Interim Chief James W. Wright (8/19/24 to present)	Richard Louis Reinemann (retired 2/9/24)
Captain John R. Tosi Jr.	Karl Warnick (retired 11/30/24)
	Michael J. Lynch Jr.
	Walter J. Nowicki Jr.
	Theodore (Ted) Reimann (A)
	Brian A. Tosi
	Kevin B. Tosi (A)

Appointed by the Fire Chief Fire and EMT Personnel

Daniel Barry	Nicholas Novitch (A)
Christopher Becker (A)	Walter Nowicki III
Andrew Blum	Petri Perinne
Paul Buckley (A)	Rebekka Perinne (A)
Leslie Campbell	Curt Pfannenstiehl
Timothy Giblin (A)	Marja Puurunen (A)
Fred Hartman (A)	Deborah Reinemann (A)
Mary Hinsley (A)	Heidi Reinemann (A)
James Hughes	Johanna Schultz (A)
Katherine Jackson (A)	Dickson Smith (A)
Jack London (retired 7/31/24)	John Sugden Jr. (Chaplain)
Phil Luttazi	Timothy Surgenor (A)
Brian Mack (A)	Kathleen Tosi
Brendan McCarthy	David Van Tassel (A)
William Mitchell (A)	John Vounatsos
Dan Murphy (A)	Ellen Weinberg (A)
Michael Murphy (A)	Nevin Weinberg (A)

(A) Ambulance Squad Member

DOVER

School Reports

2024

