

ACCOMPLISHMENTS FOR THE YEAR 2007

COMMUNITY DEVELOPMENT

BUSINESS/ECONOMIC DEVELOPMENT

IN 2007 THE CDA:

- FUNDED HALF A MILLION DOLLARS IN INFRASTRUCTURE IMPROVEMENTS;
- LOANED OVER OF \$250,000 TO 3 SEPARATE BUSINESSES EXPANDING OR LOCATING IN PEABODY.

NEW BUSINESSES

IN 2007 (# OF NEW BUSINESSES) OPENED IN THE CITY, INCLUDING:

LATTITUDES HEALTH CLUB (ROUTE 1 SOUTH); CHEESECAKE FACTORY AT NS MALL; NORTH SHORE BANK BUILDING (ROUTE 114); ROSE'S BAKERY (DOWNTOWN – 168 MAIN STREET); CVS (DOWNTOWN – CORNER OF HOWLEY/MAIN); INDUSTRIAL CONDO'S AT 13 WASHINGTON STREET (FORMER PIONEER GARAGE); STARBUCKS (ROUTE 1 SOUTH); BMW (EXPANSION – ROUTE 114); SUKE INDUSTRIAL BUILDING(119R FOSTER STREET) AND NUMEROUS MEDICAL RELATED BUSINESSES IN CENTENNIAL PARK AND SURROUNDING AREA. THE LAHEY CLINIC STARTED ITS EXPANSION PROJECT AS WELL.

DOWNTOWN IMPROVEMENTS

- A NEW POST OFFICE (15-17 WALLIS STREET) OPENED;
- THE NORTH WALL REPAIR/REPLACEMENT PROJECT IS ONGOING;
- COLLABORATION, PUBLIC MEETINGS, INVOLVEMENT WITH THE PEABODY CHAMBER OF COMMERCE;
- PEABODY CROSSING (PHASE II) AND MAPLE VILLAGE (ABORN STREET) GENERATED 120 HOUSING UNITS (INCLUDING AFFORDABLE UNITS);
- DEVELOPED NEW PROTOTYPE FOR DOWNTOWN LIGHTING, IN COLLABORATION WITH PEABODY MUNICIPAL LIGHT;
- CONTINUED TO ADD TO AESTHETIC IMPROVEMENTS AS WELL AS SAFETY IMPROVEMENTS;
- HELD FOUR PUBLIC MEETINGS AND NEIGHBORHOOD WALK-AND-TALK TO OBTAIN COMMENTS ON PROPOSED MAIN STREET CORRIDOR IMPROVEMENTS;
- COORDINATING CROSS MARKETING WITH ELIZABETH M. CASSIDY ART MUSEUM AND ART ASSOCIATION GALLERY, PEABODY OPERA HOUSE (CITY HALL), LIBRARY, GEORGE PEABODY HOUSE MUSEUM AND HISTORICAL SOCIETY;
- INVITED SECRETARY AND UNDERSECRETARY OF HOUSING AND ECONOMIC DEVELOPMENT TO A TOUR OF PEABODY SQUARE TO ASK FOR ASSISTANCE;
- HAS CREATED A SPECIFIC ZONING DISTRICT FOR THE UNIQUE NEEDS OF A SMALL, MIXED USE COMMERCIAL AREA PRESERVING THE EXISTING MIXED USES OF A VILLAGE AND ENCOURAGE NEW CONSTRUCTION TO BE COMPATIBLE WITH THE SETBACKS AND SCALE OF EXISTING STRUCTURES;
 - **ROSE'S BAKERY**
 - **MCNAMARA'S ON FOSTER**
- REGULATED CLEAN-UP OF SEVERAL DOWNTOWN DERELICT PROPERTIES INCLUDING:
 - 45 WALNUT STREET – ALL DEBRIS, OVERGROWN VEGETATION, AND BLIGHTING INFLUENCES REMOVED

- KRUGMAN PROPERTY (166 MAIN STREET)
- SOUZA GAS STATION
- CONTINUED REGIONAL PLAN FOR ALTERNATE ROUTES TO SALEM DURING HAUNTED HAPPENINGS EVENTS;
- IMPLEMENTED TRAFFIC AND INTERSECTION IMPROVEMENTS ON WASHINGTON STREET AT ALLENS LANE AND ON THE MAIN STREET CORRIDOR;
- PART OF OVERSIGHT TEAM IMPLEMENTING THE FLOOD MITIGATION PROJECT. ALSO ACTED AS THE LIAISON WITH THE BUSINESS COMMUNITY, NEGOTIATED THE GENERAL TERMS OF EASEMENT AGREEMENTS, MET REGULARLY WITH THE COMMITTEE AND CONDUCTED PUBLIC OUTREACH. THE CDA ALSO TOOK THE LEAD ON COMPILING A LIST OF GRANTS AND IDENTIFYING A WORK PLAN FOR PURSUING FLOOD MITIGATION GRANTS;
- BIDS WERE OPENED AND A CONTRACT SIGNED FOR SPRING CONSTRUCTION OF THE \$3.5 MILLION STATE FUNDED MULTI-USE BIKEWAY TRAIL;
- CDA APPLIED FOR AND/OR SECURED \$(ENTER AMOUNT) IN GRANTS, INCLUDING THE FOLLOWING:
 - **EPA BROWNSFIELD GRANT PROGRAM** THE CITY APPLIED FOR THE EPA BROWNSFIELD GRANT PROGRAM TO CONTINUE PHASE I WORK THAT BEGAN WITH THE INITIAL \$200,000 AWARDED IN 2006 AND TO MOVE FORWARD TO PHASE II ASSESSMENT ON PROPERTIES THAT PHASE I WORK IDENTIFIED THE NEED TO IMPLEMENT PHASE II WORK.
 - **MASSDEP** IN THE FALL OF 2007, THE CITY APPLIED FOR TWO GRANT FUNDING SOURCES OFFERED BY MASSDEP:
 - **THE COASTAL REMEDIATION PROGRAM** THE CITY'S APPLICATION FOR THE CRP GRANT WILL: 1) ASSES WATER QUALITY IN THE NORTH RIVER WATERSHED, 2) IDENTIFY LID OPPORTUNITIES IN THE NORTH RIVER WATERSHED TO ADDRESS STORMWATER RUNOFF ISSUES, 3) DEVELOP A COMPREHENSIVE WATERSHED-WIDE LID PLAN TO IMPLEMENT BMP IMPROVEMENTS FOR STORMWATER RUNOFF, AND 4) TO CONTINUE DEVELOPMENT OF THE CITY'S GIS DRAINAGE MAP.
 - **604(B) WATER QUALITY MANAGEMENT PLANNING PROGRAM** THE GOAL IS TO IMPROVE WETLAND FUNCTION AND INTENDS TO ALLEVIATE DOWNSTREAM FLOODING CONDITIONS ALONG STRONGWATER BROOK.
- SOUTH PEABODY TRAIL NETWORK: THE CDA PROPOSED THE DEVELOPMENT OF A TRAIL NETWORK LINKING SOUTH PEABODY NEIGHBORHOODS AND CITY OPEN SPACE PARCELS. TO IMPLEMENT THIS PROJECT, THE CITY IS SEEKING FUNDING FROM THE DCR RECREATION TRAILS GRANT PROGRAM. THE TRAIL NETWORK WILL LINK 246 ACRES OF CONTIGUOUS OPEN SPACE IN SOUTH PEABODY.
- SECURED ANOTHER \$400K FOR DREDGING CRYSTAL LAKE.
- SECURED \$408,000 FROM THE COMMONWEALTH TO PURCHASE 30 ACRES AROUND SIDS POND.
- SECURING \$200,000 FROM THE CPA TO ADD TO THE HOUSING REHAB PROGRAM.
- IN COLLABORATION WITH DPS PUT TOGETHER A GRANT CALENDAR DEFINING A WORK PLAN AROUND PURSUING GRANT FUNDS FOR THE FLOOD MITIGATION PROJECT. THE FUNDING WAS SECURED FOR THE POLICE STATION AND TO STUDY THE FIRE STATION FROM MEMA.

HOUSING AND PLANNING

AFFORDABLE HOUSING

- MONITORED CONTINUING PROGRESS IN AFFORDABLE HOUSING, INCLUSIONARY ZONING, AND OTHER MATTERS PERTAINING TO THE CREATION OF ADDITIONAL UNITS.
- SECURED ADDITIONAL FUNDS TO EXPAND CURRENT PROGRAMS FROM STATE AND FEDERAL PROGRAMS AND THE COMMUNITY PRESERVATION FUND.
- FIRST TIME HOMEBUYER DOWN PAYMENT FUNDS WERE PROVIDED TO ASSIST BUYERS PURCHASING AFFORDABLE UNITS CREATED UNDER THE INCLUSIONARY ZONING ORDINANCE.
- APPLIED FOR AND SECURED ADDITIONAL FUNDING FROM CPC TO PUT TOWARD THE HOUSING REHABILITATION PROGRAM.
- THE HOUSING REHABILITATION PROGRAM AWARDED \$401,102 IN FUNDS IN THE FORM OF DEFERRED PAYMENT LOANS, WHICH ASSISTED 34 LOW TO MODERATE INCOME HOUSEHOLDS THAT HAD THEIR HOMES REHABILITATED IN 2007.
- 34 HOUSING UNITS WERE ADDED TO THE AFFORDABLE HOUSING LIST THIS YEAR.
- DOWN PAYMENT ASSISTANCE WAS GIVEN TO 18 FAMILIES, ENABLING THEM TO PURCHASE THEIR FIRST HOME.
- IN COLLABORATION WITH THE HISTORICAL COMMISSION, TOOK STEPS TO PRESERVE HISTORIC PROPERTIES AND PROMOTE THEIR CONTINUED USE AS RESIDENTIAL HOMES, RESULTING IN RESPECTFUL REHABILITATION TO RESTORE THE HISTORY OF THE BUILDINGS.
- ADDITIONAL FUNDS HAVE BEEN SOUGHT TO SERVE HOMELESS FAMILIES AND INDIVIDUALS IN PEABODY. THE FOCUS HAS BEEN ON CREATING HOUSING RESOURCES THAT WILL BE AVAILABLE ON A PERMANENT BASIS (I.E. NOT EMERGENCY SHELTERS). IN SOME INSTANCES, SUPPORTIVE SERVICES – INCLUDING ACCESS TO JOB TRAINING PROGRAMS, AFFORDABLE DAY CARE AND TRANSPORTATION - WILL BE AN ESSENTIAL COMPONENT OF THAT HOUSING.
- THE CITY CONTINUES TO BE SUPPORTIVE OF A LOCAL NONPROFIT ORGANIZATION, CITIZENS FOR ADEQUATE HOUSING, INC., AS THEY STABILIZE AND COMPLETE RENOVATIONS TO A MULTI-UNIT STRUCTURE ON WASHINGTON STREET TO PROVIDE HOUSING (WITH SERVICES) TO 11 FAMILIES.
- EFFORTS ARE UNDERWAY TO ENSURE THAT ALL RESIDENTS ARE TREATED FAIRLY IN THEIR ATTEMPT TO ACCESS HOUSING THAT THEY CAN AFFORD. THIS INCLUDES SHARING INFORMATION WITH LOCAL REALTORS AND BANKERS CONCERNING STATE AND FEDERAL FAIR HOUSING LAW AND BY CONDUCTING OUTREACH TO “UNDER-SERVED” POPULATIONS.

COMMUNITY PRESERVATION

- FUNDED THE PEABODY LEATHERWORKER’S MUSEUM, SLATED TO BREAK GROUND IN JANUARY 2008.
- PRESERVED 10 UNITS OF EXISTING AFFORDABLE HOUSING THROUGH THE CPA FUNDED HOUSING REHAB PROGRAM.
- CONTINUE TO SERVE AS STAFF TO CPC BOARD AND ATTEND ALL OF THE REQUIRED MONTHLY MEETINGS, SITE VISITS, AND PERFORM RELATED FOLLOW UP.
- RIBBON CUTTING FOR CARROLL SCHOOL PLAYGROUND PROJECT.

OPEN SPACE

- PURCHASED 30 ACRES OF OPEN SPACE/RECREATION AREAS FROM EASTMAN GELATINE, AROUND SIDNEYS POND. THIS SECURES THE ENTRANCE TO THE GOLF COURSE AND PRESERVES OTHERWISE POTENTIALLY BUILDABLE LAND AS OPEN SPACE. NEXT PHASE IS TO CREATE A WALKING PATH SURROUNDING THE POND.

REZONING

- WORKED TO RE-WRITE THE ZONING ORDINANCE, HELD OVER 30 MEETINGS WITH THE ZONING ADVISORY COMMITTEE AND MADE MULTIPLE PRESENTATIONS TO THE CITY COUNCIL.

OTHER

- BEGAN DESIGN WORK RELATED TO “NECKDOWNS” FOR KEY DOWNTOWN INTERSECTIONS.
- COMPLETED DESIGN AND RELATED PERMITTING FOR BIKEWAY.
- BROWN SCHOOL RESIDENCES PROJECT IS COMPLETED AND MANY OF 61 NEW UNITS OF AFFORDABLE APARTMENTS FOR LOCAL SENIOR CITIZENS ARE ALREADY OCCUPIED.
- STAFF TO NUMEROUS LAND USE AND OTHER CITY BOARDS.
- LIAISON BETWEEN THE CHAMBER OF COMMERCE AND CITY OF PEABODY.
- PART OF PROJECT TEAM THAT EXECUTED PLANS AND FUNDING FOR LEATHER MUSEUM.
- PART OF PROJECT TEAM RESPONSIBLE FOR AFFORDABLE ASSISTED LIVING PROJECT.
- PART OF TEAM INVOLVED IN FINALIZING HISTORIC UPDATES AND INTERPRETIVE EXHIBITS IN CITY HALL INCLUDING LIGHTING, PHOTOS, CARPET AND PAINT.
- TWO “WELCOME TO PEABODY” SIGNS SUPPORTED BY GRANITE POSTS TO BE PLACED AT THE CITY BORDERS ON LYNN AND LYNNFIELD STREETS.
- SECURED PROPOSALS FOR 3 PARCELS OF SURPLUS CITY LAND (GOODRIDGE STREET, PIERPONT STREET, AND WILLOWDALE AVENUE). IF APPROVED BY THE CITY COUNCIL THE SALES WILL GENERATE INCOME OF NEARLY \$300,000.
- REISSUED AN RFP FOR SALE AND RE-USE OF THE FORMER SCHOOL ADMINISTRATION BUILDING AT 70 ENDICOTT STREET. THE CITY COUNCIL IS REVIEWING THE PROPOSALS.
- CONTINUE TO COLLABORATE WITH THE GPH BOARD ON PROMOTING THE LIFE AND LEGACY OF GEORGE PEABODY.

CITY CLERK

- PURCHASED THE ACCU VOTE VOTING MACHINE, REPLACING THE OPTECH III SCANNER.
- WE ARE BRINGING ALL VOTING PRECINCTS INTO ADA COMPLIANCE. THE SOUTH MEMORIAL AND WELCH SCHOOL HAVE BEEN COMPLETED.
- MOVED VOTING PRECINCT 1-2 FROM FROM ROCKDALE PARK TO THE NEW YMCA.
- PEABODY ACCESS TELECOMMUNICATIONS COMPLETED CONSTRUCTION OF ITS NEW FACILITY AT 119 FOSTER STREET IN JANUARY AND HELD AN OPEN HOUSE IN FEBRUARY

HEALTH DEPARTMENT

- PERMITTED AND INSPECTED A VARIETY OF ESTABLISHMENTS OVER THE YEAR TO ENSURE THAT MINIMUM HEALTH AND SAFETY STANDARDS WERE FOLLOWED.
- PERFORMED OVER 635 FOOD SERVICE INSPECTIONS.

- IMPLEMENTED ADMINISTRATIVE HEARINGS BEFORE THE HEALTH DIRECTOR, IMPROVING COMPLIANCE IN A NUMBER OF PROBLEMATIC FOOD ESTABLISHMENTS.
- PERFORMED OVER 408 ROUTINE HOUSING INSPECTIONS AND PRE-RENTAL "CERTIFICATE OF OCCUPANCY" INSPECTIONS WITH FOLLOW-UP ENFORCEMENT AS NEEDED, REFLECTING AN INCREASE OF APPROXIMATELY 14% IN THE NUMBER OF RENTAL UNITS INSPECTED PRIOR TO OCCUPANCY.
- IMPLEMENTED OF A NEW SOFTWARE PROGRAM THAT ALLOWS TRACKING OF TENANT TURNOVER THROUGH ELECTRICAL SERVICE RECORDS.
- ENFORCED THE NUISANCE STATUTE AND ISSUED 53 NUISANCE-RELATED ENFORCEMENT LETTERS IN 2007.
- WORKED CLOSELY WITH THE DEPARTMENT OF ENVIRONMENTAL PROTECTION ON THE USE OF VIDEO SURVEILLANCE TO THWART DUMPING OF MATERIALS ON PUBLIC PROPERTY.
- CONTINUED TO WORK IN CONJUNCTION WITH OTHER CITY DEPARTMENTS ON EMERGENCY PREPAREDNESS EFFORTS, AS WELL AS REGIONALLY WITHIN THE NORTH SHORE – CAPE ANN EMERGENCY PREPAREDNESS COALITION.
- COORDINATED AN AMERICAN RED CROSS TRAINING ON SHELTER OPERATIONS FOR CITY STAFF, AND ALSO CONDUCTED SEVERAL EDUCATIONAL OUTREACH SESSIONS DESIGNED TO HELP FAMILIES PLAN FOR EMERGENCIES.
- THROUGH THE REGIONAL HEALTH COALITION, 16 TRAININGS WERE RUN IN 2007 FOR COMMUNITY VOLUNTEERS WHO WOULD BE ASKED TO PARTICIPATE DURING A PUBLIC HEALTH EMERGENCY, WITH TRAININGS IN PEABODY FOCUSED ON AVIAN INFLUENZA, EMERGENCY DISPENSING SITES, AND BIOTERRORISM AGENTS.
- EXPANDED EFFORTS TO RECRUIT VOLUNTEERS THROUGH A MASS MAILING TARGETING APPROXIMATELY 1500 LICENSED HEALTH CARE PROFESSIONALS RESIDING IN PEABODY. CURRENTLY, 290 MEDICAL AND NON-MEDICAL VOLUNTEERS ARE REGISTERED IN PEABODY.
- CONVENED A MEETING WITH EMERGENCY PLANNERS FROM NORTH SHORE MEDICAL CENTER, LAHEY CLINIC, AND NORTHEAST HEALTH SYSTEMS TO DISCUSS COORDINATION OF TREATMENT AND RISK COMMUNICATION IN THE EVENT OF A FLU PANDEMIC.
- WORKED CLOSELY WITH THE SCHOOL DEPARTMENT AND THE FIRE DEPARTMENT ON IMPROVEMENTS TO THE SCHOOL SAFETY PLANS. A SERIES OF THREE TRAININGS WAS HELD THIS FALL TO TRAIN KEY MEMBERS OF THE SCHOOL ADMINISTRATION, AS WELL AS LUNCH AND RECESS MONITORS, ON RESPONDING TO COMMON EMERGENCIES ON SCHOOL GROUNDS.
- IN CONJUNCTION WITH THE POLICE, FIRE, AND SCHOOL DEPARTMENTS, SUBMITTED A SUCCESSFUL GRANT APPLICATION FOR THE PURCHASE OF 41 DEFIBRILLATORS FOR THE SCHOOLS AND OTHER PUBLIC BUILDINGS.
- IN 2007, THE HEALTH DIRECTOR COMPLETED A HAZARDOUS MATERIALS AWARENESS COURSE SPONSORED BY THE MASSACHUSETTS EMERGENCY MANAGEMENT AGENCY.
- THE HEALTH DIRECTOR ACTIVELY PARTICIPATED IN THE REGIONAL EMERGENCY PLANNING COMMITTEE TO PLAN FOR A HAZARDOUS MATERIALS INCIDENT, AND IS CURRENTLY REPRESENTING THE REGION'S PUBLIC HEALTH DEPARTMENTS ON THE SUBCOMMITTEE PLANNING A TABLETOP HAZMAT DRILL FOR 2008.
- THE PUBLIC HEALTH NURSE RUNS MONTHLY IMMUNIZATION CLINICS TO ENSURE THAT PEABODY RESIDENTS HAVE ACCESS TO VACCINES AT NO-COST. AT THIS FALL'S FLU CLINICS, OVER 1100 FLU SHOTS AND 30 PNEUMONIA SHOTS WERE GIVEN. THE PUBLIC

HEALTH NURSE ALSO INVESTIGATED 73 CASES OF COMMUNICABLE DISEASE IN PEABODY OVER THE PAST YEAR.

- EACH OF THE 10 PEABODY PUBLIC SCHOOLS WAS STAFFED WITH A FULL-TIME REGISTERED SCHOOL NURSE, WHO RECEIVE AN AVERAGE OF OVER 300 VISITS DISTRICT-WIDE EACH DAY OF SCHOOL.
- SCHOOL NURSES PROVIDE TRAINING TO SCHOOL STAFF ON THE ADMINISTRATION OF EPINEPHRINE AND OTHER MEDICATIONS IN THE EVENT OF AN EMERGENCY.
- SCHOOL NURSES UNDERTOOK TRAINING IN EMERGENCY RESPONSE OFFERED BY CHILDREN'S HOSPITAL.
- THE HEALTH DEPARTMENT ALSO WORKED WITH THE SCHOOL DEPARTMENT ON THE PREVENTION OF TRANSMISSION OF COMMUNICABLE DISEASES THROUGH MORE CONSISTENT ENFORCEMENT OF IMMUNIZATION REQUIREMENTS, AS WELL AS BY PROVIDING EDUCATIONAL MATERIALS AND TECHNICAL GUIDANCE ON STAPHYLOCOCCUS INFECTIONS.
- THE PUBLIC HEALTH NURSE COORDINATED A WELL-RECEIVED DRUG EDUCATION SEMINAR AND AN EATING DISORDERS SEMINAR FOR HIGH SCHOOL GIRLS.

OTHER

- HELD A SUCCESSFUL HOUSEHOLD HAZARDOUS WASTE DAY, WITH OVER 301 PEABODY RESIDENTS PARTICIPATING.
- THE SANITARY INSPECTOR CONDUCTED AN "INTRODUCTION TO FOOD INSPECTIONS" SEMINAR FOR STUDENTS ENROLLED IN THE CULINARY PROGRAM AT PVMHS, AND PARTICIPATED IN THEIR CULINARY/INDUSTRY ROUNDTABLE DISCUSSION OF CAREER OPPORTUNITIES IN FOODSERVICE.
- THE SANITARY INSPECTOR PRESENTED TWO FOOD HANDLER CERTIFICATION TRAININGS TO APPROXIMATELY 30 LOCAL FOODSERVICE OPERATORS.
- CONTINUED COLLABORATION WITH THE MELANOMA EDUCATION FOUNDATION TO PROMOTE SKIN CANCER AWARENESS
- THE HEALTH DEPARTMENT COORDINATED A FIVE-SESSION "CITIZENS DRUG RECOGNITION ACADEMY" TO PROMOTE PARENTAL INVOLVEMENT IN PREVENTING DRUG USE BY THEIR CHILDREN.
- THE HEALTH DIRECTOR WAS INVITED BY THE MDPH TO PARTICIPATE IN AN ADVISORY GROUP TO REVISE STATE REGULATIONS GOVERNING SAFE AND SANITARY HOUSING.
- STAFF CONTINUES TO UNDERTAKE TRAINING TO ENHANCE THEIR ABILITY TO RESPOND TO PUBLIC HEALTH THREATS, USING THE INFORMATION FROM THIS TRAINING TO DEVELOP AN "EMERGENCY PLANNING GUIDE FOR FOOD SERVICE OPERATORS."
- ADDITIONAL TRAINING ON LEGAL ISSUES AROUND ENFORCEMENT AND ADMINISTRATIVE SEARCH WARRANTS HAVE BEEN HELD.
- THE HEALTH DIRECTOR ALSO ATTENDED SEVERAL TRAININGS, INCLUDING: THE USE OF ISOLATION AND QUARANTINE AUTHORITY IN THE EVENT OF A PUBLIC HEALTH EMERGENCY, DEALING WITH HOARDING ISSUES AND MANAGEMENT OF WASTEWATER.

LEGAL DEPARTMENT

- INTEGRATED TWO NEW ATTORNEYS WHILE CONTINUING TO MAINTAIN PRECISION, ACCURACY AND EXCELLENCE.
- CONTINUOUSLY AND VIGOROUSLY REPRESENTS THE CITY'S INTEREST IN COURT.

- OUR GOAL EACH YEAR IS THE SAME, I.E. PROMPT RESPONSIVENESS TO REQUESTS FOR LEGAL OPINIONS, AND EXCELLENCE IN THE ADVICE WE GIVE TO THE VARIOUS DEPARTMENTS, BOARDS AND COMMISSIONS.
- SETTLED THE CITY'S CONTRACT PROPOSALS TO THE FIREFIGHTERS UNION BY THE JOINT MANAGEMENT LABOR COMMITTEE.
- GAINED THE RIGHT TO RANDOMLY DRUG TEST FIREFIGHTERS. THIS ACHIEVEMENT IS SOMETHING THAT VERY FEW COMMUNITIES, INCLUDING BOSTON HAVE BEEN ABLE TO SUCCESSFULLY GAIN TO DATE AND WAS A BIG VICTORY FOR YOUR ADMINISTRATION, THE RESIDENTS OF THE CITY AND DANIEL KULAK.

FIRE DEPARTMENT

- INVOLVEMENT IN THE JUVENILE FIRE SETTERS PROGRAM HIGHLIGHTED IN NATIONAL PROGRAM.
- JUVENILE CAR SEAT TECHNICIAN PROGRAM TO FIT CAR SEATS FOR THE GENERAL PUBLIC.
- ALCOA GRANT FOR EQUIPMENT.
- HIRED 7 NEW FIREFIGHTERS.
- NEW ENGINE 7 PLACED IN-SERVICE IN MAY.
- SUCCESSFUL JLMC CONTRACT ARBITRATION, AWARDED CUTTING-EDGE HAIR FOLLICLE DRUG TESTING PROGRAM FOR FIREFIGHTER SAFETY TO BE IMPLEMENTED IN JANUARY OF 2008.

PEABODY INSTITUTE LIBRARY

- RENOVATED SPACE FOR A TEEN DROP-IN CENTER. THE ROOM IS OPEN AFTER SCHOOL MONDAY – THURSDAY 4-7 P.M. TWENTY-FIVE HUNDRED REGISTRATIONS IN FIRST YEAR. 57 PROGRAMS WERE OFFERED. THIS PROGRAM OFFERS PROGRAMMING, STUDY SPACE, PCS, HEALTHY SNACKS, PLAY STATION SPORTS GAMES IN A SAFE ENVIRONMENT FOR TEENS. THIS ACTIVITY WAS FUNDED BY GRANTS ADMINISTERED BY THE MASS. BD. OF LIBRARY COMMISSIONERS AND THE PEABODY CITY COUNCIL'S ANTI-DRUG TASK FORCE.
- THE LIBRARY IMPLEMENTED A \$20,000 GRANT FROM THE MASS. BD. OF LIBRARY COMMISSIONERS FOR PROGRAMMING THAT SERVES THE NEEDS OF ACTIVE OLDER ADULTS. DOZENS OF INDIVIDUAL PROGRAMS WERE ATTENDED BY 4,500 REGISTRANTS OVER THE COURSE OF THE YEAR.
- FREE CONCERT SERIES FOR ADULTS WAS HELD AND SPONSORED BY THE MCCARTHY FAMILY FOUNDATION.
- A NEW COFFEE SHOP IN THE MAIN LIBRARY, THE BOOKWORM CAFÉ, IS OPEN M-F MORNINGS. COOPERATIVE EFFORT BETWEEN THE LIFE SKILLS FACULTY AND STAFF AT PVMHS AND THE PEABODY INSTITUTE LIBRARY.

GEORGE PEABODY HOUSE MUSEUM

- INSTALLED A NEW HVAC SYSTEM IN THE GEORGE PEABODY HOUSE.
- BEGAN THE SITE WORK FOR CONSTRUCTION OF THE NEW PEABODY LEATHERWORKERS MUSEUM THANKS IN PART TO THE COOPERATION OF EASTMAN GELATINE CORP.
- ORAL HISTORY EXHIBIT FEATURING THE LIFE EXPERIENCES OF PEABODY LEATHER WORKERS ON TRAVELING DISPLAY CURRENTLY AT THE PEABODY INSTITUTE LIBRARY.
- A NEW CURATOR HAS BEEN HIRED, MERRITT HAINE.

PEABODY NO PLACE FOR HATE

- PEABODY IS A PROUD NPFH COMMUNITY.
- HELPED PAVED THE WAY FOR BETTER RELATIONS BETWEEN PEABODY'S BRAZILIAN COMMUNITY, PEABODY POLICE AND CITY OFFICIALS BY HOLDING VARIOUS MEETINGS, WORKSHOPS AND DISCUSSIONS FOCUSING ON THE RIGHTS AND RESPONSIBILITIES OF IMMIGRANT POPULATIONS, IDENTIFIED BRAZILIAN COMMUNITY LEADERS, AND OPENED UP MORE EFFECTIVE AND AFFIRMATIVE CHANNELS OF COMMUNICATION BETWEEN THE BRAZILIAN COMMUNITY AND LOCAL OFFICIALS. WILL CONTINUE THESE INTO 2008 – WITH A FOCUS ON DOMESTIC ABUSE, ENTREPRENEURSHIP AND A WORKSHOP ON LOCAL BUSINESS REGULATIONS WITH Q&A FROM VARIOUS CITY DEPARTMENT REPRESENTATIVES.

DEPARTMENT OF PUBLIC SERVICES

ADMINISTRATION/ENGINEERING DIVISION

- COMPLETED THE CONSTRUCTION OF \$750,000 OF DRAINAGE IMPROVEMENTS CITY-WIDE.
- BEGAN CONSTRUCTION OF THE \$17 MILLION DOWNTOWN PEABODY FLOOD MITIGATION PROJECT.

STREET DIVISION

- PAVED 12 STREETS.
- REPAIRED 100 SIDEWALKS.
- COMPLETED 3,000 WORK ORDERS FOR VARIOUS ISSUES/PROBLEMS THROUGHOUT THE CITY.

SEWER DIVISION

- IMPROVED CONDITION AND MAINTENANCE OF SEWER PUMP STATIONS, RESULTING IN A 5 % REDUCTION IN ALARMS NEEDING RESPONSE SINCE 2006.
- IMPROVED SEWER MAINTENANCE PRACTICES RESULTING IN A 5 % REDUCTION IN RESIDENTIAL SEWER STOPPAGES SINCE 2006.

SOLID WASTE DIVISION

- COLLECTED AND DISPOSED OF 26,000 TONS OF SOLID WASTE.
- RECYCLED 6,000 TONS OF PLASTICS, GLASS, PAPER, AND OTHER MATERIALS.

GARAGE DIVISION

- CONTINUE AGGRESSIVE PREVENTIVE MAINTENANCE PROGRAM OF ALL CITY VEHICLES RESULTING IN AN EXTREMELY HIGH VEHICLE READINESS RATE.

WATER DIVISION

- CONTINUE WATER MANAGEMENT ACT LITIGATION WITH MA DEP AS THE PROPOSED PERMIT WILL INCREASE OUR OPERATING COSTS BY MILLIONS OF DOLLARS PER YEAR.
- CONSTRUCTED MAJOR IMPROVEMENTS FOR WATER SYSTEM IN SOUTH PEABODY AND THE ROUTE 1 AREA.
- COMPLETED CONSTRUCTION OF THE MEADOWS GOLF COURSE ALTERNATE WATER SYSTEM, RESULTING IN A SAVINGS OF OVER 120 MILLION GALLONS/YEAR OF DRINKING WATER USED FOR TURF IRRIGATION.

EMERGENCY MANAGEMENT

- COMPLETED CONSTRUCTION AND EQUIPPING OF THE EMERGENCY OPERATIONS CENTER.

- COMPETED THE UPDATING OF ALL DPS EMERGENCY RESPONSE PLANS (ERP) AND DPS COMPREHENSIVE EMERGENCY MANAGEMENT PLAN (CEMP) FUNCTIONAL ANNEXES PER THE ECEMP FORMAT ADOPTED BY MEMA.
- DEVELOPED AND EXECUTED MUTUAL AID AGREEMENTS WITH SURROUNDING COMMUNITIES TO ALLOW MUTUAL DPW SUPPORT AND SHARING OF RESOURCES.

ENVIRONMENTAL

- IN THE PROCESS OF HIRING AN ENVIRONMENTAL ENGINEER TO MANAGE ENVIRONMENTAL COMPLIANCE SO MA DEP FINES AND ACOS ARE AVOIDED.

PARKS, RECREATION & FORESTRY

FORESTRY

- PLANTED 80 STREET TREES.
- RECEIVED “TREE CITY USA” DESIGNATION FROM THE STATE FORESTER AS PART OF THE NATIONAL ARBOR DAY FOUNDATION.
- IN THE PROCESS OF HIRING A FULL TIME TREE SURGEON.

BROOKSBY FARM

- EMPLOYED NEW ASSISTANT FARM MANAGER.
- USING A COMBINATION OF DONATIONS AND CPA FUNDS, COMPLETED RECONSTRUCTION OF THE ANIMAL BARN THAT HAD BEEN DESTROYED BY FIRE.
- PLANTED OVER FOUR ACRES OF NEW APPLE ORCHARDS TO REPLACE ORCHARDS DATING BACK TO WWII. ALL NEW ORCHARDS ARE PLANTED WITH THE PURPOSE OF INCREASING PICK YOUR OWN OPPORTUNITIES. ALL ORCHARDS ARE FULLY IRRIGATED.
- PLANTED TWO ACRES OF STRAWBERRIES.

PARKS

- 90% COMPLETED RECONSTRUCTION OF THE BURKE BASEBALL/SOFTBALL FIELD.
- MAINTAINED 28 BALL DIAMONDS, @ 15 SOCCER FIELDS, TWO FOOTBALL FIELDS, 12 TENNIS COURTS, 15 BASKETBALL COURTS, 18 TOT LOTS.

RECREATION

- RECEIVED THE 2007 INNOVATIVE PROGRAM AWARD FROM THE MASSACHUSETTS RECREATION AND PARKS ASSOCIATION FOR A PROGRAM CALLED “C.S.I. PEABODY”. THE PROGRAM WAS A RESULT OF THE COMBINED EFFORTS OF THE OFFICE OF DISTRICT ATTORNEY JONATHAN BLODGETT’S, PEABODY POLICE, AND RECREATION DEPT.
- EXPANDED “FAMILY NIGHT AT THE MOVIES” TO THREE NIGHTS. DEVELOPED A SPONSORSHIP PROGRAM.
- CONDUCTED THE FIRST “HERSHEY TRACK AND FIELD MEET” IN OVER A DECADE IN CONJUNCTION WITH THE SALEM RECREATION DEPARTMENT. PATRICK RUTOLO WON THE BOYS 11-2 SOFTBALL THROW AT OUR EVENT AND WENT ON TO THE NATIONAL HERSHEY AND TRACK AND FIELD MEET IN HERSHEY, PA WHERE HE CAME IN FIRST IN THE COUNTRY.
- EXPANDED OUR LOCAL TEAM TENNIS PROGRAM FOR TEENS INTO A LOCAL LEAGUE. MORE THAT 250 KIDS PARTICIPATED IN PROGRAM THIS PAST SUMMER.
- HELD THE 4TH ANNUAL FATHER-DAUGHTER BALL.

GOLF COURSE

- HAD 26,500 ROUNDS (33,000 STARTS COMBINED 9 AND 18 HOLE ROUNDS).
- HOSTED 16 OUTINGS, UP FROM 5 IN 2006.
- ENROLLED MORE THAN 70 BOYS AND GIRLS AGES 12-17 IN THE JUNIOR GOLF PROGRAM
- INITIATED A FIRST TEE PROGRAM FOR BEGINNING GOLFERS AGES 8-12. PROGRAM IS RUN WITH VOLUNTEER INSTRUCTORS.
- ON JULY 11, THE NEW PUMP STATION AT EASTMAN GELATIN BEGAN SUPPLYING WATER FOR THE GOLF COURSE IRRIGATION SYSTEM.
- SEPT. 5-6 GOLF COURSE PERSONNEL ASSISTED THE PEABODY FIRE DEPARTMENT IN SUPPRESSING EXTENSIVE BRUSH FIRES.

PEABODY PUBLIC SCHOOLS

- CONTINUED OFFERING HIGH QUALITY INSTRUCTIONAL PROGRAMS TO ALL SCHOOLS, PRE-K THROUGH 12TH GRADE.
- EXCELLENT CLASS SIZES AT ALL LEVELS.
- 114 PVMHS STUDENTS QUALIFIED FOR THE JOHN AND ABIGAIL ADAMS SCHOLARSHIP.
- CONTINUED OVERALL SUCCESS IN STATE MANDATED MCAS TESTS.
- STUDENT CENTERED PHILOSOPHY THROUGHOUT THE ENTIRE SCHOOL SYSTEM.
- REESTABLISHED CURRICULUM TEAMS IN ORDER TO INSURE EFFECTIVENESS OF OUR INSTRUCTIONAL PROGRAMS.
- PROVIDED EXTENDED LEARNING ACTIVITIES FOR STUDENTS INCLUDING A COMPREHENSIVE INTER-SCHOLASTIC ATHLETICS PROGRAM AS WELL AS STUDENT CLUBS AND AFTER SCHOOL ACTIVITIES.
- CONTINUED IMPLEMENTATION OF THE “SECOND STEP” PROGRAM AT THE ELEMENTARY LEVEL.
- RE-INSTITUTED THE LESSON ONE-JON OLIVER ABC’S OF LIFE PROGRAM AT THE WELCH SCHOOL.
- ALL GRADE 3 STUDENTS VISITED THE GEORGE PEABODY HOUSE.
- ESTABLISHED A “PARENT ACADEMY” TO PROVIDE KNOWLEDGE-BASED LEARNING FOCUSED ON CHILDREN.
- CONTINUED PARTNERSHIP WITH THE PEABODY EDUCATION COUNCIL.
- CONTINUED TO AGGRESSIVELY RECRUIT NEW TEACHERS AND HONOR RETIRING TEACHERS FOR THEIR YEARS OF DEDICATED SERVICE.
- OFFERED AN AGGRESSIVE PROFESSIONAL DEVELOPMENT PROGRAM FOR ALL STAFF INCLUDING MANDATED FEDERAL AND STATE TRAININGS.
- CONDUCTED A MENTORING PROGRAM FOR ALL NEW TEACHERS.
- NINE TEACHERS ARE EMBARKING ON NATIONAL TEACHER BOARD CERTIFICATION.
- ALL PEABODY KINDERGARTENS ARE NAEYC ACCREDITED.
- PVMHS IS PREPARING FOR NEASC REACCREDITATION IN APRIL 2008.
- RECEIVED EXCELLENT RESULTS FOR THE MASSACHUSETTS DEPARTMENT OF EDUCATION MID-CYCLE COORDINATED PROGRAM REVIEW FOR SPECIAL EDUCATION AND ENGLISH LANGUAGE LEARNERS.

- MAXIMIZED THE USE OF OPERATING BUDGET IN CONCERT WITH AVAILABLE FEDERAL, STATE AND PRIVATE GRANTS.
- PROVIDED AFTER SCHOOL AND SUMMER PROGRAMS FOR “AT RISK” STUDENTS.
- INSTITUTED A DISTRICT-WIDE EMERGENCY PLANNING TEAM.
- CREATED A DISTRICT-WIDE NEWSLETTER.

THIS PAST YEAR THE FOLLOWING CAPITAL IMPROVEMENTS HAVE BEEN COMPLETED TO OUR SCHOOLS:

HIGH SCHOOL

- RECONDITIONED TWO MAIN ELEVATORS BRINGING THEM UP TO CURRENT STATE CODE.
- REPAIRED AND REPLACED ALL OF THE OUTSIDE LIGHTING FROM THE DRIVEWAYS TO STAFF AND STUDENT PARKING LOT.
- IMPROVED THE OUTSIDE APPEARANCE, CLEARED AND CLEANED THE GROUNDS LEADING UP TO THE HIGH SCHOOL AND THE GROUNDS AROUND THE BUILDING.
- IN THE PROCESS OF REPLACING THE ORIGINAL DOMESTIC HOT WATER TANK.
- THE EXISTING BLEACHERS IN THE FIELD HOUSE WILL BE REPLACED WITH ALL NEW.
- REPLACED THE OLD LANGUAGE LAB WITH 47 MODERN INDIVIDUAL COMPUTER WORKSTATIONS.

CENTER ELEMENTARY SCHOOL

- REPAIRED AND REPLACED ALL OF THE OUTSIDE MASONRY AROUND THE WINDOWS IN PREPARATION FOR THE REPLACEMENT OF THE EXISTING WINDOWS WITH ALL NEW AIR TIGHT WINDOWS THIS SPRING.
- REMOVED THE UNDERGROUND OIL TANK AND CONVERTED THE OIL FIRED BURNERS WITH HIGH EFFICIENCY GAS FIRED BURNERS.
- REPLACED HALLWAY LIGHTING WITH ENERGY EFFICIENT FIXTURES AND LIGHTING.

WELCH ELEMENTARY

- REPAIRED OR REPLACED ALL EXTERIOR PARKING LIGHTS.

WEST ELEMENTARY

- IN THE PROCESS OF REPLACING INTERIOR LIGHTING IN THE HALLWAYS, CAFETERIA AND CLASSROOMS WITH HIGH EFFICIENCY FIXTURES AND LIGHTING.

MCCARTHY ELEMENTARY

- CONVERTED ONE ORIGINAL BOILER TO AN ENERGY EFFICIENT GAS FIRED BURNER.
- A SECOND BOILER WAS REMOVED AND REPLACED WITH AN ENERGY EFFICIENT GAS FIRED BURNER.
- REMOVED UNDERGROUND OIL TANK.

CARROLL ELEMENTARY

- CURRENTLY INSTALLING BLEACHERS IN THE GYMNASIUM.

KILEY ADMINISTRATIVE OFFICES

- UPGRADED HANDICAP ACCESSIBILITY AT THE FRONT ENTRANCE.

DISTRICT-WIDE

- PURCHASED AND INSTALLED \$300,000 WORTH OF NEW INSTRUCTIONAL COMPUTER EQUIPMENT THROUGHOUT ALL SCHOOLS.

OVER THIS PAST YEAR THE SCHOOL DEPARTMENT HAS SPENT OVER \$1,000,000 ON MUCH NEEDED SCHOOL IMPROVEMENT PROJECTS. WE ARE CONTINUING WITH THE SAME AGGRESSIVE APPROACH TO IMPROVE THE APPEARANCE AND SAFETY OF OUR SCHOOLS.

POLICE DEPARTMENT

- FINALIZED MOVEMENT OF ALL TECHNOLOGY FROM LOWER LEVEL BASEMENT TO NEW COMPUTER ROOM ON GROUND LEVEL TO PREVENT STORM RELATED DAMAGE.
- REPLACED EMERGENCY 911 TO ENHANCED 911, INCLUDING MOVE TO NEW COMPUTER ROOM.
- REPLACED TELEPHONE PBX SERVER & COST CALL ACCOUNTING SYSTEM, INCLUDING MOVE TO NEW COMPUTER ROOM.
- CURRENTLY INSTALLING REVERSE 911 SYSTEMS.
- CURRENTLY REMODELING CONTROL ROOM.
- COMPLETELY REPLACED 3 WORKSTATION CONSOLES IN THE CONTROL ROOM.
- COMPLETION OF PHASE 2 ELECTRONIC LOCK SYSTEM TO INCLUDE ADDITION OF N.E.M.L.E.C. COMPUTER LAB, COMPUTER ROOM, FRONT & REAR ENTRANCES. ISSUANCE OF NEW OFFICER ID CARDS TO INCLUDE DOOR ACCESS SECURITY.
- RECEIVED THREE TRAFFIC ENFORCEMENT GRANTS FROM THE GOVERNOR'S HIGHWAY SAFETY BUREAU OF \$10,000 EACH FOR ENFORCEMENT & ONE \$5,000 GRANT FOR EQUIPMENT (PERMANENTLY MOUNTED SPEED MONITORING DEVICES).
- RECEIVED A \$38,000 COMMUNITY POLICING GRANT – 2008.
- HAS CONTINUED TO DEVELOP A RELATIONSHIP WITH THE PEABODY SENIOR CENTER, INTRODUCING THE “ARE YOU OK PROGRAM”, AND OUR CONTINUED PARTICIPATION IN THE TRIAD PROGRAM.
- HAS SPONSORED PARENTING CLASSES TAUGHT BY MR. GEORGE MCGURN AT PEABODY ELEMENTARY SCHOOLS.
- HAS PARTNERED W/ THE SCHOOL DEPT. IN THE SPONSORSHIP OF THE “TANNER CITY HOLIDAY BASKETBALL TOURNAMENT” ON DECEMBER 27TH & 28TH, 2007, WITH THE THEME FOR THE TOURNAMENT AGAIN THIS YEAR BEING “GET “HIGH” ON SPORTS.... SAY NO TO DRUGS!”.
- THE FINAL QUOTES ARE IN FOR UPDATING OF THE AMERICAN DISABILITES ACT (ADA) ISSUES IN THE RECORDS OFFICE. THE CONTRACTED ARCHITECT BY THE CITY HAS ALSO COMPLETED HIS OVERVIEW FOR THE COMPLETED DESIGN FOR THE UPDATES OF THE ADA ISSUES.
- THE REAR LOT PUMPING STATION ALONG WITH THE FUTURE INSTALL OF A GAS-FIRED GENERATOR IS IN ITS FINAL STAGES. THE DESIGN & PLANS HAVE BEEN COMPLETED AND ARE AWAITING THE STATE BIDDING PROCESS. CONSTRUCTION SHOULD BEGIN IN EARLY 2008.
- MAINTAIN MASSACHUSETTS STATE ACCREDITATION BY COMPLYING WITH ALL APPLICABLE STANDARDS. POLICIES AND PROCEDURES HAVE BEEN UPDATED AND ACCREDITATION STANDARDS HAVE BEEN INCORPORATED INTO THE DEPARTMENT'S RULES & REGULATIONS. THE PATROL DIVISION HAS INCREASED THE LEVEL OF

DISCIPLINE IN OBSERVANCE OF THESE POLICIES AND “BEST PRACTICES” THROUGH STRICT ADHERENCE TO DEPARTMENT RULES & REGULATIONS.

- INCREASED WALKING FOOT PATROLS IN DOWNTOWN AREA AND PROBLEM AREAS OF THE CITY. THE PURPOSE OF THIS ACTIVITY IS TO INCREASE CITIZEN CONTACT ON EACH SHIFT AND IDENTIFY ANY NEIGHBORHOOD DISORDERS OR CRIMINAL ACTIVITY BY GATHERING INTELLIGENCE OR OBSERVATION AND FORWARDING COMPILED DATA TO CRIME ANALYSIS FOR DEPARTMENT-WIDE SOLVING STRATEGIES.
- IMPLEMENTED INCREASED DIRECTED PATROLS IN CONJUNCTION WITH COMMUNITY POLICING INITIATIVES FOR DIRECTED PATROLS TO PHYSICALLY CHECK ALL BANKS AND CREDIT UNIONS TWICE DURING EACH TOUR OF DUTY TO REDUCE BANK ROBBERIES AND THE FEAR OF CRIME. OFFICERS ARE REQUIRED TO MAKE SCHEDULED AND RANDOM CHECKS OF ALL FINANCIAL INSTITUTIONS AND OBTAIN COMPUTER-GENERATED DOCUMENTATION TO TRACK THIS ACTIVITY. AS A RESULT, THE APPREHENSION OF CRIMINALS HAS INCREASED AND THE FEAR OF CRIME HAS BEEN REDUCED.
- GRADUATING FROM THE MBTA ACADEMY ON FEBRUARY 23, 2007 WERE: OFFICER RICHARD CAMERON, OFFICER JOSEPH GILROY, OFFICER LONNY JOHNSON & OFFICER DONALD TEREZONI.
- GRADUATING FROM THE LOWELL ACADEMY ON NOVEMBER 15, 2007 (CURRENTLY IN OUR FIELD TRAINING PROGRAM) WERE: OFFICER JAMES HARKINS, OFFICER JOSEPH COUP, OFFICER ALLAN GRAGLIA & OFFICER BRENDAN O'BRIEN.
- ALL NEW SOLL DEFIBRILLATORS HAVE BEEN PURCHASED AND ARE IN THE PROCESS OF TRAINING ALL PERSONNEL TO REPLACE THE CURRENT MEDTRONIC DEFIBS.
- THE NEW RESERVE OFFICERS APPOINTED ARE: TONIA COSTA (SERVING IN IRAQ), CHRISTO ZAMAKIS (CURRENTLY ATTENDING THE RESERVE ACADEMY), KRISTEN MAVROULES AND JOYCE MOULTON (ATTENDING THE RESERVE ACADEMY IN FEBRUARY, 2008).
- ACTIVE SHOOTER TRAINING – PUTTING IN PLACE PROCEDURES AND RESPONSE DURING CRITICAL INCIDENT AT SCHOOLS, MALLS & BUSINESSES.
- FOUR OFFICERS ENROLLED IN ACTIVE SHOOTER TRAINING ON JANUARY 30, 2008.
- ALL SCHOOL OFFICERS ATTENDED ADVANCED SCHOOL RESOURCE OFFICER TRAINING, SEVERAL OFFICERS SENT TO MASSACHUSETTS POLICE LEADERSHIP INSTITUTE FOR SUPERVISORS AND SEVERAL SUPERVISORS SENT TO FBI COMMAND INSTITUTE FOR LAW ENFORCEMENT EXECUTIVES TRAINING (LEEDS).